

Approved by the Arlington School Committee September 26, 2019

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

Attendance: Len Kardon, Jane Morgan, Paul Schlichtman, Jeff Thielman (entered at 7:06 PM), Jennifer Susse, Kirsi Allison-Ampe, Bill Hayner

Kathleen Bodie, Michael Mason, Rob Spiegel, Alison Elmer, Rod MacNeal, Marion Nolan - AEA

Absent: Karen Fitzgerald

Open Meeting

6:34 p.m.

Public Comment

6:35 p.m.

Jill Fekete. Bishop parent. Possibility of fourth K class coming in. Concerned about possible solutions. Class on stage or dividing K classroom in half. Not sure that is possible. Hopeful the District will consider modulars or portable classrooms. Cafeteria is small. Unfortunate to have art on a cart.

Human Rights Commission Appointment (tabled because candidate not here yet)

Kathleen Rogers arrived and Ms. Susse introducing. Very strong candidates. Eight applicants. Community Relations Committee voted to recommend Kathleen Rogers. 28 years in Arlington. 19 years at Simmons. Has dealt with many issues that Human Rights Commission deals with. Has worked on boards.

**Ms. Susse Motion to appoint Kathleen Rogers to Human Rights Commission as SC Rep.  
Seconded by Mr. Hayner.**

**Voted 6-0**

Discussion -

Paul - comment from someone not selected. Great reference from another candidate. Great community because people care about these issues.

Kathleen - set kids on a path of success. She has time and interest and would like to give back to town. Want to offer skills to town. Honored to take the position and do her best.

Vote - unanimous. . (Jeff Thielman not present yet for the vote).

Kathleen - thank the Committee.

#### Special Election Override Results.

- Len - thank the voters for their support. On way to new high school.
- Kathy - thank the Arlington Community. Honor for the teachers, all staff. Important to have new school and operating budget. District felt positive about the vote.

#### LABBB Inclusion Report & Special Ed.

- Alison Elmer - the report included recommendations for both General Education and Special Education.
- A number of recommendations involve student support team process. For this year, there is a shared drive for all schools to access SST protocols and resources. This year, accepted into S3 academy. Attended 5 workshops with the Rennie Center around designing student support systems.
- Recommendations around co teaching model.
- General Ed. and Special Ed. co teaching pairs. Next year, there will be a coach to provide onsite support. Looking at models of coteaching. Want to utilize professional staff to maximum potential.
- Elementary schedule will provide for planning for coteaching. Coplanning, coassessing.
- Professional Development - equally on general and special ed. AEA Joint Committee on Special Ed focused efforts on collecting data for staff needs for professional development.
- Focus of November PD is equity and inclusion. Planning is in progress.
- New teacher orientation - time for all teachers, not just special ed. Teachers. Including training on how to utilize paraprofessionals. Focus more on practices.
- PD for teaching assistants. Did training last year. More over the course of this year.
- Working with TCI trainers to lead training.
- PD - overall, we need more training on basics for Special Ed. Created longer training around basics of Special Ed. that staff members sign off participating in.
- Communications - weekly communications to Special Ed. staff regarding different federal and state regs. Will continue that communication next year. Legal counsel will meet with Admin team during August retreats.
- Recommendations around Team Meetings - created communication ladders and hierarchical structures.

- Meetings with Principals.
- Quarterly meetings with related service providers.
- In some schools, weekly team based meeting. In places it was in practice, very useful. Encourage teams to look for those opportunities.
- Teaching assistants. Recommendations on how to identify when student needs TA support or 1:1.
- ORG Chart. Communication Chart.
- Memorializing written procedure for transition. Done for Special Ed. Department. Plan for Gibbs - Ottoson.
- Will put in writing for transition from OMS to AHS.
- Next year - more in depth presentation on Melissa Orkin.
- This week - Framing Your Thoughts Training. All Elementary Learning Specialists and SLPs completed the training.
- Dr. Orkin will meet with Admin Team during one of the retreat days.
- Data collection procedures - suggestion that it be a unified collection procedure. We will explore some of the commercial products that are out there.
- Program development area. Recommendation is to further develop and expand program options.
- Recommendations around entrance and exit guidelines for services and programs. Using guidelines, not criteria, with related service providers. Will continue to work next year during early release time.
- Recommendation from staff - continue to review data to determine which programs we need to develop. Reach Program is growing. Need to continue to develop and expand. Out of district trends toward therapeutic.
- Gibbs - developing Tier 2 program.
- Budget - Additional Elementary Assistant Principals.
- Finding around caseloads. Staff had expressed concerns around caseloads and equity around caseloads. This past year, increased Sp.Ed. staffing at Gibbs and Ottoson. Next year, adding Learning Specialist to Stratton. Increase Summit at OMS, Compass at AHS. Increase OTs at schools.

#### Questions -

- Bill - how many staff have restraint training.
  - Alison - Over 200 have TCI training.
  - Annual restraint training.
- Bill - concern that first day there is very little focus by staff. Important to be done regularly. Should be discussed with staff on a regular basis.
  - Alison - need at least one person trained in every building.
  - Rod - we have a cohort of individuals trained at every building.

- Jennifer - how often is review done? Are there follow-ups.
  - Alison - this was privately contracted. We are required to annually review our programs. Next year is our mid-cycle review. Will be every other year. They will be onsite next year.
- Jane - likes charts. Some of the things that happened this year is good - PD, workshops, shared drive. More interested in 19-20 actions. Want to have a presentation next year as well.
  - Alison - work needs to be shared among departments. Combination of general ed and special ed.
- Kirsi - Was there any analysis of bright spots - where are we doing well and can replicate.
  - Alison - commendations for the district. Co-teaching already in place at AHS. Trying to happen at OMS and Gibbs. Use of technology commended. Google School format at elementary schools. Positive practice for data collection.
- Len - difficult report the way they structured recommendations. Hard to pull them out. One - establishment of an assessment handbook.
  - Alison - some recommendations came in the form of blanket recommendations. We have an assessment handbook. Most is on a Google Site. Exists electronically. Not something we plan to attack in the next year. Each professional gets to select their evaluation tool, according to regs. Some assessments may not be appropriate for every student.
- Len - expected a more point by point review. Want to comprehensively address what they are suggestion. As committee, come back to student support team, RTI.
  - Alison - in the fall.
- Len - co-teaching model. The report said we are moving toward co-teaching model. We need more clarity on where we are going.
  - Alison - four models in co-teaching. Such as station teaching, parallel teaching, etc. Want consultant to work with us on those. Want Special Educator to be a professional in the classroom.
  - Alison - focus is on co-teaching 6-12.
- Len - Want more comprehensive plan for co-teaching written down.
- Bill - co-teaching cannot happen overnight. Takes a long time to develop the professional relationship. District is going in a positive direction.
- Len - at Elementary level - Learning Specialists are pushing in more. Hope consultant can help going forward.

#### Detail Plan for Opening of Middle and High Schools in 2020-2021

Brian Meringer. Endorse a later start - 8:30. Feel they want to start at the same time. Both Gibbs and Ottoson. Would appreciate 8:30 start more than 8:15. Surrounding districts are pushing back their times. Will discuss benefits and challenges.

Kristin DeFrancisco. Want this to be a thoughtful roll out. Gibbs has buses coming in the morning. Rotations. Two buses show up at 7:30. Buses go back out. Need supervision at Gibbs. With 8:30 start, can get buses moving and drop off at the same time. Will make morning smoother. Appealing to Kristin and Steve Angelo.

- Benefits -
  - Sleep
  - Transportation
- Challenges
  - Logistics with other activities.
  - Working parents drop off as early as 7:00 AM. We are not changing parent work times. May still get kids dropped off as early as 7:00 AM. How do we give parents support?
  - Many teachers commute from a long distance. Plan commutes. Will still need to leave as early as they have. Worry that it will not be appealing to teachers. Same on the other end of the day. Added to afternoon commute.
  - Students in METCO program. Currently heavy Boston traffic. Need to maintain earlier time. Gibbs students ride Elementary METCO bus. Elementary Schools are not changing their start times.
  - Teacher contract - after school meetings cannot start past 2:45 PM. Look at PD, building meetings, etc. Can only maintain when we do an early release. Need to remedy that before we take away PD. Concern for Administrators.
  - Want this to be a thoughtful rollout.
  - Subcommittee of School Committee could receive information from stakeholders.
  - Brian - specific time in contract. Need to work with the union.

Matthew Janger - similar concerns at High School. Think about how we use time in schools. Challenges are also opportunities. Think about how we use school time that is better for teaching and learning. Real goal is to positively impact students sleep time and our goals.

- Cost of living around here is an issue to keep teachers.
- Focus on goals - sleep time and positive impacts on teaching and learning.
- Unfunded mandate to teachers. Have to pay for more child care.
- Research - start time is an issue. High School was already within the window.
- Community is going to be asked to support this.
- Half of Middlesex League is in the window.
- Teacher hours and commuting time. Not minor. Multiple teachers coming in tears. Most coming early. Still will arrive early. Want to get out of here by 3:30. We can accommodate. Sit down with Union to discuss better ways to use time.
- Important to sit down and have conversations.
- Other impacts - big point - figure out process.
  - Library Hours
  - METCO. Students will not get as much of the benefit.

- Youth sports - don't want impact to be that elementary school students are going to bed later. Communicate with youth sports
  - Family Child Care. Costs may go to teachers. Unfunded mandate. Need to figure out supports.
  - Community Ed. Programs may be pushed back later. Process is most important.
- Jennifer - 17-18 tried to get committee together. SC was told that teachers were in favor. Wanted to hear from teachers and staff. Had 85% support at community. Important issues. Confused by presentation. Thought there would be investigations and information on what other districts have done.
  - Kristin - need to do more research and surveys.
  - Matthew - can give an answer. The issue becomes process. Never thought there was an implementation mandate.
- Paul - thought 8:30 start was the mandate from School Committee. Wanted Principals to come back in June with plan. Where can SC assist the leaders to make this happen?
  - Kristin - need more details. More things to unpack. We want to do it.
  - Matthew - vote was in April. Can move the start time to 8:30. Athletics have a plan. We can do that. Piloting a schedule next year, that will make it easier. If you want to have the intended impacts on teaching and learning, there are things SC need to do. Matthew cannot do that right now.
- Paul - has to be partnership. Willing to work to do anything we can to make this happen.
  - Brian - would like an 8:30 start. Because of contract language - not sure how we have faculty meetings, department meetings and time for teachers to work on goals.
- Bill - stop discussion of contracts. You have told us what SC needs to do. Bill would be willing to chair a subcommittee on this. Need to act quickly. Need to settle contractual issues. Other concern is METCO part.
- Kirsi - need a process. What is the process going to be? SC owns a good chunk of it.
- Len - first we are hearing that this requires a contract change. Now it is an obstacle.
  - Brian - if one day is shortened, will SC shorten it? Would the SC say we can give up teaching time?
- Len - already have negotiations subcommittee. Can take that on. We will pursue change, but need a backup plan.
- Kathy - the more you delve into this, the more things come up. High confidence we can do this, but we need to work on this. METCO - we do not have a contract for transportation yet. It was bid out. Need to wait until we agree on the company.
- Jane - Wary of subcommittees, but may need a start time advisory committee. Good idea to have it.

- Jeff - have current subcommittees - either CIAA or Community Relations, will be thought partner with district. Needs to be a staff owner working with the subcommittee. Enough external thought process. Get some quick data on minutes and how much you would lose. Want administrative leadership to reach out.
  - Matthew - Biggest challenge is the process question. Where locked up is that there are probably better solutions if we have a conversation. Has to include the union.
- Jeff - need to have meetings this summer.
  - Matthew - youth sports, day care, etc. - who takes lead.
    - Jeff - SC will have to have a public hearing when we have more data.
- Len - announcement can go out to parent.
  - Kristin - we are prepared for start time change. Want to make sure SC knows there are challenges to solve.
- Jennifer - Should there be a different start time at middle school than high school. Issue with MBTA buses. Would 8:25 be possible for middle school start time?
  - Kristin - trying to make a one middle school experience. Buses need to finish up elementary routes.
  - Brian - question - look at where kids were coming from. Could we discern pattern of where kids were coming from in looking at which kids were late?
    - Jennifer - many parents drive kids to school.
- Jane - we own the problems. Need to look at METCO issues. Don't want to take all kinds of issues and make them our problems to solve. We make the decision and the community figures it out.
  - Brian - ultimate job is to educate kids.
- Kirsi - why can't meetings be before school? Need someone to own this and follow it through.
  - Matthew - could have a delayed opening. Not having people come in at 7:00 or 7:30.
- Jeff - we should decide which subcommittee should take the lead on this?
- Len - vast majority of tasks for implementation are on administration. Then come to SC when they need help.
- Bill - regular agenda item.
- Paul - conversations with students and parents - all enthusiastic about moving start time. If teachers are happy with the solution, it will work.
- Jennifer - would be happy with community relations doing the outreach.

**Ms. Susse - motion to move outreach on start time to Community Relations for any implementation issues that arise. Seconded by Mr. Schlichtman**

**Voted: 7-0**

- Kirsi - Community relations will make sure it moves forward.
- Kathy - team in administration will move it forward. There is complexity.

- Bill - need to know immediately if we discover other obstacles that will impact the implementation.
- Matthew - nothing we can see that will lead us to “We can’t”. One the constraints are known, we can make it work. Need to know negotiations issue. No formal conversations yet. Just informal conversations. AEA Subcommittee is currently open.
  - Rob will draft letter to Jason requesting negotiations.

Vote on Jennifer’s motion - unanimous vote on Jennifer’s motion.

Second Read of District Goals for 2019-2020

- Kathy - presented objectives for the year and many actions. What school committee needs to approve are objectives under overarching goals.
  - Goal 1.1 changes.
  - No changes in 1.2
  - Staff excellence and professional development. Unchanged.
  - Goal 3 - a little bit of word editing. Some have been cleaned up a bit.
  - Goal 3.3. Added. Modified language to say district will continue to implement goals in LABBB community report.
  - Goal 4 - Could change language now that debt exclusion override passed.
  - No change in 4.2
  - Rationale is being worked on for goals and objectives.
  - Kathy proposes a motion to accept these, so that Principals have their road map.

**Mr. Thielman moves to approve District Goals for 2019-2020, seconded by Ms. Morgan.**

**Voted: 7-0 Unanimous approval.**

Second read of School Calendar.

- School Committee policy requires 20 School Committee Meetings to be scheduled.
- Kirsi - budget subcommittee - do not need an extra meeting in November for budget. Can schedule and cancel later. Keep them on the calendar now.
- Jane - will never make everyone happy - EE/MS - Middle Schools
  - Kathy - when it is different for Ottoson and Gibbs, we call that out.

**Mr. Thielman moves to approve second reap of School Calendar 2019-2020, seconded by Ms. Susse.**

**Voted: 7-0 Unanimous approval.**

Professional Development Summary

- Rod MacNeal - Summer PD
  - Themes of PD - Much of curriculum writing and creation of units of study happens in the summer.



- Responsive Classroom - Connected to social emotional learning goals.
  - Investigations in Math
  - Social Studies - align curriculum with standards.
  - ELL - model units.
  - Science - FOSS Kids plus high school
  - Art - TAB
  - Cultural Proficiency. Themes are aligned with district goals.
- Questions:
  - Bill - METCO and ELA - question of amount if more teachers attending.
  - Bill - commendable program.
  - Rod - commitment from teachers and instructional staff to moving forward.
  - Kirsi - cost is the cost to the District - we do not charge the teachers these costs.
    - Rod - we have a budget
  - Kirsi - don't see that much that would apply to Special Ed. teachers
    - Rod - open to all teachers.
  - Jennifer - if something happens in June - which FY is it under -
    - June in FY 19
    - July & August in FY 20
    - Mike - depends on dates the PD is occurring.
  - Rod - canceled Responsive Classroom for Middle School - not enough participation. Could still have it for next year.
- FY 20 PD.
  - Slides for different departments and what they are doing with PD. Highlight the themes. See alignment to overall district goals.
  - Equity and Inclusion - focus on cultural competency and social emotional Learning.
- Co-teaching. Math and English
- Digital Citizenship AND Literacy.
- Data collection - district data bank. Focus on what types of assessments we want to put in to the data bank. Also look at informal assessments and look at impact on student achievement.
- Project-based learning. Looking to expand. Make it consistent in instruction at all levels.
- Len - comprehensive activities.

Hiring report

Rob Spiegel:

- Discussion of hires

Job description - not on agenda, for Social Studies Coach.

**Ms. Morgan motioned to request that we temporarily suspend GCA policy that SC has to approve the position of Social Studies Coach, seconded by Mr. Hayner.**

**Voted: 7-0 Unanimously voted**

Len - only SC can create the position. Bill -

Social Studies - Temporary suspension for this

Monthly Financial Reports. Mike Mason.

- Lizz Montes prepared.
- Bill - expenditures of court judgments, etc. Carrying a surplus. May be an area to look at in the future.
- Len - Special Ed. savings - other than large energy budget issue, spending is disbursed among many accounts. Did we intentionally do that? If we did not have surplus in Sp.Ed, we would have a deficit. Was there a decision that we would overspend in other accounts?
  - Mike - we do need to do a better job at aligning the budget. Aligned for FY 20 on how departments are spending their funds. Some of it is intentional to make sure facilities are operating efficiently.
  - Kathy - facilities is the budget line that has gone over. Some of it is contractual. Money comes out of our budget. Facilities themselves - lots of work done. We will need to work with the new facilities director so everyone is in communication.

**Budget Revisions. In Novus.**

Mr. Mason said the motions attached in Novus. Town Meeting - additional appropriations due to growth factor. Adjustment in terms of what the original was going to do. Special Ed. teacher will come out of Circuit Breaker adjustment. Swap with Math Interventionist. Added a reserve teacher and reserve teaching assistant.

- Jane - exceptionally well laid out. Very transparent.
- Assistant Principals - We currently have 1.0. Adding 1.5. To get to 2.5.
- Kirsi - Budget recommends all three motions.

**Dr. Allison Ampe moves that the Arlington School Committee hereby:**

**A. Transfer the sum of \$104,509.25 from the Special Education budget transfer category into the Curriculum & Instruction budget transfer category.**

**B. Transfer the sum of \$202,622.34 from the Special Education budget transfer category into the Elementary Education budget transfer category.**

**C. Transfer the sum of \$881,245.63 from the Special Education budget transfer category into the other budget transfer category.**

**D. Transfer the sum of \$101,446.53 from the Special Education budget transfer category into the Secondary Education budget transfer category, seconded by Mr. Hayner.**

**Voted: unanimously**

**Dr. Allison moves that the Arlington School Committee hereby:**

**A. Transfer the sum of \$246,444 from the Arlington Public Schools FY2019 Appropriated Budget Transfer Category into the Arlington Special Education Reserve Fund established under Article 27 of the 2017 Annual Town Meeting.**

**B. Certifies that the balance of such fund after transfer shall not exceed 2% of annual net Arlington Public School Spending, seconded by Mr. Hayner.**

**Voted: unanimously**

**Dr. Allison-Ampe moves that the Arlington School Committee hereby:**

**A. Vote to accept and increase the Arlington Public Schools FY2020 Appropriated Budget by \$686,636 due to increase of revenue from Town Override in the amount of \$600,000 and increase of Circuit Breaker in the amount of \$86,636, seconded by Mr. Hayner.**

**Voted: unanimously**

- Kirsi - we did bring up the fact that the money is coming out of Sp.Ed. budget and some is going into reserve. We have to balance budget. No short in services. Not as much expenditures as anticipated.
  - Alison - Transportation budget was significant in terms of savings.

Superintendent's Report, K. Bodie

- Kindergarten Numbers - 514
- Reserve Positions - right now we know we need a teacher at Brackett. Will need a fourth Kindergarten at Stratton. Not known whether we need a third Kindergarten at Peirce or 4th at Bishop. Reserve position is helpful. Also have a backup plan at Bishop. Don't want Kindergarten classes over 25. Monitoring very carefully. Also have pending applications. Helpful to register Kindergarten students. Encourage parents to let us know if they leave Arlington. Let the schools know.
- Last meeting of School Year. Thank teachers, staff and administrators for the year. We have a dedicated, resilient, flexible staff. Gratitude to teachers for their work.
- Last day of School is Wednesday, June 19. 11:30, no lunch.

- Tomorrow is last day for K.
- K screenings are next week.
- Grateful to everyone who worked so hard on the district - HS project and override. We will now be building a new high school. - Kathy reading statement. About retirement. Committed to getting through first phase of design and first year of construction. Asking for 2 year extension

### Consent Agenda

**Mr. Hayner moved to approve the following Consent Agenda but hold Trip to Puerto Rico Approval of Warrant: Warrant #19249, Dated June 6, 2019, Total Warrant Amount \$1,041,078.41, and Approval of Minutes: School Committee Regular Minutes, June 6, 2019 seconded by Dr. Allison-Ampe. Voted: 7-0 unanimous**

After a discussion if the students should miss two days during school, the following motion was made but failed.

**Mr. Thielman moved to approve the Approval of Trips: AHS Trip to San Juan moved from July 2019 to October 9-14, 2019**

**Roll Call: Mr. Hayner, No, Dr. Allison-Ampe No, Ms. Susse No, Mr. Thielman Yes, Mr. Schlichtman Yes, Ms. Morgan No, Mr. Kardon No. Voted: 2-5, Motion to approve Puerto Rico trip fails.**

### Subcommittee/Liaison Reports/Announcements

Budget: Kirsi Allison-Ampe, Chair

Community Relations: Jennifer Susse, Chair

Curriculum, Instruction, Assessment & Accountability: Jane Morgan, Chair, Nothing to report

Facilities: Bill Hayner, Chair

Policies & Procedures: Paul Schlichtman, Chair, Nothing to report

Legal Services Review: Bill Hayner, Jeff Thielman, worked out a document, Contract specs with Stoneman Chandler Miller needs tweaking. Len - need extension agreement with them.

Current agreement expires June 30. Recommend that we go forward with what we have now.

**Motion by Mr. Hayner to authorize Principal to negotiate contract agreement with Stoneman Chandler and Miller Legal Services, July 1, 2019, seconded by Mr. Thielman. Voted: unanimously**

Arlington High School Building Committee: Jeff Thielman, Kirsi Allison-Ampe, will meet June 14

Liaisons Reports

## Announcements

Future agenda - Need to meet new Science Director.

Looking for meeting in July or August.

### Executive Session

**Mr. Hayner motioned to enter Executive Session at 9:45 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 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, Paraprofessionals and to discuss Kathleen Bodie, Superintendent's contract, seconded by Mr. Schlichtman.**

**Roll Call: unanimous**

**Voted: 7-0**

### Back to Open Session

10:00 PM

### Paraprofessional Contract

**Mr. Schlichtman moved to accept the AEA MOA Contract for Paraprofessionals and authorize the chair to sign it seconded by Mr. Hayner.**

**Unanimous approval.**

Len - long process. Very happy to reach agreement with paraprofessionals for the first time.

Jennifer - testament to good will that there was no objection to the request to unionize.

### Superintendent of Schools Contract

**Mr. Thielman moved to offer a two year contract extension to Dr. Kathleen Bodie, Superintendent of Schools, seconded by Mr. Schlichtman.**

Discussion -

Mr. Hayner read statement: As an elected member of the Arlington School Committee I believe that my prime responsibility is to be an advocate for the best and fiscally responsible school program for the children of Arlington.

The state has mandated three areas that are the School Committee's responsibility:

1. Policy - establish the procedures and rules that have not been mandated by the federal or state government in running the school.
2. Budget - vote and advocate to the town a fiscally and educationally responsible budget to run school district.
3. Hiring - the superintendent, assistant superintendents, special education director and the chief financial officer.

The School Committee's policy requires that we notify the superintendent six months prior to the end of the employment contract, if the committee intends to renew or wants to change the existing contract.

The committee met in December of 2018 but could not come to a consensus. So by mutual agreement we have been in negotiations with the superintendent since that time.

I was willing since last December, and continue to support, a one year extension on the superintendent's current contract to allow for a smooth transition.

I cannot support anything beyond this time for the following reasons:

This superintendent runs this system with a reactive rather pro-active approach to education and hiring.

#### EDUCATION:

I do not believe that the superintendent understands elementary education. It took several years to get full day kindergarten even after it was shown to be financially neutral.

With continued pressure from parents, the superintendent now supports full time aids in the kindergarten. She had resisted creating these positions based on finance rather than understanding that early intervention is not only educationally beneficial but identifying and remediating educational problems early results in lower costs in the child's later education.

She has consistently supported class size based on the physical number of students rather than looking at the data that supports class size being based on the psychological and behavioral make up.

This year's budget will be the first budget that actually has funding for school librarians at the elementary level in over ten years. There is still no line item in our budget for library books at the elementary level. She expects principals to fund this from their building budget. She has no understanding or appreciation of an integrated library and classroom curriculum.

She resisted the repurposing of the Gibbs School by suggesting modular units to deal with the overcrowding at the Ottoson School. It took consistent pressure from parents and factual information from the architects we hired to change her position.

#### HIRING:

I am and continue to be impressed with the staff. But, as in all situations, there are hires that don't meet expectations, or their behavior is called into question. There have

been situations where the superintendent has either not acknowledged or allowed situations to escalate to a point where the public gets involved, to the detriment of all. Rather than accept a mistake was made in the hiring, she denied the problem and it was resolved only when the facts became irrefutable. (I will be happy to provide the committee in executive session with specifics)

These are but a few examples of a reactive superintendent. Regarding the difference in a one or two year extension:

Some members of the committee will say that we need this superintendent to continue for the next two years to provide continuity into the beginning of the initial construction.

I would suggest that this superintendent is not the right person for the job. This superintendent has only been involved with one MSBA project, the Thompson School and that project needed an addition within two years.

At that time the superintendent stated that the reason the Thompson School, is overcrowded is because MSBA would not allow us to build the proper school. That is not true, the facts are that the MSBA wrote to the superintendent asking her if this was the size she wanted. The town Finance Committee reduced the original authorization from 30 million to 20 million any more would result in a debt exclusion which they would not support

Rather than advocate for the debt exclusion the superintendent felt that we could make do. What resulted is the disruption of a brand new school while six additional classes were added on. This is not the approach we need in our brand new high school.

There are a lot of retired superintendents who have actual building experience with MSBA projects that could be hired as a consultant and allow the new superintendent to focus primarily on the district. (I will provide specific names for the committee in executive session)

1. I want my superintendent to be a pro-active advocate for the Arlington School System.
2. I want my superintendent to be knowledgeable with current and cutting edge education programs at all grade levels.
3. I want my superintendent to be fiscally responsible, but not let the dollar be the first consideration in evaluating the need for more staff and/or new programs.
4. I want my superintendent to be self-assured and able to admit a mistake.

As I stated earlier I am willing to support a one year extension on the superintendent's

current contract. I cannot support anything beyond that and I will be voting No on a two year extension!

Dr. Allison-Ampe strongly disagree with much of what Bill said. Voting for a two year contract. Leadership for the next two years is best for Arlington. "I am voting for a 2 year contract because I feel that Dr. Bodie's leadership for the next two years is the best choice for Arlington. Dr. Bodie presided over our district for the past years as we have increased in size by over 20%, more than any other metro Boston community. In my opinion her cooperative style of leadership has helped to greatly improve our relationship with the Arlington Education Association. She has been steadfast in her desire to see the Arlington Public Schools improve, and her exemplary educational leadership and outstanding choices in hiring additional staff, including our curriculum leaders, have helped make this possible. Additionally, under her leadership the AHS Building Project was brought forward and has successfully progressed.

In asking for a two year contract, in anticipation of her retirement, Dr. Bodie has given our community a very generous gift. She will oversee the first year of high school construction, one of the more tumultuous parts of the project, and have it ready for a clean handoff. She allows us to plan for a smooth transition, and makes it possible for the community to fully participate in our eventual search. I applaud Dr. Bodie's decision and enthusiastically vote yes for extending her contract for the next two years."

Ms. Susse thanked Dr. Bodie for her leadership and supports two year period will give the committee the time needed.

Mr. Thielman supports the two years especially two very pivotal years in building project.

Mr. Schlichtman said Dr. Bodie is the third Arlington Superintendent he has served with and the best. Confidence community has in us with override and building project. Any budget is the School Committee budget and they take responsibility, happy to move forward with two year contract.

Ms. Morgan will vote against the two year contract for this Superintendent. I would have voted in favor of a one year contract extension, however, I am unable to support a two year contract.

I was elected just over a year ago by a community and a constituency that is eager for a change in leadership and direction for the APS. I share their desire for a strong visionary superintendent. Their direction was clear. It is time. This is a view shared with me by parents, faculty, other elected officials and town leaders.

It is the will of the majority of this committee that this superintendent be renewed for two years and so we will forge ahead and continue to work together to ensure the best outcomes for our students.



Mr. Kardon read the following statement: I just have a few points to make about my vote. Hiring and deciding whether to retain the superintendent is one of the few core activities of school committee's in Massachusetts since education reform was passed in 1993. With three year contracts generally the norm, it is something we do only every three years. As we make these rare decisions, I believe we need to look beyond how well an incumbent superintendent is performing and look, as we would if there were a vacancy, at what are the qualities we would like for our superintendent and what are the district needs for the next few years.

I will be voting against the contract before us tonight. I believe it is time for new leadership of the district and that we should proceed to make that change over the next 12 months.

The Superintendency is one of these odd positions where decisions about your performance and tenure are made by an elected body in public. It can be awkward and uncomfortable, but it is the situation anyone wanting to serve as superintendent fully understands they will experience. I don't think it is beneficial for me to go into detail on why I believe it is time for change. I think it is sufficient that I state that at this point in time, I think the Arlington Public Schools would benefit from a leader with a more proactive and strategic focus. As Ms. Morgan noted, I would add that I am not alone in this view. It is one shared by more than a few parents and other close observers of town government. I know Dr. Bodie works tirelessly for our schools and my colleagues have highlighted some of her many accomplishments over the last 11 years. I know she will continue to excel over the next 2 years. But I do think it is time for change and I cannot support delaying the change for a year longer than necessary and said personally think it is time for a change.

**Roll call – Mr. Hayner No, Dr. Allison-Ampe Yes, Ms. Susse Yes, Mr. Thielman Yes, Mr. Schlichtman Yes, Ms. Morgan No, Mr. Kardon No.**

**Voted: 4-3, Motion Passes**

**Mr. Schlichtman moved to authorize the Chair, Mr. Kardon to sign the contract, seconded by Dr. Allison-Ampe.**

**Roll Call: unanimous**

**Voted: 7-0**

Adjournment

**Mr. Hayner moved to adjournment at 10:19 p.m. seconded by Mr. Schlichtman.**

**Voted: 7-0**

Recorded by Robert Spiegel, Human Resource Director

Submitted by Karen Fitzgerald, Administrative Assistant 9/12/19 and 9/26/19