

*Arlington School Committee
School Committee Regular Meeting
Thursday, January 11, 2018
6:30 PM
Arlington High School
School Committee Room
869 Mass Avenue, 6th Floor
Arlington, MA 02476*

Present: Jeff Thielman, Chair, Kirsi Allison-Ampe, Vice Chair, Bill Hayner, Secretary, Paul Schlichtman, Cindy Starks, Len Kardon, and Jennifer Susse

Kathleen Bodie, Ed.D. Superintendent of the Schools, Roderick MacNeal, Assistant Superintendent of the Schools, John Danizio, Chief Financial Officer, Rob Spiegel, Human Resource Director, Alison Elmer, Director of Special Education, Marion Nolan, AEA.

Absent: Karen Fitzgerald, Administrative Assistant

Open Meeting

Mr. Thielman called to order the meeting of January 11, 2018 at 6:34 p.m.

Executive Session

Mr. Hayner moved to enter into Executive Session at 6:35 p.m. 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 a 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 security and safety, seconded by Ms. Starks.

Roll Call: unanimous

Voted: 7-0

Back in Open Meeting 6:50 p.m.

Public Participation

Mr. Thielman informed the audience members that each receive three minutes to talk. There will be no response.

- *Liz Exton. Requests full time K TAs in all K classrooms. Many people want to speak to this issue. Academic and social/emotional success. Etc. Explaining reasons for K TAs. One teacher cannot meet the needs of all K students in classroom. Must prioritize funding for youngest students.*
- *Kris Fitzgerald. Two kids going to Thompson in coming years. Echoes what Liz said. Safety element. How important it is for young children to have another adult in room.*

- *Ben Clark. Child in preschool now. Will go to Kindergarten next year. Appreciate in preschool that there are multiple adults in the room for kids who need more support. What would change about that in one year? He assumed there would be two adults in the room at all times.*
- *Julie Goldberg Zieger. Parent of young children. Older will be in Bishop K next year. Will turn 5 in July. Used to multiple adults in classroom. Social and emotional needs. Critical, formative years. Set foundation for entire academic experience. Need as much support as possible.*
- *Alham Saadat - future Hardy Kindergartners. Also add that one teacher for 5 & 6 year olds - toileting issues for young children. Who can help them. Used to preschool with multiple adults. Inadequacy in order to provide adequate care.*
- *Jason Marder - Twin boys will be in K next year. Want full time K TAs, so all children can get the attention they deserve. Crucial as they begin this journey. Recognize strengths and weaknesses of children. Prevent serious problems in the future. Moved from Boston for the schools. Did not want to be part of the Boston School system. One of main reasons his family moved to Arlington. Ratios will have an adverse effect on community. Stress on teachers - problems in classrooms and in the future. Urge increasing budget to allow for more full time K Aides.*
- *Lauren Oliff Sonalkar - Two children. One will be in K in the fall. Wants full time K TAs. Good practice for no more than 18-20 students in K classrooms. How do we create experience in best interest? Smaller ratios. Need full time TA to set up kids for success. Foundational skills. Very important time. 15-20% will be identified as students with special needs. Aware of having increased instructional support.*
- *Ruth Hermida - Two young children. Concerned about what will happen in the future. Concerned about numbers. Ratios are concerning. Reiterate what everyone else is saying.*

Athletic Fee Proposal

Melissa Dlugolecki - Athletic Director is proposing Assessing user fees. Maintaining consistency of vision. Need to have avenues for public participation and feedback. Two lenses:

- *Philosophical.*
- *Practicality.*
- *Presentation is in NOVUS. Hard to pinpoint amount for any sport, because of uncontrolled variables.*
- *Other districts have a universal fee. Comparison of fees in presentation. Looking to assess a fee structure that is revenue-neutral. How do we value programming?*
- *Questions: Bill Hayner - is there a recommendation tonight?*

- *Superintendent: Will go to budget subcommittee. No vote tonight. Bill - request other stakeholders to come speak to us.*
- *Jennifer Susse - what communication have you done?*
- *Melissa - preliminary conversations with Dr. Bodie and Mr. Danizio. Parent committee. Coaches advisory. Captains' council. Preliminary discussions. Lots of different opinions. Next step was to bring here and provide opportunities for community to participate and provide feedback.*
- *Paul: Laid out case that what we do is different from other towns. What proposals have you entertained? How many people?*
- *Melissa: conversations only with the small groups mentioned. Feedback in both directions. Some would appreciate this. Other feedback on fear of one sport covering the cost of another. However, user fees cover less than half of operating budget.*
- *Paul: What structures are you modeling that S.C. should consider?*
- *Melissa: One universal fee model. One model includes eliminating gate fees. Platform to unite the community. Third model would be fewer tiers. Maybe two-tiered system.*
- *Kirsi: Historical perspective. When we had budget crunches. Tried to maintain athletic program rather than eliminating sports. Increased fees looking at specific sports, how many kids were in there, and knew fees would not cover entire cost. Also an athletic advisory council. Held meetings over one year. Discussed how fees should be structured. Multiple public forums. Felt to be more fair. Continued with this. This was done with a lot of thought and there was a lot of community input, but the administration did not put forward the points Melissa is making now. Fees have not gone up in proportion to amount. Amount of community input was good before. Thinks this is a big picture thing.*
- *Len: Melissa did come to budget subcommittee first. Decide if this is a conversation we want to open. How do we get robust community input. Could do forum.*
- *Jeff: Could do survey.*
- *Melissa: Would work with Mr. Danizio and Dr. Bodie to give people an opportunity for input. It should be collaborative.*
- *Jeff: Suggest Melissa, John and Kathy meet to bring forward suggestion. Do research and come back with results.*
- *Jennifer: Hard to predict whether something would be a big issue. Suggest doing an electronic survey.*
- *Bill: Emerson decision on fees. Sport cannot collect more than it can spend.*
- *Melissa: Trying to do better. Understand root of current structure.*
- *Kirsi: should be some school committee involvement. Ends up being something we are responsible for.*
- *Jeff: Process should be designed by Athletic Director. May go to community relations. Melissa will come up with plan and keep everyone posted.*

Goal 1.1. Vision of students as learners. Rod MacNeal.

- *Update on plan for reviewing. Mr. MacNeal met with curriculum leaders. Discussion of draft vision and getting feedback from different groups. Will make adjustments to plan*

based on feedback. Draft will be presented to school committee by final meeting in April and vote by final meeting in June.

- *Kathy - goal to give next draft in April.*
- *Jennifer Susse - in goals, looking for plan in October. Sounds like plan has just begun. Little slower getting off the ground.*
- *Kathy - has been in the works as to how we are going to do this. Ready to go out for more review at this time.*
- *Bill - Development of curriculum materials. Concerned about budget. Concerned that materials needed would drive the vision. Budget should not deter programs.*
- *Kathy - roll out may not be as fast, but looking at where we get materials.*
- *Cindy - Goal. By April. Still get everything by April. When is this to be implemented?*
- *Kathy - 18-19 school year.*
- *Cindy - plan for how we will implement this vision.*
- *Len - if we don't have vision, how do we develop power standards, etc.*
- *Kathy - not that linear. What are key concepts that students should master by the end of the year? Most important things? Where is emphasis?*

Vision 2020 Task Force. Scott Lever presenting. Jeff: task force has done a lot of different things in area of education. Idea of creating goal for vision statement for the district. By May 15 of each year, receive goals from Superintendent. Approved in June. Group lobbying school committee.

- *Scott Lever: Other members present: Charlie Tillman, Rebecca Wolfe Lane, Pat Hanlon.*
- *Scott : discussion of meeting last night at Town Hall. Want to talk about vision. Need for vision and district-wide strategic plan. Need the plan and urgent action. Need the plan first to create unifying force to bring everyone together. Challenges in Arlington during the next several years. Going over presentation. Number of sessions. Goal now is to create strategic vision and plan with School Committee and community.*
- *Pat: Discussion of Master Plan. Strong implementation process. Has driven what happens in the Town. Part of a single vision. Everything coming out of this process involved community and got a strong community involvement.*
- *Scott: Examples of this in education. Example in Tampa, Florida. Not just a mission statement. Was a coherent document. Helped to drive decisions. Other neighboring districts doing this as well. Winchester.*
- *Scott: Feels that this is an important endeavor.*
- *Questions:*
 - *Jennifer. Discussion of Winchester. Three part process. Prior thinking about this. Thinks next year is a fabulous time to do this. The more we ask the community what they want, the more valuable the process.*
 - *Bill: What do you think a consultant would cost?*
 - *Scott: Willing to do the research.*
 - *Bill: Support hinges on cost.*
 - *Scott: Happy to work with schools to figure it out.*

- *Len: In favor of strategic planning. Part of problem with consultant-led exercises is buy-in by the administration. Wants administration to think about whether it is the right time to enter into this.*
- *Kirsi: Echo what Len said. Worried about next year. Focused on high school. Lots of decisions to be made on high school over the next year. Only so much we can do. Only so much we can ask town to come in and work on. Don't want to sell the high school short. Yes, Winchester is doing this, but they already finished their high school. Lot going on here now.*
- *Scott: Appreciate that, but we can define a process that is not overwhelming and is respectful of people's time. Still need coherency to all projects.*
- *Kirsi: Stage in MSBA Process. Doesn't matter what else we are doing. Uncertain whether there is added value to doing this. Potential for damage. Important for School committee and administration to have control over process like this.*
- *Cindy: Do you think in a year it would be better? Visioning process for high school will take about a year. When we are actually rebuilding, will that allow us more leeway?*
- *Kirsi: Not sure when we will have a handle on high school visioning process.*
- *Cindy: Might be better to spend the next year to figure out how this could happen and implement and put in goals for the following year. High school has to take all energy and thinking now.*
- *Paul: Was on team that developed strategic plan in Lowell. In Arlington, however, school committee developed overarching goals. Still holding on to those. In terms of strategic plan for educational outcomes - work backwards from student getting high school diploma. Need to answer certain questions in high school process. Hard to do parallel planning session now against what we are doing for the high school. Need to be united in high school design. Once we have that, then it would be appropriate to look district-wide. High school has to come first.*
- *Scott: Not trying to propose anything that would conflict with high school. Actually an extension of that conversation. Not really duplicative. Extending on work we are currently doing.*
- *Paul: How are our pathways working - all for that.*
- *Scott: not suggesting being duplicative.*
- *Paul: Focus has to be on high school.*
- *Rebecca: May be better to understand full scope of high school process. Will it make it more difficult to later have a broader conversation? Not separate tracks. Not stopping at high school.*
- *Paul: Backwards design.*
- *Kathy: Would like more collaboration on work we are doing. We do think strategically, but effort of having vision of learner is backwards design. Lot of vertical alignment in the District by having K-12 curriculum directors. Kathy would like this group to be part of the process with us.*

- *Jeff: Stop here. May 15 deadline to determine goals. Want more specificity about process. High School process keeps getting more complicated. Also building budget.*

8:22 PM - Priorities for FY 19 Budget

- *Kathy - we are presenting administration priorities. Ultimately it is School Committee decision. Discussion of slides.*
 - *4.9 Million*
 - *1.3 million for Gibbs*
 - *1.95 million - contractual salary increases*
 - *Wage adjustments*
 - *Step increases*
 - *Column moves*
 - *Longevity additions*
 - *825,000 - fixed and mandated costs*
 - *850,000 available for new*
- *Bill - does this include Chapter 70?*
 - *John, yes*
- *Bill - is contractual increase accounted for? Where is 985,000 coming from?*
 - *John - COLA. Money to negotiate with.*
- *Cindy - Gibbs 1.3 million - will it cover costs of Gibbs?*
 - *Kathy - yes, covers staffing costs. We will make it work. It is blueprint. FTEs may shift.*
 - *John - this is cost beyond transfers from Ottoson.*
- *Mandated costs - 825,000*
 - *Tuition inflation*
 - *Look at out of district placements*
 - *New transportation contract - reasonable estimate*
 - *Testing and materials*
 - *Translation and interpretation*
 - *Custodial MOU*
- *Additions - 850,000. Requests by Principals are over 3 million. We have looked at priorities at each level. Moving toward secondary needs this year. Last year, bulk went to elementary.*
 - *Elementary*
 - *K TA issue - how do we support math instruction with TA support? Could be how K is scheduled for math. Analysis. Could work with scheduling. Principals are in favor of that. Adding enough TAs so that there would be 2 full time K TAs in each school. TAs have been trained in tools of the mind. 3.5 for K TAs would staff that model.*
 - *2 teacher reserve positions. Very thin. Most likely needed at Brackett.*
 - *Reserve teaching assistants*
 - *Thompson Social Work Support*

- *Literacy Coach Elementary - coherency with Lucy Caulkins.*
- *Try to look at funds for all needs.*
- *Full time K TAs vary from district to district. Some have it, some are part time, lots of variability. Need TA support with major curricular areas.*
- *Bill - appreciate that, but other elements with social/emotional and special ed. Needs - less money later. Parents talked about other areas. Kindergarten is a unique educational experience. Do not see how you can't have full time TA in each class.*
- *Len - Support full time K TAs. Not ideal to share TAs. Relatively low cost. In order to fund - you have 4 reserves TAs. Put them all in K. Put other items in reserve - Social Worker and Literacy Coach.*
- *Jennifer - full time K TAs has been a priority for many years, but worry about a policy, because we have a variety of class sizes and a variety of needs. We have put TAs where there is a need. Worry about losing flexibility.*
- *Cindy - Full time K TAs are imperative for classes of 20 or more. Can Social Worker and Literacy Coach be part time?*
- *Paul - K kids are high variance. Developmentally, there is a span with any kid. Full time K TA's are essential. Need multiple eyes on the kids. This is his priority.*
- *Jennifer - under current proposal, would there be a time when all kids would be in classroom and fewer than two adults?*
 - *Kathy - there could be time.*
- *Bill - if full time, would TAs go to specials?*
 - *Kathy - possibility*
- *Kirsi - How many more would we need to add to get to full time for all? - 6 more FTEs beyond 3.5 Total of 9.5. Kirsi - not sure all parent concerns match what TAs do. Classrooms have methods in place for how teachers address times when student needs to use bathroom when there is only one adult.*
 - *Bathrooms are in classrooms.*
 - *Kirsi - everyone should understand that.*
 - *Kathy - Kindergarten classrooms are really well run.*
- *Bill - important to know delineation between Special Ed. TAs and Regular Ed. TAs.*
 - *Kathy - if full time TAs are the priority, something else will have to give.*
- *Kirsi - other than kids who require 1:1, can a TA help out other children in the class?*
 - *Alison - yes.*
 - *Bill - TA has to be available with IEP student.*
 - *TA group may be in flexible groupings in classrooms.*
- *Bill - need for TA because of Assessments at Kindergarten*

- *Kirsi - how is identification of special needs made? Do we need an extra set of eyes to help identify kids who have special needs. Kirsi - thinks cut-off and above cut off there should be full time TA.*
 - *Kirsi - often other adults in the room.*
 - *Bill - relative to CPR. Staffing for Special Ed. Questions about caseloads. Does this budget proposal address that?*
 - *Kathy - in a study now on caseloads. Do not have a complete analysis.*
 - *Do we have enough teachers in reserve with what we expect? How many extra classes?*
 - *Kathy - at moment one - based on current forecast.*
 - *Will collapse 4 classes into 3.*
 - *Middle School.*
 - *Proposing cluster increase in 7th grade. No change to 8th grade until following year. Will have to increase number of FTEs in specials. Thinks it meets the needs of school next year.*
 - *Len - why 3 teachers - because of shifting around. Want side-by-side Ottoson this year and Gibbs/Ottoson Next year.*
 - *Kirsi - Question about adjustment counselors. Expenses at Gibbs*
 - *High School. Original request was 7 FTE, then 5.4. Now 5.0. Mix of different FTEs for different departments. We need to run the schedule and see how this gets distributed.*
 - *Len - does this include Dean going to full time? Could we postpone this for another year?*
 - *Rob - Union issues.*
 - *Kathy - point person for high school project. Will be the case. Be playful for the years out.*
 - *Len - very supportive of proposal. But we do need K TAs.*
 - *Jennifer - lots of one time needs - sometimes funds for specific needs*
 - *John - revolving and grants.*
- *Approval of Proposed FY 19 Town Appropriation*

Mr. Hayner moved to vote to accept Town Appropriation \$65,860,321, seconded by Mr. Schlichtman.

Vote: 5 -2, Mr. Kardon and Mr. Hayner voted No

Discussion:

- *Len - will vote against because we are at a point where we have not determined full need. Premature. Up to Town Meeting if we still get money.*
- *Bill - we are responsible to present best education budget going forward. Will not support.*
- *Kirsi - will vote for, because budgeting in Arlington is a team effort. Don't have extra places to pull money from now. Need to work together as a team. Don't want to express a message of confusion.*

- *Paul - Reality - long term needs for cooperation with all stakeholders. Don't want to poison the well. We can still keep pressing for more money. This is too low. State has failed to meet its obligations. Underinflating foundation budget. State legislature should operate transparently. Our partners are Town Manager.*
- *Jennifer - while inadequate. State only supports 14% of our budget. But, when we have gone to Town, they have made an effort to meet us in a collaborative process. Option we have available to us.*
- *Cindy - unless we have a new process, this is the way it works. We have agreed to how this process is going to work. Not the Town's fault that the state is not giving us more money.*

Superintendent's Report

Dr. Bodie reported out on the following items:

- *Forum on January 10*
- *Next forum on February 7 - will focus on vision*
- *Gibbs and Hardy on track*
- *Org Chart for Technology*
 - *Discussion of organization*
 - *Evaluation Organization*
- *Jennifer - do we have a dedicated person for Elementary, Middle and High School*
- *Where is this in budget?*
 - *Kathy - neutral. Works a lot in Summer*
- *School Calendar. First read.*
 - *School will start on Tuesday after Labor Day.*
 - *No School dates - N*
 - *Holidays*
 - *PD Day on November 6 - Election day.*
 - *180 day - June 18 with 5 additional days - June 25 is last day. Latest we can go is June 28.*
 - *First read - will come back in two weeks.*
 - *Jennifer - School Committee dates will need adjustments.*
 - *April 23 and June 18 need to be listed as early release for Elementary.*
- *January 24th - Principal Finalists visits. Parent forum. At Ottoson 6:00 - 9:00.*
- *Monday, Jan. 15th - MLK Celebration at Town Hall.*

Consent Agenda

Mr. Hayner moved to approve the Consent Agenda, Approval of Minutes: School Committee Regular Meeting, December 14, 2017 Approval of Warrant: Warrant # 18130, dated 12/14/2017, Total Amount \$637,313.04, Approval of Trip: None seconded by Mr. Schlichtman. Voted: 7-0

Subcommittee & Liaison Reports & Announcements

- *Budget*
- *Community Relations*
- *Curriculum, Instruction, Accountability & Assessment CIAA - met. Will meet again next week. Will talk about Superintendent's evaluation.*
- *Facilities. Met today. John Marshall, Rec. Department talked about playgrounds. Town and Schools are engaging in collaborative process. Given process is beginning, may want to add a playground status report added to calendar.*
 - *Len - is a consultant doing this?*
 - *Jennifer - Mr. Marshall is doing the bulk of the work.*
 - *Jeff - can also put report schedule in policy*
- *Policies and Procedures - Next meeting is January 30.*
- *School Enrollment Task force*
- *Legal Services*
- *AHS Building Committee - Forum was very good last night.*
 - *Jennifer - many parents who attended did not have high school students yet.*
 - *Paul - high school project should be adventure into hopes and dreams*
- *Gibbs -*
- *Announcements - Stratton Girl Scouts - continuation of mock town meeting*
- *Future agenda items*

Executive Session

Mr. Hayner moved to enter into Executive Session at 9:35 p.m. Vote to meet in executive session pursuant to Massachusetts General Laws Chapter 30A section 21(a), purpose (2), to conduct a strategy session in preparation for negotiations with non-personnel (Superintendent of Schools).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 a 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. Motion to meet in executive session pursuant to Massachusetts General Laws chapter 30A section 21(a), purpose (2), to conduct a strategy Session in Preparation for negotiations with nonunion personnel, specifically the Superintendent of Schools. Seconded by Ms. Susse.

Roll Call: Unanimous

Voted: 7-0

Respectfully recorded by

Mr. Rob Spiegel, Director of Human Resources

Respectfully submitted by

Karen Fitzgerald

Administrative Assistant ASC

2/8/2018