

12:03:17:29 >> WELCOME, WELCOME TO THE MARCH
12:09:37:07 13TH, 2025 SCHOOL BOARD MEETING.
12:09:40:03 THIS MEETING IS NOW IN SESSION.
12:09:43:02 BOARD MEMBER MIRANDA TURNER WILL
12:09:45:11 BE JOINING US IN PROGRESS A
12:09:46:22 LITTLE LATER THIS EVENING.
12:09:47:27 TONIGHT AS WE BEGIN OUR MEETING,
12:09:49:09 I WANT TO EXTEND A WELCOME AND
12:09:50:21 THANKS TO THE APS STAFF MEMBERS,
12:09:52:29 STUDENTS, FAMILIES, AND
12:09:54:14 ARLINGTON COMMUNITY MEMBERS WHO
12:09:56:08 HAVE CHOSEN TO JOIN US THIS
12:09:58:04 EVENING IN PERSON.
12:09:59:15 MANY OF YOU IN THE ROOM AS WELL
12:10:00:27 AS THOSE WHO MAY BE JOINING BY
12:10:04:04 WATCHING VIA VIDEO LIVESTREAM.
12:10:07:00 YOUR ENGAGEMENT WITH US AS WE GO
12:10:08:09 THROUGH OUR PUBLIC MEETINGS
12:10:09:17 ENSURES THAT THIS INSTITUTION IS
12:10:11:09 ACCOUNTABLE AND IT FURTHERS OUR
12:10:12:21 GOAL OF WORKING SHOULDER TO
12:10:14:00 SHOULDER WITH ALL OF YOU SO THAT
12:10:15:26 OUR STUDENTS SUCCEED AND THRIVE.
12:10:18:01 THANK YOU FOR BEING HERE.
12:10:19:19 AT THIS TIME, I WOULD LIKE TO
12:10:21:02 WELCOME THE ARLINGTON CAREER
12:10:22:24 CENTER SPACE FORCE JROTC CADET
12:10:25:23 CORPS WHO WILL PRESENT THE
12:10:26:25 COLORS.
12:10:27:12 PLEASE STAND.
12:11:07:04 >> COLOR GUARD HALT.
12:11:08:01 PRESENT COLORS.
12:11:17:16 [TOGETHER]
12:11:18:18 >> I PLEDGE ALLEGIANCE TO THE
12:11:18:18 FLAG OF THE UNITED STATES OF
12:11:18:18 AMERICA AND TO THE REPUBLIC FOR
12:11:18:18 WHICH IT STANDS, ONE NATION
12:11:18:18 UNDER GOD, INDIVISIBLE, WITH
12:11:18:18 LIBERTY AND JUSTICE FOR ALL.
12:11:36:04 >> COLOR GUARD.
12:12:06:21 >> THANK YOU VERY MUCH.
12:12:09:03 WE ARE NOW AT THE CONSENT
12:12:10:27 PORTION OF OUR AGENDA.
12:12:12:09 MAY I HAVE A MOTION TO ADOPT THE
12:12:14:15 CONSENT AGENDA?
12:12:15:09 >> I MOVE TO ADOPT THE CONSENT
12:12:17:02 AGENDA.
12:12:17:13 >> IS THERE A SECOND?
12:12:20:15 >> SECOND.

12:12:21:13 >> ALL IN FAVOR, PLEASE SAY YES.
12:12:22:25 ANY OPPOSED SAY NO.
12:12:27:01 THE MOTION PASSES 4-0.
12:12:30:10 I'D LIKE TO ANNOUNCE THAT UNDER
12:12:31:12 CONSENT TONIGHT, THE SCHOOL
12:12:32:21 BOARD APPROVED NEW APPOINTMENTS
12:12:34:06 AND VARIOUS POSITIONS WITHIN
12:12:36:03 ARLINGTON PUBLIC SCHOOLS AS
12:12:37:18 DISPLAYED ON THIS SLIDE.
12:12:38:23 [Applause]
12:12:38:23 TO THESE NEW MEMBERS OF OUR
12:12:43:26 COMMUNITY, WE'RE GENUINELY HAPPY
12:12:45:12 THAT YOU CHOSE APS.
12:12:47:04 WE KNOW YOU'LL MAKE A REAL
12:12:48:15 DIFFERENCE THROUGH THE TALENTS,
12:12:50:03 SKILLS, AND KNOWLEDGE THAT YOU
12:12:51:08 SHARE WITH YOUR COLLEAGUES, WITH
12:12:52:27 YOUR STUDENTS, AND THEIR
12:12:54:05 FAMILIES.
12:12:54:19 WE WELCOME YOU TO OUR SCHOOL
12:12:56:11 DIVISION.
12:12:57:18 WE'RE NOW AT THE ANNOUNCEMENT
12:12:58:29 PORTION OF OUR AGENDA.
12:13:00:04 THE SCHOOL BOARD WILL HOLD THE
12:13:01:09 FOLLOWING MEETINGS.
12:13:02:14 ON MARCH 25TH, WE WILL HAVE
12:13:04:16 BUDGET WORK SESSION NUMBER ONE
12:13:06:04 AT 1 p.m. IN THE BOARD
12:13:08:15 CONFERENCE ROOM.
12:13:09:20 MARCH 25TH WORK SESSION NUMBER 2
12:13:11:29 AT 2:45 IN THE BOARD CONFERENCE
12:13:13:10 ROOM.
12:13:14:24 ALSO ON MARCH 25, A CLOSED
12:13:17:00 MEETING 4:30 p.m. IN THE BOARD
12:13:19:19 CONFERENCE ROOM.
12:13:20:20 OWN MARCH 27TH, WE'LL MEET AT
12:13:23:06 5:30 IN THE BOARD CONFERENCE
12:13:24:10 ROOM FOR A CLOSED MEETING
12:13:26:12 IMMEDIATELY BEFORE THE SCHOOL
12:13:27:16 BOARD MEETING THE SAME NIGHT AT
12:13:29:12 7 p.m. BACK IN THIS ROOM.
12:13:31:07 I'D LIKE TO TAKE A MINUTE TO
12:13:32:10 REMIND EVERYBODY THAT WE ARE
12:13:34:08 ACCEPTING NOMINATIONS FOR OUR
12:13:36:24 2025 HONORED CITIZEN AWARDS.
12:13:38:25 EACH YEAR, THE SCHOOL BOARD
12:13:40:00 RECOGNIZES A SELECT GROUP OF
12:13:41:29 INDIVIDUALS IN OUR COMMUNITY
12:13:43:00 WHO'VE MADE AN OUTSTANDING

12:13:44:18 CONTRIBUTION TO OUR SCHOOLS ON A
12:13:47:00 VOLUNTEER BASIS.
12:13:49:01 IT'S MEANT TO RECOGNIZE
12:13:50:05 INDIVIDUALS WHO'VE COMMITTED
12:13:52:13 SIGNIFICANT TIME AND ENERGY TO A
12:13:53:25 BROAD RANGE OF VOLUNTEER
12:13:55:03 ACTIVITIES IN THE SCHOOL
12:13:57:04 COMMUNITY AND IF YOU KNOW OF
12:13:58:16 SOMEONE THAT FITS THAT BILL, WE
12:14:00:05 REALLY ENCOURAGE YOU TO SUBMIT
12:14:03:07 AN HONORED CITIZEN NOMINATION.
12:14:04:19 THERE'S A FORM ON OUR WEBSITE IF
12:14:06:12 YOU GO TO THE SCHOOL BOARD
12:14:08:06 SECTION OF THE WEBSITE.
12:14:09:04 YOU'LL SEE IT LISTED THERE.
12:14:10:13 AND THESE NOMINATIONS ARE DUE BY
12:14:13:00 THE CLOSE OF BUSINESS ON MARCH
12:14:14:22 28TH, TWO WEEKS FROM NOW.
12:14:17:18 BOARD MEMBERS, DO YOU HAVE ANY
12:14:18:26 ANNOUNCEMENTS?
12:14:20:21 NO?
12:14:21:08 OKAY.
12:14:21:08 DR. DURAN, DO YOU HAVE
12:14:25:20 ANNOUNCEMENTS?
12:14:26:05 >> YES.
12:14:26:22 THIS EVENING I HAVE A VERY BRIEF
12:14:28:10 SET OF ANNOUNCEMENTS SINCE WE
12:14:29:25 ARE GOING TO BE PRESENTING THE
12:14:30:27 BUDGET AND THAT'S OUR FOCUS
12:14:32:05 TONIGHT, SO WE DO NOT HAVE A
12:14:33:21 MONITORING REPORT, SO I DON'T
12:14:35:00 HAVE AN EVERY STUDENT COUNTS
12:14:38:19 VIDEO THIS EVENING.
12:14:39:13 ONE BRIGHT SPOT, TODAY WAS A
12:14:41:08 SPECIAL DAY IN ARLINGTON PUBLIC
12:14:42:13 SCHOOLS AS I HAD THE HONOR OF
12:14:43:26 TRAVELING AROUND THE SCHOOL
12:14:45:01 SYSTEM PRESENTING AND SURPRISING
12:14:48:09 OUR 2025 EMPLOYEES OF THE YEAR.
12:14:50:25 THESE ARE AMAZING INDIVIDUALS
12:14:52:03 WHO WILL BE HONORED AT THE
12:14:53:15 CELEBRATION OF EXCELLENCE ON MAY
12:14:55:00 28TH.
12:14:55:21 OUR TEACHER OF THE YEAR IS
12:14:57:16 Ms. KATHERINE GRACIA-LARNER.
12:15:02:22 OUR PRINCIPAL OF THE YEAR THIS
12:15:05:20 YEAR IS ELLEN SMITH FROM DOROTHY
12:15:07:05 HAMM MIDDLE SCHOOL.
12:15:09:06 OUR ASSISTANT PRINCIPAL OF THE

12:15:10:20 YEAR, OCTAVIA KNIGGE AT KENMORE
12:15:15:09 MIDDLE SCHOOL AND OUR LEADER OF
12:15:16:03 THE YEAR GIVEN TO CENTRAL OFFICE
12:15:18:15 LEADER IS Dr. TY BYRD AND OUR
12:15:24:01 SUPPORT EMPLOYEE OF THE YEAR IS
12:15:25:17 Ms. ROXY HERNANDEZ-TORRES, THE
12:15:27:15 EXTENDED DAY SUPERVISOR AT
12:15:30:04 CARDINAL ELEMENTARY SCHOOL.
12:15:31:05 SO I INVITE ALL OF OUR COMMUNITY
12:15:33:28 OR MAY 28TH, WE WILL BE
12:15:36:25 CELEBRATING THESE AMAZING
12:15:38:23 INDIVIDUALS ALONG WITH THE 40
12:15:40:11 TEACHERS OF THE YEAR FOR THE
12:15:41:09 INDIVIDUAL SCHOOLS AND 40
12:15:42:10 SUPPORT EMPLOYEES FROM EACH OF
12:15:43:12 THE SCHOOLS WHO WILL BE
12:15:45:00 REPRESENTED THERE AND RECOGNIZED
12:15:46:18 AT OUR CELEBRATION.
12:15:47:19 I SHARED WITH YOU WHO IS THE
12:15:49:18 WINNER FOR THE DIVISION, BUT
12:15:50:24 THAT NIGHT YOU'LL GET TO SEE AND
12:15:52:12 CELEBRATE EACH OF OUR SCHOOL
12:15:53:24 WINNERS AS WELL.
12:15:54:22 IT'LL BE AT WASHINGTON-LIBERTY
12:15:56:07 AND YOU CAN SEE THE FUN MOMENTS
12:15:57:29 FROM TODAY AS WE SURPRISED SOME
12:15:59:05 OF OUR DIVISION WINNERS AND
12:16:00:20 THEIR PEERS AND THEIR FAMILIES
12:16:02:12 WERE THERE, THEIR SPOUSES, THEIR
12:16:03:28 CHILDREN.
12:16:04:09 IT WAS A WONDERFUL DAY TO BE OUT
12:16:05:21 RECOGNIZING.
12:16:07:02 SO THAT'S MY ONLY ANNOUNCEMENT
12:16:08:20 TONIGHT BECAUSE I DO WANT TO
12:16:09:22 MAKE SURE TONIGHT IS FOCUSED ON
12:16:10:27 OUR BUDGET.
12:16:12:11 THANK YOU, Ms. KADERA.
12:16:13:13 >> BOARD MEMBERS, DO YOU HAVE
12:16:14:12 ANY QUESTIONS OR COMMENTS TO
12:16:15:27 OFFER?
12:16:15:27 ALL RIGHT.
12:16:19:12 CONGRATULATIONS AGAIN TO OUR
12:16:21:00 INDIVIDUAL SCHOOL WINNERS AND TO
12:16:22:21 THE DIVISION-WIDE WINNERS THAT
12:16:25:10 DR. DURAN JUST MENTIONED.
12:16:27:08 WE'RE NOW AT PUBLIC COMMENT ON
12:16:29:00 AGENDA AND NON-AGENDA ITEMS.
12:16:30:22 IF YOU'LL TURN YOUR ATTENTION TO
12:16:32:06 THE TVS, THE ARLINGTON

12:16:33:18 EDUCATIONAL TELEVISION
12:16:35:06 STUDENT-PRODUCED VIDEO WILL
12:16:36:21 REVIEW PUBLIC COMMENT
12:16:38:06 GUIDELINES.
12:16:39:18 BEFORE WE START THOUGH, I JUST
12:16:40:24 WANT TO SAY AS I SAID LAST TIME,
12:16:42:20 WE WANT TO MAKE SURE THAT
12:16:43:21 EVERYBODY GETS THEIR FULL TIME
12:16:45:02 ALLOTTED TO THEM AND THAT WE CAN
12:16:47:12 HEAR WHAT YOU'RE SAYING AND
12:16:49:03 REALLY BE ABLE TO TAKE IT IN, SO
12:16:50:26 I DO ENCOURAGE YOU THAT IF YOU
12:16:52:11 WANT TO EXPRESS SUPPORT FOR
12:16:54:06 SOMETHING A SPEAKER IS SAYING,
12:16:55:28 RATHER THAN CLAPPING IN THE
12:16:56:26 NORMAL FASHION, WE DO A SIGN OF
12:16:59:02 SUPPORT LIKE THIS.
12:17:00:09 AND THAT MAKES SURE THAT WE HEAR
12:17:02:08 EVERY WORD YOU'RE SAYING AND IT
12:17:03:14 MAKES SURE THAT EVERYBODY'S TWO
12:17:05:16 MINUTES, THEY GET TO USE IN ITS
12:17:07:06 ENTIRETY, SO WE APPRECIATE YOUR
12:17:08:21 COOPERATION WITH THAT.
12:17:09:09 NOW WE'LL PLAY THE VIDEO.
12:17:10:25 [SEE LARGE SCREEN FOR CAPTIONS
12:17:14:24]
12:20:03:05 >> WE HAVE TWO CALL-IN SPEAKERS.
12:20:05:14 THE FIRST SPEAKER, KIMBERLEY
12:20:07:13 HUDSON.
12:20:17:25 >> YES, CAN YOU HEAR ME?
12:20:19:11 >> YES, WE CAN HEAR YOU.
12:20:21:23 >> OKAY, THANK YOU.
12:20:23:11 GOOD EVENING.
12:20:23:18 MY NAME IS KIM HUDSON, PROUD
12:20:25:21 PARENT OF TWO APS STUDENTS,
12:20:27:19 BOARD MEMBER OF THE ARC OF
12:20:30:02 VIRGINIA.
12:20:33:00 I HAVE A TEN-YEAR-OLD WITH
12:20:34:15 COMPLEX MEDICAL NEEDS AND
12:20:36:10 MULTIPLE CONDITIONS WHO IS
12:20:40:16 ATTENDED INTEGRATION STATION.
12:20:41:27 YOU'VE ALREADY HEARD AND WILL
12:20:42:29 CONTINUE TO HEAR WHY INTEGRATION
12:20:44:27 STATION IS SPECIAL.
12:20:45:25 IT IS SPECIAL BECAUSE IT IS
12:20:46:26 SPECIALIZED.
12:20:47:21 IT'S BUILT TO SUPPORT COMPLEX
12:20:49:13 CARE NEEDS IN AN INCLUSIVE,
12:20:53:29 COORDINATED MANNER LIKE NO OTHER

12:20:57:05 PROGRAM CAN.
12:20:57:26 THESE ARE HARD TIMES AND THE
12:20:59:21 BOARD MUST CLOSE AN ESTIMATED 40
12:21:01:17 TO \$60 MILLION BUDGET GAP.
12:21:03:03 FOR AN \$800 MILLION PLUS BUDGET,
12:21:05:15 INTEGRATION STATION ACCOUNTS FOR
12:21:07:11 ROUGHLY 1 MILLION.
12:21:08:13 THAT IS ONE EIGHTH OF THE TOTAL
12:21:12:03 BUDGET.
12:21:12:13 I ASSURE YOU IF THIS ELIMINATION
12:21:14:22 MOVES FORWARD, THERE WILL BE
12:21:16:07 MORE PROBLEMS, NOT LESS.
12:21:18:15 PROBLEMS SUPPORTING TWO, THREE,
12:21:19:28 FOUR, AND FIVE-YEAR-OLDS IN
12:21:21:17 THEIR HOME SCHOOLS, SCHOOLS THAT
12:21:22:29 WE ALREADY KNOW ARE NOT SET UP
12:21:24:08 TO MEET THEIR NEEDS.
12:21:25:26 PROBLEMS TRYING TO FORCE THESE
12:21:27:04 CHILDREN INTO INCOMPARABLE CPP
12:21:29:10 PROGRAMS THAT ARE ALREADY OUT OF
12:21:30:18 STATE.
12:21:31:22 PROBLEMS OF LEGAL ACTION AND
12:21:33:20 ADDITIONAL MEDIA ATTENTION.
12:21:34:24 AND THE -- PUBLICLY AND LOUDLY
12:21:39:27 STATING THAT PRESCHOOLERS WITH
12:21:41:13 SPECIAL NEEDS ARE NOT WORTH THE
12:21:43:05 MODEST INVESTMENT OF MAINTAINING
12:21:44:21 A 30-YEAR-OLD PROGRAM THAT
12:21:46:12 SHOULD BE HELD UP AS A MODEL OF
12:21:48:11 SUCCESS AND THAT ACCOUNTS FOR
12:21:49:16 LESS THAN ONE EIGHTH OF A
12:21:51:26 PERCENTAGE OF THE TOTAL BUDGET.
12:21:53:21 THESE STUDENTS ARE TENACIOUS AND
12:21:55:16 STRONG CHILDREN WHO NEED
12:21:56:27 THOUGHTFUL AND SKILLED
12:21:57:22 APPROACHES TO HELP THEM MEET
12:21:59:01 THEIR POTENTIAL, BUT I'LL TELL
12:22:00:13 YOU, ONLY THING MORE TENACIOUS
12:22:02:22 THAN THESE CHILDREN ARE THEIR
12:22:04:06 PARENTS AND THIS COALITION.
12:22:05:25 THIS COMMUNITY DESERVES TO BE
12:22:08:07 KEPT INFORMED AND INCLUDED.
12:22:11:10 AS WE SAY IN THE DISABILITY
12:22:12:15 COMMUNITY, NOTHING ABOUT US
12:22:14:00 WITHOUT US.
12:22:14:17 THANK YOU.
12:22:15:25 >> THANK YOU VERY MUCH FOR YOUR
12:22:16:23 COMMENTS.
12:22:18:21 >> NEXT SPEAKER, BRITTANY

12:22:20:09 HOLDEN.
12:22:20:16 NEXT SPEAKER, BRITTANY HOLDEN?
12:22:31:27 Ms. HOLDEN, YOU MIGHT WANT TO
12:22:36:06 UNMUTE YOURSELF SO WE CAN HEAR
12:22:37:28 YOU.
12:22:54:24 >> THANK YOU FOR YOUR PATIENCE.
12:22:58:23 >> WHY DON'T WE MOVE ON TO THE
12:23:01:29 IN-PERSON SPEAKERS WHILE WE
12:23:04:27 RESOLVE THIS.
12:23:07:16 MIRANDA, ELENA, MICHELLE, MEAGAN
12:23:13:25 STARK, SASHA, ROBERT.
12:23:17:00 NEXT SPEAKER, MIRANDA.
12:23:54:20 >> GOOD EVENING.
12:23:55:11 MY NAME IS MIRANDA AND I'M A
12:23:57:27 FIFTH GRADER AT TAYLOR
12:23:59:19 ELEMENTARY.
12:24:00:06 I'M REALLY CONCERNED ABOUT
12:24:01:18 HAVING TOO MUCH TECHNOLOGY IN MY
12:24:03:12 ELEMENTARY SCHOOL.
12:24:04:17 IN MY SCHOOL, WE USE iPADS BUT
12:24:06:20 WE DON'T NEED THEM AT ALL.
12:24:08:09 THEY DON'T REALLY WORK WELL MOST
12:24:09:27 OF THE TIME.
12:24:10:24 THE KIDS DON'T USE THEM LIKE
12:24:12:13 WE'RE SUPPOSED TO.
12:24:14:14 THE SMARTBOARDS NEVER WORK AND
12:24:16:26 IT'S TOO HARD TO FOCUS THEM AND
12:24:18:28 FIXING THEM TAKES AWAY A LOT OF
12:24:20:14 CLASS TIME.
12:24:21:08 EARLIER THIS YEAR, MY CLASSMATE
12:24:22:20 TOOK PICTURES OF ME AND OTHER
12:24:23:25 STUDENTS AND AIR-DROPPED THEM TO
12:24:25:28 THE ENTIRE CLASS.
12:24:26:22 I WAS REALLY SCARED BECAUSE I
12:24:27:27 THOUGHT IT WAS A STALKER.
12:24:29:03 IT WAS SO BAD THAT THE PRINCIPAL
12:24:30:11 HAD TO CALL THE POLICE.
12:24:32:00 ALL OF THIS MAKES IT REALLY HARD
12:24:33:06 FOR ME TO LEARN.
12:24:34:18 I THINK WE SHOULD STOP BUYING
12:24:35:29 iPADS FOR ELEMENTARY SCHOOL
12:24:37:24 KIDS.
12:24:38:02 I'M REALLY SMART, I'M IN
12:24:40:18 ADVANCED ACADEMICS AND I WORK
12:24:41:27 REALLY HARD ON MY HOMEWORK PLUS
12:24:43:26 I REALLY LOVE TO LEARN.
12:24:45:29 THE iPADS MAKE IT HARDER FOR
12:24:47:15 ME TO BE GOOD AT SCHOOL.
12:24:49:03 PLEASE KEEP THE MONEY TO KEEP

12:24:50:19 OPEN MY THREE-YEAR-OLD SISTER'S
12:24:53:14 PRESCHOOL CALLED INTEGRATION
12:24:54:25 SISTER.
12:24:55:03 MY SISTER HAD A HARD TIME
12:24:56:21 TALKING WHEN SHE WAS LITTLE.
12:24:58:15 A LOT OF THE TIME, I COULDN'T
12:24:59:21 UNDERSTAND WHAT SHE WAS SAYING.
12:25:00:26 SHE WENT TO A PRESCHOOL AT THE
12:25:02:05 BEGINNING OF THE YEAR BUT SHE
12:25:03:07 DIDN'T TALK ANY BETTER.
12:25:04:12 IT TURNS OUT MY SISTER IS
12:25:08:02 AUTISTIC.
12:25:09:00 I STARTED TO NOTICE A HUGE
12:25:11:05 IMPROVEMENT IN HER SPEECH WHEN
12:25:12:16 SHE MOVED TO INTEGRATION
12:25:13:28 STATION.
12:25:16:01 SHE REALLY LOVES HER SCHOOL AND
12:25:17:10 HER TEACHERS LIKE Ms. ALLISON
12:25:19:09 AND Ms. KAREN.
12:25:20:00 SHE COMES HOME TALKING ABOUT ALL
12:25:21:12 OF HER FRIENDS AND WHAT SHE DID
12:25:22:21 AT SCHOOL.
12:25:23:25 I'M WORRIED IF SHE SWITCHES
12:25:25:11 SCHOOLS, EVERYTHING INTEGRATION
12:25:27:02 STATION HAS DONE FOR HER WILL BE
12:25:29:21 THROWN AWAY.
12:25:30:05 THE HELP MY SISTER GETS THERE IS
12:25:32:14 MORE IMPORTANT THAN iPADS IN
12:25:33:23 MY CLASSROOM OR THE NEW A.I.
12:25:35:01 PROGRAM YOU WANT TO START NEXT
12:25:36:16 YEAR.
12:25:36:27 THANK YOU FOR LISTENING TO MY
12:25:38:06 THOUGHTS.
12:25:38:17 I HOPE YOU TAKE ALL OF THIS INTO
12:25:40:09 CONSIDERATION.
12:25:41:24 >> WE WILL, THANK YOU VERY MUCH.
12:25:44:29 >> NEXT SPEAKER, ELENA.
12:25:58:15 >> HI, I'M ELENA AND I'M
12:26:00:01 PRESIDENT OF THE STUDENT COUNCIL
12:26:01:09 AT GLEBE ELEMENTARY.
12:26:02:20 I CAME HERE TO TALK ABOUT OUR
12:26:04:15 SCHOOL'S LIBRARY ASSISTANTS AND
12:26:06:21 HOW WE NEED THEM.
12:26:07:19 I WANTED TO START BY SAYING THAT
12:26:08:27 EVERY MORNING, I GO TO THE
12:26:10:03 LIBRARY TO CONNECT WITH MY
12:26:11:14 LIBRARIANS.
12:26:12:12 IT IS TRULY MY SAFE SPACE.
12:26:14:10 I CHAT TO MY LIBRARIANS ABOUT

12:26:16:02 LOTS OF DIFFERENT THINGS LIKE
12:26:17:17 WHAT WE'VE BEEN READING LATELY,
12:26:19:13 WHAT WE DID OVER THE WEEKEND,
12:26:20:19 AND WHAT WE HAVE PLANNED FOR THE
12:26:22:15 WEEK.
12:26:22:23 I'M ALSO A PART OF A LIBRARY
12:26:24:25 HELPER PROGRAM CALLED LIBRARY
12:26:26:26 PAGES.
12:26:27:13 WE DO A LOT OF THINGS TO HELP
12:26:29:02 OUT LIKE SHELVES BOOKS,
12:26:31:20 ALPHABETIZE BOOKS AND HELP YOUNG
12:26:37:04 LEADERS.
12:26:37:25 MY MOM HAS BEEN A PARENT
12:26:39:12 VOLUNTEER.
12:26:40:03 THE THING IS THE VOLUNTEERS
12:26:41:18 DON'T KNOW THE SYSTEM LIKE THE
12:26:42:23 BACK OF THEIR HAND UNLIKE THE
12:26:44:15 LIBRARY ASSISTANTS.
12:26:45:07 THESE PROGRAMS WOULD PROBABLY
12:26:46:24 GET SHUT DOWN WITHOUT THE
12:26:48:09 LIBRARY ASSISTANTS AND THERE
12:26:49:17 WOULD BE EVEN LESS HELP IN THE
12:26:51:02 LIBRARY.
12:26:51:16 THAT MEANS MAIN LIBRARIANS WOULD
12:26:54:00 HAVE TO DO ALL THE WORK AND THAT
12:26:55:20 MEANS THE LIBRARY WOULD BARELY
12:26:57:15 BE OPEN DURING THE DAY.
12:26:59:07 ANOTHER REASON WE NEED OUR
12:27:00:28 LIBRARY ASSISTANTS IS WHEN I GO
12:27:03:18 TO THE LIBRARY IN THE MORNING,
12:27:06:17 MY LIBRARIANS ARE OFTEN DOING
12:27:08:23 SOMETHING WHEN I TALK TO THEM.
12:27:10:21 IT'S HARD FOR TWO PEOPLE, HOW DO
12:27:12:14 YOU EXPECT ONLY ONE PERSON TO DO
12:27:13:29 IT?
12:27:14:27 LASTLY, MY LIBRARIANS ARE MORE
12:27:16:12 THAN JUST MY TEACHERS.
12:27:17:14 THEY ARE MY FRIENDS.
12:27:18:16 THANK YOU FOR THE WORK YOU DO
12:27:20:01 AND FOR HELPING ARLINGTON
12:27:21:12 SCHOOLS AND FOR LISTENING TO ME
12:27:22:25 TODAY.
12:27:24:22 >> THANK YOU VERY MUCH.
12:27:25:20 AND THANK YOU FOR YOUR SERVICE
12:27:26:25 ON THE STUDENT COUNCIL.
12:27:29:00 WE ARE NOW I THINK GOING TO TRY
12:27:30:19 TO PATCH IN OUR CALLER BEFORE WE
12:27:32:28 MOVE ON TO THE REST OF OUR
12:27:34:20 IN-PERSON SPEAKERS.

12:27:35:18 >> YES, OUR CALL-IN SPEAKER,
12:27:37:23 BRITTANY HOLDEN?
12:27:39:28 >> HI, YEAH, ARE YOU ABLE TO
12:27:42:08 HEAR ME NOW?
12:27:43:19 >> YES, WE CAN HEAR YOU.
12:27:48:26 >> HI, I'M BRITTANY HOLDEN AND
12:27:50:21 I'M A PARENT AND PSA CALLING
12:27:53:15 TONIGHT TO EXPRESS MY STRONG
12:27:54:29 OPPOSITION TO THE PROPOSED
12:27:56:14 BUDGET CUTS THAT WOULD REDUCE
12:27:57:22 THE SCHOOL'S FULL-TIME LIBRARY
12:28:00:15 ASSISTANT POSITION TO PART-TIME.
12:28:02:24 THE SCHOOL LIBRARY ISN'T JUST A
12:28:06:07 PLACE TO CHECK OUT BOOKS.
12:28:07:22 IT'S A VITAL SPACE FOR LITERACY,
12:28:10:01 CURIOSITY, LEARNING.
12:28:11:13 THE LIBRARY ASSISTANT PLAYS A
12:28:14:05 CRUCIAL ROLE.
12:28:16:19 BOOK CIRCULATION, SHELVING,
12:28:18:04 INVENTORY AND REPAIRS, ALLOWING
12:28:19:27 THE LIBRARIAN TO FOCUS ON
12:28:21:12 TEACHING AND STUDENT ENGAGEMENT.
12:28:22:24 WITHOUT THE FULL-TIME SUPPORT,
12:28:24:12 THE LIBRARY WILL NEED TO CLOSE
12:28:25:15 AT TIMES.
12:28:26:06 BOOKS WILL TAKE LONGER TO BE
12:28:27:21 AVAILABLE AND STUDENTS WILL HAVE
12:28:29:02 FEWER OPPORTUNITIES TO EXPLORE
12:28:30:20 AND GROW THEIR READING.
12:28:32:02 THE CUT DIRECTLY CONTRADICTS
12:28:34:15 APS' GOAL OF MAINTAINING
12:28:36:07 STUDENT-FACING POSITIONS.
12:28:38:03 LIBRARY ASSISTANTS BUILD
12:28:39:17 MEANINGFUL RELATIONSHIPS WITH
12:28:40:28 STUDENTS, LEARNING THEIR NAMES
12:28:42:13 AND THE BOOKS THAT INSPIRE THEM.
12:28:44:13 THEY'RE A CENTRAL PART OF THE
12:28:45:18 VIBRANT LEARNING ENVIRONMENT
12:28:46:29 WE'VE WORKED SO HARD TO BUILD.
12:28:50:18 THANK YOU.
12:28:55:09 >> THANK YOU VERY MUCH.
12:28:59:01 >> WE WILL CONTINUE WITH OUR
12:29:00:03 IN-PERSON SPEAKERS.
12:29:01:01 NEXT SPEAKER, MICHELLE.
12:29:10:03 >> HI.
12:29:10:27 MY NAME IS MICHELLE.
12:29:12:09 MY SON RYAN ANDERSON IS A
12:29:14:08 GRADUATE OF INTEGRATION STATION.
12:29:16:26 HE WAS DIAGNOSED WITH AUTISM

12:29:18:10 WHEN HE WAS TWO-AND-A-HALF,
12:29:19:28 STARTED INTEGRATION STATION WITH
12:29:21:17 BARELY SPEAKING, NO INTEREST IN
12:29:24:22 OTHER KIDS, NO ABILITY TO PLAY
12:29:27:21 WITH TOYS IN ANY WAY OTHER THAN
12:29:29:27 LINING THEM UP.
12:29:31:29 HE IS CURRENTLY A THRIVING
12:29:34:01 SEVENTH GRADER AT DOROTHY HAMM,
12:29:36:03 NO IEP, NO 504, NO NOTHING.
12:29:39:01 NO RESOURCES, NO EXTRA SUPPORT.
12:29:41:00 HE LOST HIS IEP IN FOURTH GRADE,
12:29:44:04 PROBABLY WOULD HAVE BEEN SOONER
12:29:45:12 IF IT WASN'T FOR COVID.
12:29:47:06 AND I ABSOLUTELY ATTRIBUTE THAT
12:29:48:28 TO INTEGRATION STATION.
12:29:50:24 WE LOOKED AT GOING TO THE
12:29:52:15 SPECIAL EDUCATION PROGRAM IN HIS
12:29:54:10 HOME SCHOOL AT GLEBE AND HE
12:29:55:28 WOULD HAVE BEEN IN THE SAME
12:29:56:26 CLASSROOM FOR THREE YEARS AND IT
12:29:58:17 PROBABLY WOULD HAVE BEEN FINE,
12:30:00:26 BUT INTEGRATION STATION IS JUST
12:30:02:28 EXCEPTIONAL.
12:30:03:22 AND THE FLEXIBILITY AND THE
12:30:05:24 ABILITY FOR HIM TO HAVE MOVED
12:30:07:26 FROM A SELF-CONTAINED CLASS TO
12:30:09:18 REVERSE INCLUSION TO A FULLY
12:30:12:17 INCLUSIVE CLASS.
12:30:14:15 THEY GAVE HIM THE SUPPORT THEY
12:30:15:24 NEEDED AND THEY PUSHED HIM TO
12:30:17:00 DEVELOP THOSE SKILLS SO HE WAS
12:30:18:01 ON THIS PERFECT PATH TO
12:30:20:03 MAINSTREAM KINDERGARTEN WHERE HE
12:30:21:14 STILL GOT A LITTLE BIT OF
12:30:22:26 SUPPORT BUT AGAIN LOST ALL
12:30:24:10 SERVICES IN FOURTH GRADE.
12:30:26:12 AND TO THIS DAY, DOESN'T NEED
12:30:29:11 ANYTHING.
12:30:30:15 YOU WOULDN'T KNOW IF YOU MET HIM
12:30:31:27 THAT HE WENT TO A SPECIAL
12:30:34:03 EDUCATION PROGRAM.
12:30:35:27 I KNOW THAT AS OTHER SPEAKERS
12:30:37:26 HAVE SAID, IT IS A 0.1% OF THE
12:30:40:23 BUDGET.
12:30:41:01 THAT MEANS THERE ARE A THOUSAND
12:30:42:16 OTHER THINGS IN THE BUDGET THAT
12:30:43:18 MAKE UP 0.1% AND I CAN'T IMAGINE
12:30:46:21 ALL OF THOSE THOUSAND OTHER
12:30:48:12 THINGS BEING MORE IMPORTANT THAN

12:30:49:24 TAKING AWAY RESOURCES FROM YOUR
12:30:52:09 MOST VULNERABLE KIDS AT THE TIME
12:30:55:00 WHERE IT MATTERS MOST.
12:30:56:29 I MEAN, EVERY PIECE OF EVIDENCE
12:30:58:04 OUT THERE SAYS EARLY
12:30:59:19 INTERVENTION MATTERS.
12:31:01:00 AND INTEGRATION STATION DOES
12:31:03:15 EARLY INTERVENTION THAT WORKS,
12:31:04:17 AND I SEE THAT ABSOLUTELY EVERY
12:31:06:19 DAY WITH HOW MY SEVENTH GRADER
12:31:08:15 IS JUST THRIVING BECAUSE OF
12:31:10:06 INTEGRATION STATION.
12:31:12:10 THANK YOU.
12:31:13:01 >> THANK YOU VERY MUCH FOR YOUR
12:31:14:03 COMMENTS.
12:31:17:11 >> NEXT SPEAKER, MEAGAN STARK.
12:31:29:01 >> GOOD EVENING.
12:31:29:12 MY NAME IS MEAGAN AND I'M THE
12:31:31:21 SPEECH LANGUAGE PATHOLOGIST
12:31:33:12 SERVING INTEGRATION STATION.
12:31:34:24 THIS IS MY 11TH YEAR AS AN SLP
12:31:36:21 AND I'M PROUD TO HAVE SPENT ALL
12:31:38:03 THOSE YEARS AT I.S.
12:31:39:21 EACH AUGUST, ALL STAFF HAVE
12:31:42:00 VIEWED A WELCOME BACK VIDEO FROM
12:31:43:22 DR. DURAN.
12:31:44:02 IN THIS VIDEO, YOU REFERENCE
12:31:46:15 APS' EVERY STUDENT COUNTS
12:31:48:03 INITIATIVE WHICH DEBUTED IN FALL
12:31:50:05 2022.
12:31:50:13 THE AIM IS TO KNOW EVERY STUDENT
12:31:52:11 BY NAME, STRENGTH, AND NEED WITH
12:31:53:21 THE TAGLINE OF EXCELLENCE FOR
12:31:55:03 ALL.
12:31:55:27 WHILE THIS INITIATIVE APS-ISSUED
12:31:57:05 TO STUDENT SUPPORTS, THE TENETS
12:32:00:08 ARGUABLY CAN AND SHOULD APPLY TO
12:32:02:17 STAFF AND FAMILIES.
12:32:03:09 THE PARTNERSHIP AT I.S. AND THE
12:32:04:18 CHILDREN'S SCHOOL IS WHERE THIS
12:32:05:23 NOBLE INITIATIVE HAS LIVED OUT
12:32:08:09 DAILY.
12:32:08:23 WHEN COMPARED WITH THE LARGE
12:32:10:24 STUDENT POPULATIONS IN OUR OTHER
12:32:12:13 SCHOOLS, INTEGRATION STATION IS
12:32:14:09 A SMALL PROGRAM.
12:32:16:03 I HOPE THAT NOW YOU KNOW US BY
12:32:18:06 NAME.
12:32:19:03 IN THIS PARTNERSHIP, OUR

12:32:20:12 STRENGTHS ARE MANY.
12:32:21:16 OUR STUDENTS THRIVE UNDER THE
12:32:22:24 SUPPORT OF SPECIAL EDUCATION AND
12:32:24:16 GENERAL EDUCATION STAFF.
12:32:26:00 OUR DIVERSE CLASSROOM MODELS
12:32:27:22 ALLOW US TO SUPPORT STUDENTS
12:32:29:00 ACROSS MULTIPLE YEARS WITHOUT
12:32:30:01 CHANGING SCHOOLS.
12:32:31:16 OUR STAFF RETURN YEAR AFTER YEAR
12:32:33:11 BECAUSE WE HAVE THE SUPPORT OF
12:32:34:13 ONE ANOTHER, OUR FAMILIES, AND
12:32:36:05 OUR ADMINISTRATOR.
12:32:37:12 OUR STUDENTS GRADUATE AND ENTER
12:32:39:10 KINDERGARTEN CLASSROOMS
12:32:40:01 THROUGHOUT THE COUNTY HAVING
12:32:40:29 ALREADY LIVED THE CORE VALUES OF
12:32:42:17 APS' STRATEGIC PLAN.
12:32:44:08 OUR COMMUNITY MAY BE A SMALL
12:32:45:20 ROCK IN A PROVERBIAL LAKE, BUT
12:32:48:12 OUR RIPPLE EFFECT TOUCHES EACH
12:32:51:02 SCHOOL THROUGH OUR ALUMNI.
12:32:52:21 PRESCHOOL IS ALL WE DO AND WE DO
12:32:54:20 IT WITH EXCELLENCE BECAUSE OF
12:32:56:01 THAT.
12:32:56:12 WHAT IS OUR NEED?
12:33:03:06 OUR NEED IS TO SIMPLY TO
12:33:04:18 CONTINUE, TO CONTINUE TO BE A
12:33:06:03 SAFE SPACE FOR FAMILIES
12:33:08:04 NAVIGATING THE OFTEN LONELY
12:33:09:20 JOURNEY OF HAVING A PRESCHOOLER
12:33:10:25 WITH A DISABILITY.
12:33:11:17 TO CONTINUE HAVING A NETWORK OF
12:33:13:02 COLLEAGUES ON-SITE FOR
12:33:14:03 COLLABORATION.
12:33:14:14 TO BE KNOWN BY OUR OWN NAMES,
12:33:16:19 STRENGTHS, AND NEEDS, BY AN
12:33:19:06 ADMINISTRATOR FOCUSED ON EARLY
12:33:20:11 INTERVENTION.
12:33:20:25 TO CONTINUE TO MEET OUR
12:33:22:07 STUDENTS' DIVERSE NEEDS.
12:33:25:12 FOR THE COMMUNITY, OUR STRENGTH
12:33:27:21 LIES IN ONE ANOTHER AND OUR NEED
12:33:29:10 IS TO ENDURE.
12:33:30:22 PLEASE DON'T ELIMINATE A PROGRAM
12:33:32:00 WHERE EXCELLENCE REALLY IS FOR
12:33:33:05 ALL.
12:33:33:29 THANK YOU.
12:33:34:13 >> THANK YOU VERY MUCH.
12:33:36:15 >> NEXT SPEAKER, SASHA

12:33:39:10 McNICHOL.
12:33:48:01 >> GOOD EVENING, I HAVE A FOURTH
12:33:50:13 GRADER WHO ATTENDS DREW SINCE
12:33:53:29 KINDERGARTEN.
12:33:54:09 OUR FAMILY LOVES DREW
12:33:56:03 ELEMENTARY.
12:33:56:11 WE ESPECIALLY LOVE OUR
12:33:57:22 LIBRARIAN, Ms. BLACK, AND HER
12:33:59:24 ASSISTANT, Ms. LAWLOR, SO I'M
12:34:01:27 HERE TONIGHT TO EXPRESS MY
12:34:03:02 CONCERN ABOUT POSSIBLY CHANGING
12:34:04:07 THE LIBRARY ASSISTANT POSITION
12:34:05:12 TO PART-TIME.
12:34:06:27 THE LIBRARY ASSISTANT AS YOU'VE
12:34:08:22 ALREADY HEARD IS NOT JUST A
12:34:10:07 SUPPORT ROLE.
12:34:10:25 IT'S ESSENTIAL TO THE DAILY
12:34:12:03 FUNCTIONING OF THE LIBRARY AT
12:34:13:18 EACH SCHOOL.
12:34:14:16 Ms. BLACK ALREADY BALANCES
12:34:16:07 TEACHING EVERY STUDENT EACH WEEK
12:34:18:19 WHILE MANAGING THE LIBRARY'S
12:34:19:21 RESOURCES.
12:34:20:09 SHE RELIES ON Ms. LAWLOR TO
12:34:22:15 ENSURE THE LIBRARY REMAINS
12:34:23:25 ACCESSIBLE AND FULLY FUNCTIONAL
12:34:25:15 THROUGHOUT THE DAY.
12:34:27:03 AN AVERAGE DAY INVOLVES OPENING
12:34:29:12 UP THE LIBRARY AT 8:30,
12:34:31:11 ASSISTING STUDENTS, STAFF, AND
12:34:33:04 PARENTS THROUGHOUT THE DAY,
12:34:34:12 SUPPORTING BACK-TO-BACK CLASSES
12:34:35:27 IN THE LIBRARY, MAINTAINING THE
12:34:37:26 DESTINY SITE, CHARGING AUDIO
12:34:40:01 BOOKS, DEVELOPING RESOURCES,
12:34:42:03 HELPING WITH STEAM PROJECTS, AND
12:34:43:16 ENSURING THAT THE LIBRARY
12:34:45:04 REMAINS A WELCOMING LEARNING
12:34:46:26 SPACE.
12:34:47:27 ELIMINATING THIS ROLE MEANS THAT
12:34:49:18 THE LIBRARY MAY NOT BE ABLE TO
12:34:51:17 STAY OPEN AT ALL TIMES
12:34:52:22 THROUGHOUT THE DAY AND THE
12:34:53:14 STUDENTS MAY NOT RECEIVE THE
12:34:54:25 INDIVIDUALIZED SUPPORT THEY NEED
12:34:56:27 AND ALREADY RECEIVE.
12:34:59:05 I THINK IT'S IMPORTANT TO POINT
12:35:00:06 OUT THAT MAINTAINING A FULL-TIME
12:35:02:06 LIBRARY ASSISTANT POSITION

12:35:03:06 DIRECTLY SUPPORTS FOUR OF APS'
12:35:08:09 STRATEGIC PLAN PRIORITIES.
12:35:09:07 THE FOLLOWING.
12:35:10:28 STUDENT ACADEMIC GROWTH AND
12:35:11:29 SUCCESS.
12:35:12:20 WITHOUT A FULL-TIME ASSISTANT,
12:35:13:25 THE QUALITY OF LIBRARIAN
12:35:15:13 INSTRUCTION WILL BE COMPROMISED.
12:35:17:01 STUDENT WELL-BEING, THE LIBRARY
12:35:18:13 STAFF PLAYS A VITAL ROLE IN
12:35:20:05 FOSTERING STUDENTS'
12:35:22:27 INTELLECTUAL, SOCIAL, AND
12:35:23:28 EMOTIONAL GROWTH.
12:35:25:02 STUDENT-CENTERED WORKFORCE, APS
12:35:27:01 AIMS TO ATTRACT AND RETAIN
12:35:28:24 HIGHLY SKILLED STAFF.
12:35:30:09 LIBRARY ASSISTANTS ARE ESSENTIAL
12:35:31:24 CONTRIBUTORS TO THIS GOAL.
12:35:33:06 AND FAMILY AND COMMUNITY
12:35:34:20 PARTNERSHIPS.
12:35:35:14 THE LIBRARY IS A BRIDGE BETWEEN
12:35:37:06 FAMILIES AND THE SCHOOL AND
12:35:38:17 CUTTING THIS POSITION WOULD
12:35:39:26 WEAKEN THAT CONNECTION.
12:35:41:08 IT'S BEEN SUGGESTED THAT
12:35:42:22 VOLUNTEERS MIGHT FILL THIS ROLE.
12:35:45:01 HOWEVER, COMING FROM A TITLE ONE
12:35:46:20 SCHOOL, MOST OF OUR PARENTS WORK
12:35:47:29 DURING THE DAY SO THEY DON'T
12:35:49:18 HAVE TIME TO VOLUNTEER.
12:35:50:16 YOU DON'T WANT TO TAKE THIS AWAY
12:35:51:22 FROM STUDENTS AND FAMILIES --
12:35:55:07 >> THANK YOU VERY MUCH FOR YOUR
12:35:56:06 COMMENTS.
12:36:00:27 >> I'LL ASK THE NEXT SIX
12:36:02:09 SPEAKERS TO LINE UP.
12:36:03:07 SONIA, ANNE, LISA, MELISSA
12:36:05:26 HYATT, KAY MILLER, ASHLEY
12:36:07:29 DONAHOE.
12:36:09:10 NEXT SPEAKER, ROBERT RICE.
12:36:19:24 >> THANK YOU AND GOOD EVENING.
12:36:20:18 MY NAME IS ROBERT RICE.
12:36:21:27 MY FOUR-YEAR-OLD SON CARTER
12:36:24:29 ATTENDS INTEGRATION STATION.
12:36:26:10 INTEGRATION STATION IS A SPECIAL
12:36:27:08 PLACE CARRYING OUT A SPECIAL
12:36:28:26 MISSION WHILE SERVING A SPECIAL
12:36:31:02 POPULATION.
12:36:31:22 IT IS A UNIQUE OPERATION THAT

12:36:32:28 CANNOT BE DUPLICATED AT MULTIPLE
12:36:34:27 SITES ACROSS THE SCHOOL DISTRICT
12:36:36:12 USING EVEN THINNER RESOURCES.
12:36:38:01 THE NEXUS OF KNOWLEDGE, SKILLS,
12:36:40:00 AND EXPERIENCE AT INTEGRATION
12:36:41:18 STATION ALLOWS THE SPECIAL NEEDS
12:36:43:19 CHILDREN OF ARLINGTON TO RECEIVE
12:36:44:18 THE CARE THAT THEY NEED AND
12:36:46:03 DESERVE.
12:36:47:10 EARLIER TODAY, MY WIFE AND I
12:36:48:19 RECEIVED OUR SON'S LATEST IEP
12:36:50:22 FEEDBACK.
12:36:51:09 HIS TEACHERS AND SPECIALISTS
12:36:53:08 DETAILED THE WONDERFUL PROGRESS
12:36:54:13 CARTER HAS MADE THUS FAR THIS
12:36:56:28 SCHOOL YEAR AND WHAT CHALLENGES
12:36:58:20 LIE AHEAD.
12:36:59:14 WE WERE THOROUGHLY GRATEFUL TO
12:37:02:03 RECEIVE FEEDBACK DIRECTLY FROM
12:37:03:18 HIS SCHOOL ADMINISTRATOR, CLASS
12:37:04:26 TEACHER AND HIS OCCUPATIONAL AND
12:37:07:18 SPEECH THERAPIST ALL IN THE SAME
12:37:08:27 MEETING.
12:37:09:14 UNDER THE CLOSE INSTRUCTION OF
12:37:10:26 IS STAFF, CARTER HAS GREATLY
12:37:13:05 EXPANDED HIS SPEECH CAPABILITIES
12:37:14:14 AND IS EVEN EXPRESSING HIS NEEDS
12:37:16:26 TO TEACHERS.
12:37:17:14 HE IS BEGINNING TO PLAY WITH
12:37:18:29 OTHER KIDS IN THE CLASSROOM AND
12:37:20:01 DESPITE HIS DEVELOPMENTAL
12:37:21:22 CONCERNS, HE'S EVEN SHOWING A
12:37:23:07 GREATER INTEREST IN POTTY
12:37:25:12 TRAINING.
12:37:25:26 SOME OF THIS WAS UNIMAGINABLE
12:37:27:18 PRIOR TO HIS TIME AT I.S.
12:37:29:07 CARTER IS EXPANDING HIS
12:37:30:16 CAPABILITIES ACROSS THE BOARD
12:37:31:21 AND HIS MOTHER AND I KNOW THIS
12:37:33:03 IS A DIRECT REFLECTIONS OF THE
12:37:35:09 WONDERFUL WORK BEING DONE AT
12:37:37:24 INTEGRATION STATION.
12:37:38:01 WE KNOW OUR STORY IS SHARED BY
12:37:40:03 SO MANY FAMILIES IN THIS ROOM.
12:37:41:09 WITH MASSIVE DEPARTMENT OF
12:37:42:17 EDUCATION STAFFING CUTS IN THE
12:37:44:05 NEWS, IT IS ABSOLUTELY
12:37:45:27 IMPERATIVE TO ENSURE THAT OUR
12:37:47:12 SPECIAL NEEDS STUDENTS RECEIVE

12:37:48:19 THE CARE THAT THEY DESERVE.
12:37:51:08 INTEGRATION STATION IS A SPECIAL
12:37:52:09 PROGRAM SERVING SOME OF THE MOST
12:37:53:24 VULNERABLE CHILDREN IN OUR
12:37:55:04 DISTRICT WITH NO REAL PLAN IN
12:37:57:10 PLACE TO PROVIDE COMMENSURATE
12:37:59:28 CARE ELSEWHERE IN THE APS SYSTEM
12:38:00:27 AND WITH NO ACTUAL ASSURANCE OF
12:38:03:06 LONG-TERM BUDGET SAVINGS.
12:38:04:22 IT IS UNDENIABLY VITAL THAT
12:38:07:14 INTEGRATION STATION IS FULLY
12:38:08:06 FUNDED IN THE COMING FISCAL YEAR
12:38:10:04 AND BEYOND.
12:38:10:22 THANK YOU VERY MUCH.
12:38:11:13 >> THANK YOU FOR JOINING US.
12:38:13:11 >> NEXT SPEAKER, SONIA.
12:38:14:09 SONIA?
12:38:23:16 >> HELLO TO DR. DURAN AND THE
12:38:24:24 MEMBERS OF THE BOARD.
12:38:25:20 MY NAME IS SONIA.
12:38:26:25 I'M A TEACHER AT INTEGRATION
12:38:34:17 STATION.
12:38:34:17 THE PROGRAM SERVES AUTISTIC
12:38:41:00 LEARNERS WITH SIGNIFICANT NEEDS.
12:38:44:02 STUDENTS IN MY CLASSROOM ARE
12:38:45:14 THERE BECAUSE THEIR IEP TEAMS
12:38:47:16 HAVE DETERMINED THEY REQUIRE A
12:38:49:12 SMALL CLASS SIZE WITH HIGHLY
12:38:51:07 INDIVIDUALIZED SUPPORTS.
12:38:52:09 MY CLASSROOM IS NOT ON ITS OWN A
12:38:54:12 FULLY INCLUSIVE INTEGRATED
12:38:56:21 CLASS, BUT I CAN ALSO PROVIDE
12:39:00:00 INDIVIDUAL INCLUSION
12:39:01:07 OPPORTUNITIES TO MY STUDENTS TO
12:39:02:15 PREPARE THEM FOR LESSER
12:39:05:10 RESTRICTIVE ENVIRONMENTS.
12:39:07:00 BECAUSE THE CLASSROOMS ARE SPLIT
12:39:08:01 BY AGE, I CAN TAKE MY STUDENTS
12:39:09:17 WHO CAN BE OF MIXED AGES FROM 2
12:39:11:23 THROUGH 5 AND BE SELECTIVE ABOUT
12:39:13:05 WHAT ROUTINES IN WHICH
12:39:14:20 CLASSROOMS WOULD MOST BENEFIT
12:39:16:15 THEM FOR INCLUSION TIME.
12:39:17:23 BECAUSE OF THE COLLABORATIVE
12:39:18:21 NATURE OF OUR PROGRAM, I CAN
12:39:20:00 WORK WITH MY COLLEAGUES AT TSC
12:39:21:23 AND I.S. AND DISCUSS STRATEGIES
12:39:23:14 THAT WOULD SUPPORT THEM DURING
12:39:25:16 INCLUSION AND HOW WE CAN BE A

12:39:27:29 PART OF THEIR CLASSROOM WHILE WE
12:39:29:11 ARE SUPPORTING THAT INCLUSION
12:39:30:16 TIME.
12:39:30:27 THE CONTINUUM OF SPECIAL
12:39:32:08 EDUCATION SERVICES, THE BREADTH
12:39:33:27 OF OPPORTUNITIES FOR INCLUSION,
12:39:35:08 AND A TRUE COLLABORATIVE SPIRIT
12:39:37:14 ALL FIND A UNIQUE HOME AT
12:39:39:09 INTEGRATION STATION.
12:39:39:17 MY TIME HERE HAS HELPED ME GROW
12:39:41:12 AS A TEACHER AND MADE ME WONDER
12:39:42:27 WHAT IS POSSIBLE FOR INCLUSION
12:39:43:29 FOR STUDENTS WITH SIGNIFICANT
12:39:45:07 DISABILITIES.
12:39:45:28 JUST GIVEN THE RIGHT RESOURCES
12:39:47:09 AND ATTITUDE.
12:39:48:11 I COULDN'T HAVE ASKED FOR A
12:39:49:15 BETTER ENVIRONMENT TO START MY
12:39:50:17 PUBLIC SCHOOL TEACHING CAREER.
12:39:53:02 INTEGRATION STATION IS
12:39:53:26 IRREPLACEABLE.
12:39:54:21 THE SETTING AND THE PEOPLE THERE
12:39:56:28 ARE WHAT MAKE IT THE SUCCESS IT
12:39:58:10 IS.
12:39:58:17 I KNOW YOU HAVE SOME VERY
12:39:59:25 DIFFICULT DECISION TO MAKE, BUT
12:40:02:18 THIS SHOULD NEVER BE ONE OF
12:40:04:00 THEM.
12:40:04:17 PLEASE CUT THINGS, NOT PROGRAMS,
12:40:06:03 NOT PEOPLE.
12:40:07:10 THANK YOU.
12:40:07:18 >> THANK YOU FOR YOUR COMMENTS.
12:40:08:25 >> NEXT SPEAKER, LISA SCHALK.
12:40:19:28 OH, ERIN TURNER IS COMING.
12:40:23:11 SORRY!
12:40:24:24 >> HI, MY NAME IS ERIN TURNER.
12:40:26:28 I'M THE PROUD PARENT OF TWO APS
12:40:28:21 STUDENTS.
12:40:29:21 ELLA, MY FIRST GRADER FROM
12:40:31:14 ESCUELA KEY HERE WITH ME TONIGHT
12:40:32:26 AND ALEX, MY THREE-YEAR-OLD AT
12:40:34:28 INTEGRATION STATION.
12:40:36:05 I'M HERE ONCE AGAIN TO URGE YOU
12:40:38:00 TO NOT SHUT DOWN OUR CHILDREN'S
12:40:39:19 PROGRESS AND TO KEEP INTEGRATION
12:40:41:27 STATION OPEN.
12:40:43:15 FOR THOSE OF YOU WHO ARE AT THE
12:40:45:28 INTEGRATION STATION LISTENING
12:40:47:06 SESSION ON MONDAY, YOU HEARD ME

12:40:49:05 SPEAK WITH PRIDE ABOUT ARLINGTON
12:40:50:07 STANDING UP TO PROTECT STUDENTS
12:40:51:12 IN THIS CHALLENGING POLITICAL
12:40:52:24 ENVIRONMENT.
12:40:54:12 I ALSO SHARED THAT WITH THE
12:40:56:10 CURRENT ADMINISTRATION LOOKING
12:40:57:04 TO SHUTTER THE DEPARTMENT OF
12:40:58:13 EDUCATION, CHILDREN WITH
12:41:00:01 DISABILITIES ARE ALSO UNDER
12:41:01:19 THREAT.
12:41:03:23 THE DEPARTMENT OF EDUCATION
12:41:05:11 ENFORCES THE IDEA ACT AND
12:41:06:27 ENSURES STUDENTS WITH
12:41:08:25 DISABILITIES RECEIVE THE
12:41:09:20 SERVICES THEY'RE ENTITLED TO BY
12:41:11:12 LAW.
12:41:11:23 ON TUESDAY, THAT THREAT TURNED
12:41:13:18 INTO REALITY WHEN HALF OF THE
12:41:16:03 DEPARTMENT OF EDUCATION
12:41:17:10 EMPLOYEES WERE LAID OFF AND
12:41:19:12 SEVEN REGIONAL OFFICES OF THE
12:41:21:04 OFFICE OF CIVIL RIGHTS WERE
12:41:23:03 ENTIRELY SHUTTERED.
12:41:25:01 THIS WEEK, THE NATIONAL
12:41:25:29 EDUCATION ASSOCIATION PUT IT
12:41:27:24 REALLY PLAINLY.
12:41:29:18 THEY SAID THE REAL VICTIMS WILL
12:41:31:00 BE OUR MOST VULNERABLE STUDENTS
12:41:33:11 TAKING AWAY SPECIAL EDUCATION
12:41:34:22 SERVICES FOR STUDENTS WITH
12:41:36:07 DISABILITIES AND GUTTING STUDENT
12:41:38:23 CIVIL RIGHTS PROTECTIONS.
12:41:41:02 THAT'S WHY TONIGHT MY URGENCY IS
12:41:43:14 EVEN GREATER.
12:41:45:24 STAND UP FOR OUR CHILDREN WITH
12:41:47:06 DISABILITIES.
12:41:48:17 STAND UP FOR THEIR EDUCATION.
12:41:50:23 STAND UP FOR THEIR FUTURE AND DO
12:41:53:08 NOT SHUT DOWN THEIR SCHOOL!
12:41:55:29 I'VE HEARD FROM SEVERAL OF YOU
12:41:57:08 THAT NEARLY EVERY DECISION TO BE
12:41:58:29 MADE IN THE NEXT FEW WEEKS WILL
12:42:00:11 HAVE AN IMPACT ON STUDENTS.
12:42:01:29 I AGREE.
12:42:02:23 WE ALL WISH THERE WAS MORE MONEY
12:42:04:15 TO GO AROUND.
12:42:05:13 BUT LET'S NOT LOSE SIGHT OF THE
12:42:08:12 FACT THAT THE SCALE OF THAT
12:42:09:14 IMPACT IS VERY, VERY DIFFERENT.

12:42:11:09 THIS IS NOT ABOUT A BUDGET LINE
12:42:13:02 OR A BUILDING.
12:42:14:09 THIS IS ABOUT THEIR LIVES.
12:42:17:11 INTEGRATION STATION IS NOT A
12:42:18:19 LUXURY.
12:42:19:07 IT IS A LIFELINE.
12:42:21:18 TWO WEEKS AGO, WE WERE HERE.
12:42:25:04 MONDAY, WE WERE HERE.
12:42:26:03 TONIGHT, WE ARE HERE.
12:42:28:01 STAND WITH US, GIVE OUR KIDS THE
12:42:29:24 CHANCE THEY DESERVE.
12:42:30:25 >> THANK YOU VERY MUCH.
12:42:32:27 >> NEXT SPEAKER, LISA SCHALK.
12:42:40:04 >> I'M STILL HERE!
12:42:42:02 I'M LIZA AND I WANT TO SPEAK
12:42:46:09 DIRECTLY TO CONCERNS THAT MIGHT
12:42:47:21 BE HOLDING YOU BACK FROM
12:42:49:19 ELIMINATING iPADS IN OUR
12:42:51:11 ELEMENTARY SCHOOLS.
12:42:52:05 DON'T STUDENTS NEED TO USE
12:42:53:20 TECHNOLOGY TO PREPARE THEM FOR
12:42:55:15 OUR TECH SATURATED WORLD?
12:42:57:27 HECK NO.
12:42:58:14 WHAT KIDS NEED MORE THAN
12:42:59:26 ANYTHING IS TO CULTIVATE THE
12:43:02:19 TRAITS THAT MAKE THEM THE MOST
12:43:04:15 HUMAN.
12:43:04:22 THEY NEED TO STAY UNPLUGGED,
12:43:06:21 UNMANIPULATED BY ALGORITHMS.
12:43:10:07 DEVICES ARE INTUITIVE AND DON'T
12:43:11:29 REQUIRE MUCH TRAINING.
12:43:13:07 AND BY ALL MEANS AT SOME POINT,
12:43:15:03 THEY SHOULD LEARN TO CODE AND
12:43:16:22 WIELD DIGITAL TOOLS IN A
12:43:17:20 TARGETED WAY.
12:43:18:24 BRING BACK COMPUTER LABS.
12:43:20:06 BUT ED TECH SEEPING INTO EVERY
12:43:24:14 SUBJECT IS MAKING CHILDREN LESS
12:43:26:22 PREPARED FOR THE FUTURE.
12:43:28:14 WHAT ABOUT NEURODIVERGENT KIDS?
12:43:35:06 EQUITY IS NOT PUTTING iPADS IN
12:43:41:09 FRONT OF EVERY ELEMENTARY
12:43:43:27 SCHOOLER, ESPECIALLY WHEN IT'S
12:43:45:13 ESTABLISHED KIDS WITH THE MOST
12:43:46:28 COMMON DIAGNOSIS, ADHD, ARE
12:43:48:13 HARMED AND DISREGULATED BY
12:43:49:29 DIGITAL PRODUCTS.
12:43:51:10 WHAT ABOUT SOL PREP?
12:43:53:18 TESTING THAT HAPPENS IN MAY OF

12:43:55:03 THIRD GRADE ABSOLUTELY DOES NOT
12:43:57:04 JUSTIFY DEVICE USE IN PRE-K, K,
12:43:59:17 FIRST, SECOND, AND THE FIRST
12:44:00:27 HALF OF THIRD.
12:44:01:28 THAT'S THE TAIL WAGGING THE DOG.
12:44:04:21 WHY TAKE AWAY SOMETHING THAT
12:44:05:26 STUDENTS AND TEACHERS ARE USED
12:44:07:17 USING?
12:44:08:11 BECAUSE ED TECH DOES MUCH MORE
12:44:09:26 HARM THAN GOOD.
12:44:11:01 WHEN AN EXPERIMENT FAILS, WE
12:44:12:16 MUST CHANGE COURSE.
12:44:14:27 LAST ONE.
12:44:15:21 WHAT IF STUDENTS USED THEIR
12:44:17:06 IPAD JUST 30 MINUTES A DAY?
12:44:18:29 IT OPENS PANDORA'S BOX AND
12:44:20:29 USHERS KIDS PREMATURELY THROUGH
12:44:22:24 THE GATES OF DIGITAL WORLDS WHEN
12:44:26:23 EXPERTS AGREE IN THIS STAGE OF
12:44:28:29 DEVELOPMENT, THEY SHOULD BE
12:44:30:06 LIVING ALMOST ENTIRELY IN THE
12:44:31:15 REAL WORLD.
12:44:32:02 EVEN BRIEF STINTS ON TABLETS
12:44:34:15 CREATE A CRAVING FOR MORE AND
12:44:36:00 WARP EXPECTATIONS OF WHAT
12:44:37:12 LEARNING SHOULD FEEL LIKE.
12:44:39:00 IT SHIFTS STUDENTS AWAY FROM
12:44:40:08 INTRINSIC MOTIVATION WHEN
12:44:42:13 THEY'RE DRIVEN BY CURIOSITY TO
12:44:44:05 EXTRINSIC MOTIVATION, ET CETERA.
12:44:47:28 >> THANK YOU VERY MUCH.
12:44:49:10 THANKS FOR JOINING US TONIGHT.
12:44:50:18 >> NEXT SPEAKER, MELISSA HYATT.
12:44:58:05 >> GOOD EVENING, CHAIR KADERA,
12:44:59:10 MEMBERS OF THE BOARD AND DR.
12:45:00:25 DURAN.
12:45:01:06 I'M MELISSA, I COME BEFORE YOU
12:45:02:25 NOT JUST AS AN ITC AT INNOVATION
12:45:07:21 ELEMENTARY, BUT AS A CRUCIAL
12:45:10:04 PART OF OUR FRAMEWORK.
12:45:11:29 WE ARE INSTRUCTIONAL LEADERS,
12:45:13:21 CRISIS TEAM MEMBERS AND STUDENT
12:45:14:29 ADVOCATES.
12:45:15:17 WHEN GIVEN THE OPPORTUNITY, WE
12:45:16:29 ATTEND AND CONTRIBUTE TO CLT
12:45:18:14 MEETINGS, CO-TEACH, DELIVER
12:45:20:23 PROFESSIONAL DEVELOPMENT, AND
12:45:22:01 DIGITAL LITERACY LESSONS.
12:45:23:03 WE TEACH S.T.E.M., FACILITATE

12:45:24:21 TEACHER COMMITTEES, COMMUNICATE
12:45:26:22 WITH FAMILIES AND ENSURE
12:45:28:11 EQUITABLE ACCESS FOR ALL.
12:45:29:15 WE ARE ALWAYS RESPONDING TO
12:45:31:01 STUDENT NEED IN REALTIME.
12:45:33:16 DESPITE THIS, WE'RE FACING
12:45:35:22 DISPROPORTIONATE CUTS, 8% CUT,
12:45:38:08 3% LESS WORK.
12:45:39:19 REDUCED FROM 12 MONTHS TO 11
12:45:41:08 MONTHS FORCING US TO WORK 217
12:45:43:21 DAYS WHILE BEING PAID FOR 220
12:45:46:00 WHILE LOSING ANNUAL LEAVE AND
12:45:47:18 OTHER BENEFITS.
12:45:48:10 MEANWHILE, APS ADMINISTRATION
12:45:49:18 WILL CONTINUE TO WORK 224 DAYS
12:45:51:10 AND BE PAID FOR 226.
12:45:52:29 THIS IS NEITHER EQUITABLE NOR
12:45:54:07 EFFICIENT.
12:45:55:05 DR. DURAN RECENTLY STATED THAT
12:45:56:17 APS REMAINS FOCUSED ON STAFF
12:45:58:05 COMPENSATION AND OPERATIONAL
12:45:59:20 EFFICIENCY.
12:46:00:14 YET TARGETED DOWNSIZING OF
12:46:02:03 LIBRARY ASSISTANTS AND ITC'S
12:46:04:09 CONTRADICTS THESE GOALS.
12:46:05:21 OTHER 12-MONTH EMPLOYEES ARE NOT
12:46:08:20 FACING THE SAME SCRUTINY.
12:46:10:09 CUTS SHOULD BE MADE EQUITABLY,
12:46:12:11 NOT AT THE EXPENSE OF
12:46:13:22 INSTRUCTIONAL QUALITY, STUDENT
12:46:15:07 SAFETY AND OTHER TEACHER
12:46:16:24 SUPPORTS.
12:46:17:05 WE ARE ASKING FOR FAIRNESS, CUTS
12:46:18:18 THAT ARE PROPORTIONAL,
12:46:20:07 TRANSPARENT, AND REFLECTIVE OF
12:46:21:29 THE VITAL WORK WE DO.
12:46:23:15 DO BETTER.
12:46:24:29 CUT STUFF, NOT STAFF.
12:46:26:04 THANK YOU.
12:46:27:02 >> THANK YOU FOR YOUR COMMENTS.
12:46:29:03 >> BEFORE I CALL -- OH, NEXT
12:46:31:03 SPEAKER, KAY MILLER.
12:46:48:15 >> GOOD EVENING, MEMBERS OF THE
12:46:49:27 BOARD.
12:46:50:04 MY NAME IS KAY MILLER AND I AM
12:46:52:20 AN APS PARENT AND A SCHOOL
12:46:54:22 LIBRARIAN.
12:46:55:23 TONIGHT I WANT TO TALK ABOUT
12:46:57:01 SOMETHING THAT DIRECTLY IMPACTS

12:46:58:22 OUR STUDENTS EVERY DAY, THE
12:47:00:18 LIBRARY.
12:47:01:25 NOT JUST A ROOM FULL OF BOOKS
12:47:03:20 BUT A SPACE OF LEARNING,
12:47:05:02 BELONGING, AND SUPPORT.
12:47:06:11 AND AT THE HEART OF THAT SPACE
12:47:07:29 IS NOT JUST THE LIBRARIAN BUT
12:47:09:28 THE LIBRARY ASSISTANT, A ROLE
12:47:12:09 NOW AT RISK OF BEING REDUCED.
12:47:14:16 LET ME BE CLEAR.
12:47:15:21 THIS IS NOT JUST A NUMBERS GAME.
12:47:18:14 IT'S A DIRECT HIT TO STUDENTS
12:47:19:23 WHO RELY ON THE LIBRARY AS A
12:47:22:08 SAFE SPACE.
12:47:23:02 THE ONES WHO FIND COMFORT IN
12:47:26:13 QUIET CORNERS WHO NEED HELP WITH
12:47:28:21 RESEARCH WHO HAVE NOWHERE ELSE
12:47:30:03 TO GO.
12:47:30:18 OUR LIBRARY ASSISTANT IS OFTEN
12:47:32:00 THE FIRST PERSON TO GREET THEM,
12:47:34:05 TO GUIDE THEM, TO MAKE THEM FEEL
12:47:36:01 SEEN.
12:47:37:02 LAST WEEK I LOST MY VOICE,
12:47:39:00 LITERALLY.
12:47:40:08 WITHOUT MY FULL-TIME ASSISTANT,
12:47:41:13 I WOULDN'T HAVE BEEN ABLE TO RUN
12:47:42:26 MY CLASSES.
12:47:44:05 BUT THAT'S ALSO A METAPHOR.
12:47:45:24 WITHOUT THIS ROLE, THE LIBRARY
12:47:47:09 LOSES ITS VOICE TOO.
12:47:49:01 IT LOSES THE ABILITY TO FULLY
12:47:51:03 SERVE STUDENTS.
12:47:52:04 A LIBRARY WITHOUT ENOUGH STAFF
12:47:54:09 ISN'T JUST QUIETER, IT'S LESS
12:47:56:08 EFFECTIVE.
12:47:57:12 THE LIBRARY IS ONE OF THE MOST
12:47:59:07 EQUITABLE SPACES IN OUR SCHOOL,
12:48:01:00 SERVING STUDENTS OF ALL
12:48:02:04 BACKGROUNDS AND LEARNING STYLES.
12:48:04:06 IT'S A HUB FOR DEI NOT JUST IN
12:48:06:08 THE BOOKS THAT WE PROVIDE BUT IN
12:48:07:20 THE MENTORSHIP, SUPPORT, AND
12:48:10:06 OPPORTUNITIES WITHIN ITS WALLS.
12:48:11:18 CUTTING A FULL-TIME ASSISTANT
12:48:13:17 WEAKENS THAT MISSION.
12:48:14:28 AND LET'S TALK ABOUT THE
12:48:15:26 NUMBERS.
12:48:16:27 A LIBRARY ASSISTANT SALARY WON'T
12:48:19:12 FIX BUDGET ISSUES.

12:48:20:27 THE SAVINGS FROM CUTTING HOURS
12:48:22:19 WOULD BE MINIMAL, BUT THE LOSS
12:48:24:12 TO STUDENTS WOULD BE ENORMOUS.
12:48:26:13 IS THAT REALLY A TRADE-OFF THAT
12:48:28:13 WE'RE WILLING TO MAKE?
12:48:30:15 THIS ISN'T JUST ABOUT STAFFING.
12:48:32:10 IT'S ABOUT WHAT WE VALUE AS A
12:48:34:09 SCHOOL.
12:48:34:17 IF WE BELIEVE IN LITERACY,
12:48:36:08 EQUITY, AND SAFE SPACES FOR OUR
12:48:38:01 STUDENTS, WE MUST ENSURE THAT
12:48:39:27 OUR LIBRARY IS STAFFED WITH THE
12:48:41:15 PEOPLE WHO MAKE IT POSSIBLE.
12:48:43:17 PLEASE LET'S NOT BALANCE THE
12:48:44:29 BUDGET ON THE BACKS OF STUDENTS
12:48:46:14 WHO NEED US THE MOST.
12:48:47:26 KEEP OUR LIBRARY ASSISTANTS
12:48:49:07 FULL-TIME, THANK YOU.
12:48:51:03 >> THANK YOU VERY MUCH.
12:48:53:07 >> BEFORE I CALL THE NEXT
12:48:54:09 SPEAKER, I'LL ASK THE NEXT SIX
12:48:56:01 SPEAKERS TO LINE UP.
12:48:57:00 RACHEL CARTER, JOHN, AUSTIN,
12:49:05:07 DANIELA, WILLIAM, AND SARAH.
12:49:10:18 NEXT SPEAKER, ASHLEY DONAHOE.
12:49:12:03 NEXT SPEAKER, ASHLEY DONAHOE?
12:49:26:24 >> HELLO.
12:49:27:12 MY NAME IS ASHLEY DONAHOE AND
12:49:29:08 I'VE BEEN A PROUD EMPLOYEE OF
12:49:31:13 INTEGRATION STATION FOR 13
12:49:32:20 YEARS.
12:49:34:07 IT IS A TRUE ECOSYSTEM OF
12:49:35:20 SUPPORT, STAFF, AND FAMILIES.
12:49:39:09 THIS IS DUE TO THE EFFECTIVE
12:49:40:27 COLLABORATION THAT'S UNIQUE TO
12:49:41:25 OUR PROGRAM.
12:49:43:13 IT PROVIDES STUDENTS WITH A
12:49:45:04 CONSISTENT QUALITY EDUCATION
12:49:46:12 THAT INDIVIDUALIZES THEIR
12:49:48:13 LEARNING AND PROVIDES STRONG
12:49:51:10 SOCIAL CONNECTIONS AMONGST OUR
12:49:52:26 STUDENTS.
12:49:54:13 THIS CARE PROVIDES AN
12:49:55:28 EDUCATIONAL ENVIRONMENT THAT
12:49:57:12 CELEBRATES WHAT MAKES EACH
12:49:59:04 PERSON UNIQUE.
12:49:59:24 PARENTS ARE REASSURED BECAUSE
12:50:03:25 THEY KNOW THAT THE MOMENT THEIR
12:50:05:17 CHILD WALKS THROUGH OUR DOORS,

12:50:07:21 THEY BECOME A PART OF OUR
12:50:08:24 COMMUNITY, OF OUR SCHOOL FAMILY.
12:50:13:03 WE SEE EACH CHILD, CELEBRATE
12:50:15:25 THEM, AND TURN THEIR NEEDS AND
12:50:17:08 CHALLENGES INTO THEIR GREATEST,
12:50:19:13 STRONGEST ASSETS.
12:50:22:04 I'VE SENT E-MAILS REGARDING MY
12:50:23:24 CONCERNS AND HAVE RECEIVED
12:50:25:01 RESPONSES SUCH AS OUR GOAL IS
12:50:27:17 ALWAYS TO PROVIDE THE BEST
12:50:29:18 EDUCATIONAL ENVIRONMENT FOR ALL.
12:50:32:24 BUT THAT ALREADY EXISTS AT
12:50:34:06 INTEGRATION STATION.
12:50:36:23 ACTIONS SPEAK MUCH LOUDER THAN
12:50:38:18 WORDS.
12:50:40:09 EVERY DAY WE AT INTEGRATION
12:50:42:24 STATION DEMONSTRATE THAT OUR
12:50:44:19 PRIORITY IS THE STUDENTS.
12:50:46:17 ARE THEY NOT YOURS AS WELL?
12:50:49:05 IF THEY ARE, SHOW US THROUGH
12:50:51:24 YOUR ACTIONS.
12:50:53:15 DON'T CHOOSE SOMETHING THAT WILL
12:50:54:27 NEGATIVELY IMPACT THEM.
12:50:57:01 THANK YOU.
12:50:59:06 >> THANK YOU FOR JOINING US.
12:51:00:21 >> NEXT SPEAKER, RACHEL CARTER.
12:51:09:01 >> DR. DURAN, MEMBERS OF THE
12:51:09:26 BOARD, THANK YOU SO MUCH FOR
12:51:10:28 THIS TIME.
12:51:12:26 I REALLY APPRECIATE THE CHANCE
12:51:14:14 TO SPEAK TO YOU AND FOLLOW THE
12:51:18:10 PROCESS THAT YOU'VE LAID OUT.
12:51:21:02 AND IT SPEAKS TO A VALUE OF
12:51:22:21 ARLINGTON COUNTY AND THAT IS FOR
12:51:25:16 CIVIC ENGAGEMENT AND TO BE ABLE
12:51:26:27 TO HEAR FROM US ABOUT THINGS
12:51:27:26 THAT MATTER TO US.
12:51:30:04 SO JUST A STATEMENT OUT THE GATE
12:51:33:06 TO SAY THANK YOU FOR THE PROCESS
12:51:35:02 THAT YOU APPLY TO ALL OF YOUR
12:51:37:10 DECISION MAKING.
12:51:37:17 SO I DO WANT TO TALK TO YOU
12:51:41:15 ABOUT INTEGRATION STATION AND I
12:51:42:19 WANT TO START OUT AND CONCLUDE
12:51:45:09 WITH THE SAME STATEMENT, AND I
12:51:46:18 HOPE THAT YOU WILL SEE BY THE
12:51:49:07 GROUP THAT'S ASSEMBLED HERE
12:51:51:06 TONIGHT AND THAT'S BEEN IN FRONT
12:51:53:14 OF YOU ON THIS TOPIC THAT IT'S

12:51:55:10 VERY IMPORTANT TO US.
12:51:57:01 AND AS YOU LOOK AT THESE
12:51:59:24 SERIOUS, SERIOUS CONSIDERATIONS
12:52:01:22 OF BUDGET, YOU'VE HEARD EVERYONE
12:52:04:14 TALK ABOUT THE IMPORTANCE OF
12:52:07:08 LIBRARY ASSISTANTS AND
12:52:09:03 EVERYTHING, BUT FROM OUR VANTAGE
12:52:10:28 POINT, THE QUALITY OF EDUCATION
12:52:13:20 THAT OUR CHILDREN ARE GETTING IN
12:52:15:26 THEIR EARLIEST YEARS IS
12:52:17:24 SOMETHING THAT WE DON'T FEEL WE
12:52:20:26 HAVE BEEN ABLE TO RECEIVE BEFORE
12:52:22:27 COMING TO INTEGRATION STATION.
12:52:25:18 AND REALLY WORRY THAT WE WON'T
12:52:27:10 BE ABLE TO RECEIVE IT ANYWHERE
12:52:29:01 ELSE.
12:52:30:23 AND FOR MY CHILD, WE HAVE ONE
12:52:33:15 MORE YEAR BEFORE HE CAN
12:52:35:13 POTENTIALLY BE INTEGRATED INTO A
12:52:38:13 GENERAL EDUCATION KINDERGARTEN,
12:52:39:21 AND SO THIS NEXT YEAR IS SO
12:52:41:10 IMPORTANT AND THAT'S WHY THE
12:52:43:05 2025/2026 SCHOOL YEAR IS OF
12:52:46:24 VITAL IMPORTANCE TO MY FAMILY.
12:52:48:07 AND TO SO MANY OF OUR OTHER
12:52:51:16 FAMILIES HERE.
12:52:52:00 SO AS YOU'RE LOOKING AT ALL OF
12:52:53:23 THESE OPTIONS ON THE TABLE, I
12:52:55:29 REALLY HOPE YOU'LL LOOK AT ANY
12:52:58:27 ANALYSIS YOU CAN FIND FOR OTHER
12:53:02:05 FORMS OF SAVINGS RATHER THAN THE
12:53:07:04 SMALL AMOUNT THAT COULD
12:53:08:15 POTENTIALLY BE REALIZED IN THIS
12:53:10:21 AND POTENTIALLY EVEN LOOK AT
12:53:14:17 WAYS --
12:53:15:24 >> THANK YOU VERY MUCH.
12:53:17:29 >> NEXT SPEAKER, JOHN FOLLY.
12:53:26:02 >> GOOD EVENING.
12:53:27:06 I'M THE ITC AT ARLINGTON SCIENCE
12:53:29:19 FOCUS.
12:53:30:00 LIKE MOST OF MY COLLEAGUES, I
12:53:31:09 BEGAN MY CAREER AS A CLASSROOM
12:53:33:02 TEACHER, BUT UNLIKE MANY OF MY
12:53:34:21 COLLEAGUES, I ONLY JOINED APS A
12:53:37:27 YEAR-AND-A-HALF AGO.
12:53:38:28 I SAW THE IMPACT I COULD HAVE ON
12:53:40:07 THE CULTURE OF A SCHOOL AND THE
12:53:41:09 PROMISE OF COLLABORATION.
12:53:43:04 PERHAPS MOST IMPORTANTLY, I WAS

12:53:44:22 EXCITED TO PREPARE STUDENTS FOR
12:53:45:24 THE DIGITAL WORLD THEY ARE SET
12:53:46:29 TO INHERIT.
12:53:48:14 WHEN THE BUDGET CAME AROUND LAST
12:53:50:17 YEAR, WE FOUND OUT WE WOULD LOSE
12:53:52:22 OUR SUPERVISOR, OUR PLACE WITHIN
12:53:53:28 THE OFFICE OF ACADEMICS.
12:53:57:00 WHEN I MEANT WITH MY
12:53:58:06 SCHOOL-BASED ADMINISTRATORS, IT
12:53:59:10 WAS EVIDENT THAT THEY SAW MY
12:54:02:16 WORTH AS A HUMAN AND AN
12:54:05:15 EDUCATOR.
12:54:05:25 APS WAS TELLING US WE WERE WORTH
12:54:07:27 HALF OF AN EMPLOYEE.
12:54:08:26 WHEN TALKING ABOUT WITH
12:54:10:03 PRINCIPAL MILLER, SHE EXPLAINED
12:54:11:15 THE OPPORTUNITY SHE SAW FOR US
12:54:13:15 TO PILOT A TECHNOLOGY SPECIAL.
12:54:15:20 I BEGAN DEVELOPING LESSONS OF MY
12:54:17:16 OWN FOR GRADES 3-5.
12:54:19:22 THIS YEAR, WE'VE DELVED INTO
12:54:21:14 COMPUTATIONAL THINKING, DIGITAL
12:54:23:00 CITIZENSHIP, CODING, THE HISTORY
12:54:24:16 OF COMPUTERS, AND COMPLETED
12:54:26:18 CROSS-CURRICULAR ACTIVITIES TO
12:54:28:00 SHOW THE CONNECTION BETWEEN
12:54:29:28 DISCIPLINES.
12:54:30:12 THROUGH OUR COLLABORATIVE
12:54:31:14 EFFORTS, STUDENTS HAVE GAINED
12:54:33:09 MEANINGFUL EXPERIENCE IN THE
12:54:35:20 TECHNOLOGIES WHICH WILL SHAPE
12:54:36:15 THEIR FUTURES AND ONE DAY THEIR
12:54:38:04 CAREERS.
12:54:38:12 MY STORY IS JUST ONE OF MY
12:54:40:04 SUCCESSFUL PARTNERSHIPS WITHIN
12:54:41:01 APS AT THE SCHOOL LEVEL.
12:54:42:13 WHEN WE ASKED UPPER LEADERSHIP
12:54:45:12 TO MEET WITH US AFTER THESE
12:54:47:20 PROPOSED CHANGES OR TO WORK IN
12:54:49:03 CURRICULUM DEVELOPMENT, WE WERE
12:54:50:14 MET WITH OPPOSITION, NOT
12:54:51:23 COLLABORATION.
12:54:53:00 NOW WE ARE BEING TARGETED FOR
12:54:54:09 THE SECOND TIME IN MY TWO YEARS
12:54:56:12 WITH APS.
12:54:57:00 WHILE I MAY NOT BE ONE OF THE
12:54:58:15 MANY ITC'S WHO HAS CELEBRATED
12:55:01:15 CAREER MILESTONES WITH APS, I AM
12:55:03:15 AN EDUCATOR WHO JUST WANTS TO

12:55:05:14 EDUCATE.
12:55:05:25 I MUST SERIOUSLY CONSIDER IF THE
12:55:07:07 TREATMENT OF MY COLLEAGUES IS AN
12:55:08:16 OMEN OF WHAT AWAITS ME IF I
12:55:10:19 CHOOSE TO STAY.
12:55:12:03 THANK YOU.
12:55:12:24 >> WE APPRECIATE YOUR COMMENTS.
12:55:14:12 >> NEXT SPEAKER, AUSTIN.
12:55:20:19 >> GOOD EVENING.
12:55:21:06 MY NAME IS AUSTIN.
12:55:22:25 MY SON IS A TSC STUDENT AT
12:55:27:01 INTEGRATION STATION.
12:55:27:15 WHEN WE LEARNED THAT ONE OF
12:55:28:14 EVAN'S COUSINS HAD DOWNS
12:55:29:16 SYNDROME, THE FIRST THING MY
12:55:31:18 WIFE AND I REMARKED WERE HOW
12:55:33:17 GRATEFUL WE WERE THAT OUR SON
12:55:36:09 WAS AT TCS.
12:55:41:25 WE'VE HEARD FROM NUMEROUS
12:55:43:13 FAMILIES ABOUT THE
12:55:44:01 TRANSFORMATIONAL IMPACT THE
12:55:45:06 PROGRAM HAS HAD ON THEIR SPECIAL
12:55:46:21 NEEDS CHILDREN.
12:55:47:09 BUT IT'S ALSO IMPORTANT TO
12:55:48:10 HIGHLIGHT THE COMMENSURATE
12:55:49:25 IMPACT THE PARTNERSHIP HAS ON
12:55:51:14 TCS STUDENTS.
12:55:54:15 UPON GRADUATION, THEY TAKE THEIR
12:55:55:27 ENHANCED SOCIAL EMOTIONAL SKILLS
12:55:58:29 AND UNDERSTANDING OF
12:56:01:12 NEURODIVERSITY WITH THEM.
12:56:05:01 INCLUSION IS CHANGING THE
12:56:06:06 MINDSETS AND EXPECTATIONS OF
12:56:07:25 NEUROTYPICAL PEERS AS IT IS
12:56:09:07 ABOUT PROVIDING RESOURCES TO
12:56:10:19 SPECIAL NEEDS STUDENTS.
12:56:11:24 CHANGING MINDSETS AND
12:56:13:19 CHALLENGING STEREOTYPES LATER IN
12:56:15:01 LIFE CAN BE DIFFICULT.
12:56:16:12 AT TCS, THE INCLUSIVE
12:56:18:05 ENVIRONMENT IS SO NATURALLY
12:56:19:20 EXECUTED THAT MY SON NOW SEES IT
12:56:22:03 AS COMPLETELY NORMAL THAT SOME
12:56:24:04 PEOPLE INTERACT AND COMMUNICATE
12:56:27:06 DIFFERENTLY.
12:56:27:20 I'VE HEARD ABOUT CHALLENGES IN
12:56:29:02 OVERCROWDED SPECIAL PRE-K
12:56:32:07 PROGRAMS, IT'S A NOBLE GOAL TO
12:56:33:26 EXPAND UPON THE SUCCESS OF I.S.

12:56:35:25 THROUGH THOSE PROGRAMS.
12:56:36:23 HOWEVER, I'M EXTREMELY SKEPTICAL
12:56:38:15 THIS CAN BE DONE SO QUICKLY AND
12:56:40:11 THESE PROGRAMS CAN BE SCALED UP
12:56:42:03 SO QUICKLY.
12:56:43:00 WHILE SIGNIFICANT COST SAVINGS
12:56:44:12 EXIST ON PAPER, THESE ARE BASED
12:56:46:14 ON ASSUMPTIONS.
12:56:49:25 IN REALITY, THE REQUIREMENTS IN
12:56:52:04 EACH IEP ARE DIVERSE AND
12:56:53:26 MATCHING STUDENTS WITH
12:56:55:01 APPROPRIATE RESOURCES IS
12:56:55:19 LOGISTICALLY CHALLENGING AND
12:56:57:00 WILL LIKELY REQUIRE NEW
12:56:58:02 INVESTMENTS AND THE INABILITY TO
12:56:59:27 OPERATE CLASSES AT THE RATIOS TO
12:57:01:27 MAXIMIZE SAVINGS.
12:57:03:05 QUALITY WILL DROP AND UNEXPECTED
12:57:05:04 COSTS WILL EAT INTO
12:57:06:08 CONTINGENCIES ENDING A
12:57:08:01 30-YEAR-OLD PARTNERSHIP IN LESS
12:57:09:12 THAN SIX MONTHS.
12:57:10:26 IT WILL ALSO MEAN LOSING DECADES
12:57:12:29 WORTH OF INSTITUTIONAL
12:57:19:19 KNOWLEDGE.
12:57:20:00 I BEG THE BOARD TO EXPLORE
12:57:22:08 OPTIONS FOR IMPROVING
12:57:23:26 EFFICIENCIES OR IF NECESSARY, A
12:57:25:08 PLAN TO --
12:57:26:12 >> THANK YOU VERY MUCH.
12:57:28:04 >> NEXT SPEAKER, DANIELA HIRSCH.
12:57:38:15 >> GOOD EVENING, DR. DURAN AND
12:57:39:16 MEMBERS OF THE BOARD.
12:57:40:28 MY NAME IS DANIELA HIRSCH.
12:57:42:18 I'M HERE TONIGHT TO SHARE WITH
12:57:43:27 YOU ABOUT MY EXPERIENCE WORKING
12:57:45:18 MY DREAM JOB AT INTEGRATION
12:57:46:22 STATION.
12:57:48:03 IN MY ROLE, I WORK INTIMATELY
12:57:50:19 WITH FAMILIES TO DEVELOP AND
12:57:51:23 IMPLEMENT THEIR CHILD'S FIRST
12:57:53:19 IEP.
12:57:54:24 CONTRARY TO POPULAR THOUGHT, IEP
12:57:57:27 DOES NOT MEAN AN INDIVIDUALIZED
12:58:02:20 EDUCATION PLAN, BUT A PROGRAM.
12:58:03:29 WE DESIGN PROGRAMS THAT BEST
12:58:06:07 PROVIDE ACCESS SO OUR STUDENTS
12:58:08:09 CAN EQUITABLY NOT EQUALLY ACCESS
12:58:10:01 THE CURRICULUM WITH THE AIM TO

12:58:11:07 CLOSE THE GAP OF THEIR SKILLS TO
12:58:12:22 BE CLOSER TO AGE EXPECTANCY.
12:58:21:11 I CAN SAY WITHOUT HESITATION
12:58:23:06 THAT WORKING AT I.S. IS LIFE
12:58:25:02 CHANGING.
12:58:26:03 NOT ONLY DOES OUR PARTNERSHIP
12:58:27:14 PROVIDE ACCESS TO NEUROTYPICAL
12:58:29:00 COMMUNITY PEERS, BUT IT ALSO
12:58:30:18 PROVIDES COLLABORATION WITH TCS
12:58:33:04 GENERAL EDUCATORS AND
12:58:34:12 ASSISTANTS.
12:58:35:04 I WANT TO RELATE WITH YOU SOME
12:58:36:19 OF THE EXPERIENCES OF MY
12:58:37:17 STUDENTS.
12:58:37:28 WHEN ONE FRIEND RECENTLY JOINED
12:58:40:00 OUR CLASS TRANSITIONING FROM
12:58:41:12 SPEECH-ONLY SERVICES WITH A
12:58:43:14 DEVICE, MY CO-TEACHER READILY
12:58:45:13 HELPED THE OTHER STUDENTS RELATE
12:58:46:18 WITH HIM BY PULLING OUT A
12:58:48:07 LOW-TECH COMMUNICATION BOARD FOR
12:58:49:28 THEM TO USE.
12:58:50:20 ANOTHER GIRL WHO CAME INTO THE
12:58:52:02 CLASSROOM SPEAKING ONE WORD
12:58:53:10 UTTERANCES CAN NOW ARTICULATE, I
12:58:57:09 DON'T WANT TO!
12:58:58:14 OR WHILE ENJOYING HER SNACK, SHE
12:59:00:23 COULD TELL ME, I REALLY LIKE IT.
12:59:02:16 OR SIP HER MILK AND EXCLAIM,
12:59:06:13 DELICIOUS!
12:59:07:21 ALTHOUGH I.S. IS FONDLY REFERRED
12:59:09:24 TO BY SOME AS A MAGICAL PLACE,
12:59:12:24 IT'S THE UNIQUENESS OF OUR
12:59:15:07 COLLABORATION.
12:59:16:14 INSTEAD OF BEING ONE OF THE ONLY
12:59:19:03 TEACHERS SERVING YOUNG PEOPLE
12:59:20:28 WITH DIFFERING ABILITIES, MY
12:59:23:00 COMMUNITY UNDERSTANDS THE WORK
12:59:23:26 AND DEDICATION LED BY ADMIN WHO
12:59:27:11 THEMSELVES HAVE TAUGHT IN
12:59:28:22 INCLUSIVE EARLY CHILDHOOD
12:59:30:00 CLASSROOMS.
12:59:30:10 THANK YOU SO MUCH FOR YOUR TIME.
12:59:32:29 >> THANK YOU VERY MUCH.
12:59:34:28 >> NEXT SPEAKER, WILLIAM.
12:59:44:18 >> THANK YOU.
12:59:45:29 GOOD EVENING.
12:59:46:23 MY NAME IS WILL AND I'M THE
12:59:48:18 PROUD FATHER OF TWO GEN ED KIDS

12:59:51:14 AT TAYLOR ELEMENTARY AND ONE
12:59:54:13 VERY SPECIAL THREE-YEAR-OLD AT
12:59:56:11 INTEGRATION STATION, WREN.
12:59:58:15 EARLIER TONIGHT, YOU HEARD MY
12:59:59:21 OLDER DAUGHTER'S VIEWS ON HOW
01:00:02:16 APS SPENDS ITS PRECIOUS
01:00:04:04 RESOURCES AND HER OWN
01:00:05:09 UNDERSTANDING OF THE VALUE AND
01:00:06:14 IMPACT THAT INTEGRATION STATION
01:00:07:02 HAS HAD ON OUR FAMILY IN THIS
01:00:09:04 COMMUNITY.
01:00:10:04 IN ALL MY COMMUNICATIONS WITH
01:00:11:07 THE SCHOOL BOARD TO DATE, IT HAS
01:00:12:22 BEEN VERY CLEAR THAT NOBODY
01:00:13:24 WANTS TO MAKE CUTS.
01:00:15:05 BUT YOUR HANDS ARE TIED BY A
01:00:17:20 41 MILLION BUDGET GAP.
01:00:19:15 I'VE HEARD MORE THAN ONCE THAT
01:00:20:27 BAD DECISIONS MADE IN THE PAST,
01:00:22:19 SHORT-SIGHTED DECISIONS HAVE LED
01:00:24:02 TO THIS CRISIS AND THAT YOUR
01:00:25:18 HANDS ARE TIED.
01:00:26:25 TONIGHT I WANT TO EMPHASIZE THAT
01:00:28:14 EVEN IF YOU HAVE TO MAKE CUTS,
01:00:29:23 YOU DO NOT HAVE TO MAKE THESE
01:00:31:18 CUTS.
01:00:32:05 SINGLING OUT THIS VULNERABLE
01:00:33:23 COMMUNITY.
01:00:34:27 YOU'VE HEARD FROM PARENTS,
01:00:36:12 COMMUNITY MEMBERS, AND EXPERTS
01:00:37:27 ABOUT THE VALUE OF THIS PROGRAM
01:00:39:12 AND YOU NOW KNOW THAT CLOSING
01:00:41:08 INTEGRATION STATION IN ITS
01:00:42:09 ENTIRETY WILL BE ANOTHER BAD
01:00:44:24 SITUATION, ANOTHER SHORT-SIGHTED
01:00:47:28 DECISIONS THAT TIES THE HANDS OF
01:00:49:07 FUTURE SCHOOL BOARDS TO COME.
01:00:50:18 THIS SCHOOL IS A FOUNTAIN OF
01:00:52:11 EXPERTISE AND BEST PRACTICES
01:00:53:09 THAT TAKES PRESSURE OFF OF
01:00:54:21 OVERWHELMED SPECIAL ED
01:00:55:25 CLASSROOMS, IMPROVES OUTCOMES,
01:00:57:07 AND REDUCES THE SERVICES NEEDED
01:00:58:26 BY MANY OF THESE KIDS AS THEY
01:01:00:05 ENTER K-12.
01:01:02:06 IT CENTRALIZES EXPERTISE SO THAT
01:01:04:19 YOU CAN HELP THOSE WHO NEED IT
01:01:06:14 MOST MORE EFFICIENTLY.
01:01:07:26 THIS PROGRAM LIFTS UP THE ENTIRE

01:01:09:24 COUNTY.
01:01:10:05 CUTTING IT MAY BALANCE SOME
01:01:11:27 COLUMNS THIS YEAR, BUT IN THE
01:01:12:25 LONG RUN, ITS ABSENCE WILL BE A
01:01:14:24 DRAIN ON RESOURCES AS YOU WORK
01:01:16:03 TO REPLACE AND REBUILD WHAT YOU
01:01:17:20 ALREADY HAVE.
01:01:18:27 AND OUR CHILDREN, THESE CHILDREN
01:01:20:00 HERE TONIGHT, WILL FALL THROUGH
01:01:21:14 THE CRACKS.
01:01:23:05 YOU'RE UNDER PRESSURE RIGHT NOW
01:01:24:13 JUST AS I'M SURE YOUR
01:01:26:01 PREDECESSORS WERE WHEN THEY TOOK
01:01:28:09 SHORTCUTS IN THE PAST.
01:01:29:11 BUT UNLIKE THEM, YOU CAN CHOOSE
01:01:30:24 TO CUT THINGS THAT CAN BE
01:01:31:29 REPLACED LATER, TO CUT THINGS
01:01:33:22 THAT DO NOT BURDEN OUR MOST
01:01:35:00 VULNERABLE.
01:01:36:04 YOU CAN MAKE BETTER DECISIONS
01:01:37:12 THAN THEY DID AND I ENCOURAGE
01:01:38:21 YOU TO START BY FINDING A WAY TO
01:01:41:14 PRESERVE INTEGRATION STATION FOR
01:01:42:09 THESE CHILDREN.
01:01:45:14 >> THANK YOU VERY MUCH.
01:01:47:09 >> BEFORE I CALL Ms. RAVI,
01:01:50:01 WOULD THE NEXT SIX SPEAKERS
01:01:52:03 PLEASE LINE UP.
01:01:53:04 AMANDA, BRENDAN, DANIELLE, ROSA,
01:01:57:00 PAUL.
01:01:58:11 NEXT SPEAKER, SARAH ROBBIE.
01:02:06:01 >> HELLO, MY NAME IS SARAH AND
01:02:07:27 MY DAUGHTER IS THREE-AND-A-HALF
01:02:11:15 YEARS OLD AND AT THE END OF THE
01:02:13:03 DAYS INTEGRATION STATION.
01:02:14:00 THE PROGRAM IS AMAZING AND IT
01:02:17:02 SHOULD BE KEPT.
01:02:18:13 MIRA HAS A RARE NEUROLOGICAL
01:02:20:26 DISORDER.
01:02:21:10 EVERY AREA OF HER LIFE IS
01:02:22:12 AFFECTED.
01:02:23:06 SHE'S NONVERBAL, SHE HAS
01:02:25:02 INTELLECTUAL DISABILITY, SHE HAS
01:02:27:03 BALANCE ISSUES, FINE AND GROSS
01:02:28:15 MOTOR ISSUES, SHE HAS SEIZURES.
01:02:30:15 IT IS A DEVASTATING DIAGNOSIS.
01:02:33:03 BUT SHE IS FLOURISHING.
01:02:40:17 HEARING ABOUT THE DIAGNOSIS, YOU
01:02:41:15 THINK ABOUT THE FUTURE, ABOUT

01:02:42:24 HOW PEOPLE WILL TREAT HER, AND
01:02:46:20 YOU NEVER WANT HER TO BE THE
01:02:48:26 OTHER.
01:02:49:09 AT INTEGRATION STATION, SHE IS
01:02:50:18 NOT.
01:02:51:28 SHE HAS FRIENDS, SHE LOVES
01:02:53:20 SCHOOL.
01:02:54:17 AND AFTER ONLY FIVE MONTHS AT
01:02:56:16 INTEGRATION STATION, SHE'S
01:02:57:07 MAKING AMAZING PROGRESS.
01:03:00:01 INTEGRATION STATION IS A VERY
01:03:00:29 SPECIAL PLACE BECAUSE OF HOW IT
01:03:02:20 IS STRUCTURED.
01:03:03:27 MIRA HAS TWO CLASSROOMS, HER
01:03:06:06 SPECIAL EDUCATION PENGUINS CLASS
01:03:08:04 BUT ALSO HER GENERAL EDUCATION
01:03:11:04 FINCHES CLASS.
01:03:12:29 INTEGRATION STATION CAN EASILY
01:03:14:17 ADAPT TO HER NEEDS.
01:03:15:12 THE TEACHERS AND THERAPISTS
01:03:16:17 TRULY BELIEVE IN MIRA.
01:03:18:02 THEY DO NOT LET HER DIAGNOSIS
01:03:20:04 LIMIT THEIR BELIEFS IN HER
01:03:22:09 ABILITIES.
01:03:22:27 THEY PUSH HER AND WE'VE SEEN
01:03:25:02 AMAZING RESULTS.
01:03:26:10 JUST YESTERDAY I GOT AN E-MAIL
01:03:27:26 ABOUT HOW MIRA WAS PLAYING RING
01:03:29:27 AROUND THE ROSIE AND SHE WAS
01:03:31:09 HAVING SO MUCH FUN.
01:03:33:18 BEFORE INTEGRATION STATION, SHE
01:03:34:15 DIDN'T KNOW HOW TO DANCE OR
01:03:36:04 ENGAGE WITH HER PEERS IN THIS
01:03:37:06 WAY.
01:03:38:04 DANCING MIGHT SEEM LIKE A REALLY
01:03:39:26 SMALL THING, BUT TO A MOM OF A
01:03:41:06 KID WITH SUCH SIGNIFICANT
01:03:42:28 CHALLENGES, THIS IS A
01:03:44:09 BREAKTHROUGH AND AN AMAZING
01:03:46:00 FEAT.
01:03:47:01 MIRA'S ABILITY TO COMMUNICATE IS
01:03:48:17 ALSO SEVERELY IMPACTED.
01:03:50:09 BUT SHE'S MAKING SUCH GREAT
01:03:51:27 IMPROVEMENTS.
01:03:52:12 SHE IS LEARNING TO PRESS A
01:03:54:07 BUTTON TO SAY GO.
01:03:55:09 SHE REQUESTS FOR DOORS TO BE
01:03:57:11 OPENED, TOYS TO BE EXPLORED, AND
01:03:59:11 OFTEN HANDS ITEMS SHE WANTS TO

01:04:01:09 ENGAGE WITH.
01:04:02:00 WHY GET RID OF A PROGRAM THAT
01:04:03:09 HAS WORKED SO WELL WHEN THE
01:04:05:01 ALTERNATIVE HAS NOT WORKED FOR
01:04:06:06 SO MANY?
01:04:06:27 PLEASE SAVE INTEGRATION STATION
01:04:08:25 SO MIRA CAN CONTINUE TO LEARN
01:04:10:10 AND GROW.
01:04:10:25 >> THANK YOU SO MUCH.
01:04:12:20 >> NEXT SPEAKER, AMANDA.
01:04:23:20 >> GOOD EVENING.
01:04:25:08 I'M AMANDA AND I'M THE MOM OF
01:04:27:13 THREE CHILDREN INCLUDING MY SON
01:04:30:00 LEO AT INTEGRATION STATION, ALSO
01:04:34:29 KNOWN AS MY BOYFRIEND.
01:04:36:07 I HAD THE OPPORTUNITY TO SPEAK
01:04:37:19 AT THE RECENT MEETING EARLIER
01:04:39:11 THIS WEEK AND THERE WERE TWO
01:04:41:13 MAIN TAKEAWAYS I GOT FROM IT.
01:04:43:23 IT IS CLEAR WHEN THOSE WHO
01:04:44:22 LEARNED OF THE PROPOSAL TO CLOSE
01:04:47:07 INTEGRATION STATION, THE RESULT
01:04:48:12 IS A REACTION OF SHOCK, DISMAY,
01:04:50:05 AND CONFUSION.
01:04:51:00 I'VE BEEN TALKING ABOUT IT TO MY
01:04:53:08 NEIGHBORHOOD AND COMMUNITY AND I
01:04:54:10 GET REACTIONS LIKE INTEGRATION
01:04:55:15 STATION IS THE GEM OF ARLINGTON.
01:04:58:26 IT'S SO INCLUSIVE.
01:05:00:04 THERE WERE MEMBERS WHO DID NOT
01:05:02:16 EVEN KNOW OF ITS PROPOSED
01:05:04:05 CLOSURE.
01:05:04:12 IT IS CLEAR THAT NO ONE WANTS
01:05:05:27 THAT AMAZING, MAGICAL SCHOOL
01:05:07:12 CLOSED.
01:05:07:27 SECOND, SCHOOL BOARD MEMBERS
01:05:10:08 MADE THE TIME EVEN DURING HER
01:05:12:02 WORK TRAVEL TO JOIN THE MEETING
01:05:13:28 VIRTUALLY AND PROVIDED WORDS
01:05:15:03 THAT GAVE ME ENCOURAGEMENT.
01:05:16:15 THANK YOU, ZURAYA.
01:05:18:20 SHE REITERATED THAT NO ONE ON
01:05:20:23 THE SCHOOL BOARD WANTS THESE
01:05:21:27 CUTS AND SHE REAFFIRMED THE
01:05:24:03 BOARD'S COMMITMENT TO SPECIAL
01:05:25:11 EDUCATION.
01:05:26:05 SHE ALSO EDUCATED ME THAT SHE IS
01:05:27:27 THE SCHOOL BOARD LIAISON TO
01:05:29:09 ASEAC AND THIS IS STILL THE

01:05:33:09 BEGINNING.
01:05:34:03 AFTER THIS MEETING, I WANT TO
01:05:35:15 SAY THAT IT IS CLEAR THE SCHOOL
01:05:36:19 BOARD DOES NOT WANT THESE CUTS
01:05:38:01 AND IT IS CLEAR THE INTEGRATION
01:05:39:06 STATION FAMILY DOES NOT WANT
01:05:44:08 THESE CUTS.
01:05:44:29 WE UNDERSTAND THE POSITION YOU
01:05:45:24 ARE IN.
01:05:46:21 CUTTING \$41 MILLION FROM THE
01:05:49:17 EDUCATION BUDGET IN THESE
01:05:50:27 TROUBLING TIMES IS DIFFICULT AND
01:05:53:09 I'M SURE IT WEIGHS HEAVILY ON
01:05:54:25 YOUR HEARTS.
01:05:55:09 I BELIEVE YOU'RE ON THE SAME
01:05:56:14 SIDE, SO I'D LIKE TO ASK THAT WE
01:05:58:07 WORK TOGETHER.
01:05:58:28 WE HAVE TALENTED PARENTS AT
01:06:00:17 INTEGRATION STATION AND MEMBERS
01:06:01:08 OF THE ARLINGTON COMMUNITY WHO
01:06:02:16 ARE WILLING TO WORK WITH THE
01:06:03:18 SCHOOL BOARD TO FIND OTHER WAYS
01:06:04:20 TO FIND A WAY TO OFFSET SOME OF
01:06:06:29 THESE FUNDS.
01:06:07:20 THE DIRECTORS OF INTEGRATION
01:06:08:21 STATION, THE CHILDREN'S SCHOOL,
01:06:10:14 AND EVEN THE SCHOOL BOARDS HAVE
01:06:11:16 REQUESTED TO MEET AND
01:06:12:28 COLLABORATE AND FIND WAYS TO
01:06:14:03 SAVE THE PARTNERSHIP AND THE
01:06:15:01 SCHOOL.
01:06:15:18 WE KNOW YOU CARE DEEPLY ABOUT
01:06:18:11 OUR SCHOOLS, OTHERWISE YOU
01:06:19:12 WOULDN'T BE ON THIS BOARD.
01:06:20:28 I AM BIASED, BUT I BELIEVE IN
01:06:23:17 ARLINGTON COUNTY, WE ARE VERY
01:06:25:09 PASSIONATE --
01:06:27:14 >> THANK YOU FOR JOINING US.
01:06:30:12 >> NEXT SPEAKER, BRANDON CLARK.
01:06:36:23 >> GOOD EVENING.
01:06:37:13 MY NAME IS BRENDAN CLARK.
01:06:39:02 I WOULD LIKE TO START BY
01:06:40:21 RECOGNIZING THE ENORMITY OF THE
01:06:42:00 TASK IN FRONT OF YOU.
01:06:42:25 I DO NOT AT ALL ENVY IT AND IF
01:06:45:29 WE WERE IN ANCIENT GREECE, THERE
01:06:47:21 WAS A GUY WITH A BOULDER THAT
01:06:49:23 WOULD LOOK AT YOU AND SAY I'M
01:06:52:06 GOOD WITH MY BOULDER.

01:06:53:05 MY FAMILY'S EXPERIENCE FOR I.S.
01:06:55:13 AND TCS AND WHY BOTH NEED TO BE
01:06:57:29 KEPT AND CELEBRATED FOR THE
01:06:58:27 SUCCESSES THEY ARE.
01:06:59:23 MY WIFE AND I HAVE SOUGHT THE
01:07:01:05 BEST FOR BOTH OF OUR CHILDREN.
01:07:03:00 MY SON IS IN THE MIDDLE OF THE
01:07:05:06 VENN DIAGRAM FOR ADHD AND AUTISM
01:07:08:12 AND OBVIOUSLY THAT COMES WITH A
01:07:09:16 LOT OF THINGS.
01:07:10:01 WE GET UP EVERY MONDAY AND DRIVE
01:07:12:00 TO MARYLAND TO GO TO CHILDREN'S
01:07:13:15 NATIONAL TO GET HIS O.T. AND
01:07:14:28 THEN RUSH BACK BEFORE OR DURING
01:07:17:26 RUSH HOUR TO GO TO SCHOOL.
01:07:18:29 WE DRIVE TO FAIRFAX TO SEE HIS
01:07:21:18 DEVELOPMENTAL NEURO AND
01:07:25:19 BEHAVIORAL PSYCHOLOGIST.
01:07:29:24 WAS THE 6:45 BUS TIME THE BEST
01:07:33:00 IN THE MORNING?
01:07:34:07 NO, BUT I SAY THAT BECAUSE IT
01:07:35:20 DOESN'T MATTER WHAT TIME THE BUS
01:07:38:29 ARRIVES WHEN YOU HAVE SOMETHING
01:07:40:00 LIKE THIS.
01:07:40:18 WE NEED TO PROTECT IT AND
01:07:41:23 CELEBRATE IT.
01:07:42:04 YOU FIVE LEADERS SIT IN A
01:07:43:20 POSITION THAT WILL DIRECTLY
01:07:45:01 IMPACT THE FUTURE OF THIS
01:07:46:03 PROGRAM IN ARLINGTON COUNTY.
01:07:47:24 I KNOW SPECIAL NEEDS AND
01:07:49:12 VULNERABLE POPULATIONS ARE
01:07:50:07 IMPORTANT TO YOU.
01:07:51:02 Ms. TURNER, YOU SAT ON THE
01:07:52:21 EARLY CHILDHOOD ADVISORY
01:07:53:28 COMMITTEE FOR YEARS ADVOCATING
01:07:55:06 FOR THIS.
01:07:57:11 Ms. TAPIA-HADLEY, YOU WERE AN
01:07:58:26 INTEGRATOR AND FOCUS FOR DEI IN
01:08:00:18 ONE OF THE LARGEST SOCIAL MEDIA
01:08:01:24 COMPANIES IN THE WORLD.
01:08:03:08 WE ALL KNOW WHAT IS AT RISK HERE
01:08:05:17 AND WE ALL KNOW THAT IT IS
01:08:07:03 IMPORTANT TO US.
01:08:08:27 WE ALL ARE PART OF VARIOUS
01:08:10:29 LISTSERVS AND COMMUNITIES ACROSS
01:08:12:28 NORTHERN VIRGINIA AND WE HEAR
01:08:14:03 HORROR STORY AFTER HORROR STORY
01:08:15:28 OF KIDS THAT ARE FAILED AND LEFT

01:08:17:17 BEHIND.
01:08:18:01 I SIT HERE ON AN ISLAND OF
01:08:20:00 STABILITY AND NOT TO JINX IT,
01:08:23:13 DARE I SAY CALM, AND THAT IS
01:08:25:20 SOLELY BECAUSE OF WHAT YOU'RE
01:08:26:28 SEEING HERE IN THE I.S. AND TCS
01:08:29:01 STAFF.
01:08:29:08 I KNOW YOU WANT TO DO WHAT IS
01:08:30:23 BEST, SO DO WE, AND LASTLY TO
01:08:32:10 THE CHAIR, I KNOW THIS WILL BE
01:08:34:05 YOUR LAST YEAR.
01:08:35:13 AMONGST YOUR ACCOMPLISHMENTS,
01:08:36:29 PLEASE MAKE THIS ONE TO KEEP.
01:08:39:00 THANK YOU.
01:08:39:28 >> THANK YOU.
01:08:41:22 >> NEXT SPEAKER, DANIELLE JONES.
01:08:50:13 >> HELLO.
01:08:50:24 MY NAME IS DANIELLE JONES,
01:08:52:22 DEDICATED APS EMPLOYEE AND PROUD
01:08:54:21 VICE PRESIDENT OF OUR UNION,
01:08:56:00 AEA.
01:08:57:12 TWO OF THE APS CORE VALUES READ
01:08:59:27 INTEGRITY.
01:09:00:11 WE BUILD TRUST BY ACTING
01:09:02:23 RESPECTFULLY AND HONESTLY AND
01:09:04:08 VALUING STAFF.
01:09:05:24 WE BELIEVE THE ENGAGEMENT,
01:09:07:08 SATISFACTION, DEVELOPMENT AND
01:09:08:22 WELL-BEING OF OUR STAFF ENABLES
01:09:09:27 THE SUCCESS OF OUR STUDENTS AND
01:09:11:00 IS CRITICAL TO OUR COMMUNITY.
01:09:12:25 SADLY, APS' ACTIONS DO NOT ALIGN
01:09:15:22 WITH OUR STATED VALUES.
01:09:17:01 WHEN ESTABLISHING A LIVING WAGE,
01:09:18:16 THIS IS HOW MUCH IT COSTS TO
01:09:19:25 LIVE IN ARLINGTON.
01:09:20:23 RENT, INCOME TAXES, CAR
01:09:22:15 EXPENSES, FOOD, CLOTHING, AND
01:09:24:01 UTILITIES ADD UP TO A SURVIVING
01:09:25:15 WAGE OF ABOUT \$54,000.
01:09:27:06 THIS DOES NOT INCLUDE MEDICAL,
01:09:29:08 PHONE, COMPUTER, INTERNET, TV,
01:09:32:09 FURNITURE, DEODORANT,
01:09:35:04 SILVERWARE, LAUNDRY SOAP, GOING
01:09:37:07 OUT TO DINNER, SAVING FOR
01:09:38:27 RETIREMENT, CHARITABLE
01:09:40:16 DONATIONS, PLATES, GOING TO A
01:09:42:22 BASKETBALL GAME OR SUPPORTING A
01:09:44:11 FAMILY.

01:09:45:08 HALF OF APS SUPPORT STAFF DO NOT
01:09:47:14 MAKE A LIVING WAGE AND A THIRD
01:09:48:26 NEVER WILL.
01:09:50:04 IMAGINE MY SURPRISE THEN TO FIND
01:09:51:23 THAT PART OF APS' SALARY POLICY
01:09:53:25 IS A LIVING WAGE CLAUSE.
01:09:55:07 IT READS, IF THE SALARY OF THE
01:09:57:14 FIRST STEP OF THE PAY RANGE
01:09:59:09 FALLS BELOW THE LIVING WAGE
01:10:00:28 ESTABLISHED BY THE SCHOOL BOARD,
01:10:01:23 THE NEW EMPLOYEE SALARY SHALL BE
01:10:03:29 SET AT THE LOWEST STEP OF THE
01:10:05:11 PAY RANGE.
01:10:07:16 SO I WROTE TO THE SCHOOL BOARD
01:10:08:24 ASKING THREE QUESTIONS.
01:10:10:09 WHAT IS THE CURRENT LIVING WAGE
01:10:11:24 SET BY THE SCHOOL BOARD?
01:10:12:25 HOW OFTEN IS THE LIVING WAGE
01:10:14:04 RECALCULATED?
01:10:14:29 AND WHAT IS USED TO CALCULATE
01:10:16:12 THE APS LIVING WAGE?
01:10:17:26 I GOT THE FOLLOWING RESPONSE
01:10:19:09 FROM CHIEF OF STAFF, BRIAN
01:10:20:17 STOCKTON.
01:10:21:08 THANK YOU FOR REACHING OUT.
01:10:22:10 THE SCHOOL BOARD HAS NOT SET A
01:10:23:19 LIVING WAGE.
01:10:26:11 SALARIES WILL BE PAID IN
01:10:28:13 ACCORDANCE WITH THE PAY PLAN FOR
01:10:31:09 FISCAL YEAR 2025.
01:10:31:27 IN ORDER TO SHOW INTEGRITY AND
01:10:33:15 DEMONSTRATE THAT YOU ACTUALLY
01:10:34:17 VALUE YOUR EMPLOYEES, YOU MUST
01:10:36:02 DO WHAT YOU SAY, NOT JUST MAKE
01:10:38:01 POLICIES THAT SOUND GOOD.
01:10:39:06 THIS IS YOUR POLICY AND I'M
01:10:41:05 ASKING YOU TO ABIDE BY IT.
01:10:42:21 AND BY THE WAY, PROPOSING A 2%
01:10:44:24 COLA WHEN THE COST OF LIVING IS
01:10:46:16 UP NEARLY 3% MAKES WORKING FOR
01:10:49:02 APS LESS SUSTAINABLE AND LAYS
01:10:50:21 THE BURDEN FOR BALANCING THE
01:10:52:22 BUDGET AT THE FEET OF YOUR
01:10:54:01 ALREADY STRUGGLING EMPLOYEES.
01:10:54:29 >> THANK YOU.
01:10:56:18 >> NEXT SPEAKER, ROSA NAVAS.
01:11:07:02 >> GOOD EVENING.
01:11:08:26 TONIGHT THE BUDGET THAT THE
01:11:10:24 SUPERINTENDENT WILL PRESENT WILL

01:11:12:09 MAKE NO DIFFERENCE IN THE LIVES
01:11:13:14 OF STAFF THAT IS IMPACTED BY ITS
01:11:16:03 BUDGETARY MEASURES.
01:11:17:15 FIRST OF ALL, THE MEASURE TO CUT
01:11:19:21 LIBRARY ASSISTANTS, ITC'S, AND
01:11:22:15 INTEGRATION STATION HAS LEFT
01:11:25:12 STAFF STRESSED, UPSET, AND
01:11:27:08 PARALYZED ABOUT WHAT IS TO
01:11:28:21 BECOME OF THEIR FUTURE.
01:11:31:00 THEIR VERY LIVELIHOOD IS AT
01:11:32:28 STAKE IN THESE PROCEEDINGS.
01:11:35:04 PLEASE READ THE ROOM.
01:11:36:29 TODAY YOU ARE NOT ONLY SEEING
01:11:40:08 THE STAFF MEMBERS AFFECTED BY
01:11:41:13 THESE CUTS, YOU ALSO SEE PARENTS
01:11:43:06 AND FAMILIES WHO ARE PART OF OUR
01:11:44:25 SCHOOL COMMUNITY AND WHO SHARE
01:11:46:13 THE VALUES OF SCHOOL EXCELLENCE
01:11:49:01 AND BELIEVE IN THE MISSION OF
01:11:50:26 ARLINGTON PUBLIC SCHOOLS TO
01:11:52:08 EDUCATE OUR STUDENTS TO BE THE
01:11:54:17 BEST THEY CAN BE.
01:11:55:15 THINK OF THOSE FOLKS WHO ARE
01:11:57:00 GOING HOME AND HAVE TO CONTEND
01:11:58:22 WITH RISING GROCERY PRICES,
01:12:01:08 INFLATED RENTS, INTEREST RATES
01:12:02:27 THAT KEEP ON SOARING, AND THE
01:12:04:19 FACT THAT TO MAKE IT ALL WORK,
01:12:06:15 WE WILL NEED TO HAVE A SECOND
01:12:08:07 JOB TO MAKE ENDS MEET.
01:12:10:19 WE ARE NOT NUMBERS ON A PAGE AND
01:12:12:19 WE STILL FIND IT OFFENSIVE THAT
01:12:14:24 SOME OF US WERE REFERRED TO AS
01:12:17:10 NICE-TO-HAVE POSITIONS.
01:12:18:23 WE ARE WHAT MAKES APS MOVE AND
01:12:21:05 GROOVE.
01:12:21:26 THE PEOPLE WHO CREATE LEARNING
01:12:24:00 EXPERIENCES, A SCHOOL COMMUNITY,
01:12:26:09 AND RELATIONSHIPS THAT LAST A
01:12:27:21 LIFETIME.
01:12:29:08 YET WE ARE EXPECTED TO SIT AND
01:12:31:08 TAKE THE COLA INCREASE I'M SURE
01:12:34:00 DOES NOT ACKNOWLEDGE THE HARD
01:12:35:14 WORK OF RESEARCH AND NUMBER
01:12:37:09 CRUNCHING THAT HAS GONE ON THE
01:12:38:25 AA SIDE OF THE COLLECTIVE
01:12:41:04 BARGAINING SALARY NEGOTIATION
01:12:42:05 PROCESS NOR MAKE STAFF MEMBERS
01:12:44:03 FEEL BETTER ABOUT THEIR FUTURE.

01:12:45:29 A LOWER STARTING SALARY PUTS US
01:12:48:05 AT A DISADVANTAGE AND WILL
01:12:49:20 SURELY CAUSE MANY NEW EDUCATORS
01:12:51:22 TO GO TO BETTER PAYING
01:12:53:00 DISTRICTS.
01:12:53:15 MEANWHILE, THE BRAIN DRAIN OF
01:12:54:27 HIGHLY EXPERIENCED AND QUALIFIED
01:12:57:00 EDUCATORS WILL CONTINUE UNLESS
01:12:58:09 YOU DO THE RIGHT THING AND
01:13:00:07 NEGOTIATE A SALARY RAISE THAT IS
01:13:01:19 JUST AND A BUDGET THAT PRESERVES
01:13:04:01 JOBS.
01:13:05:22 CUT STUFF, NOT STAFF.
01:13:07:24 THANK YOU.
01:13:08:01 >> THANK YOU VERY MUCH.
01:13:10:09 >> NEXT SPEAKER, HARAJ RAVI.
01:13:14:26 OKAY, BEFORE I CALL THE NEXT
01:13:22:27 SPEAKER, WOULD THE LAST FOUR
01:13:24:12 SPEAKERS PLEASE LINE UP.
01:13:26:01 JOSH, PATRICK AND ERIN HINES.
01:13:31:27 NEXT SPEAKER, PAUL.
01:13:41:00 >> GOOD EVENING.
01:13:41:27 I'M HERE TONIGHT TO SPEAK TO THE
01:13:45:06 '25-26 BUDGET PROPOSAL.
01:13:46:29 I'M AN INSTRUCTIONAL TECHNOLOGY
01:13:48:17 COORDINATOR AND I WORK WITH
01:13:49:12 STUDENTS, STAFF, AND PRINCIPALS
01:13:50:17 EVERY DAY IN A SCHOOL FOR THE
01:13:54:06 LAST 29 YEARS.
01:13:55:04 TODAY WE LEARNED THAT THE ITC
01:13:57:09 SCHEDULE HAS BEEN REDUCED FROM
01:13:58:21 12 MONTHS TO 11 MONTHS.
01:14:00:29 UNFORTUNATELY FOR ITC'S, THEY
01:14:02:12 WILL STILL WORK 97% OF THE
01:14:05:07 CURRENT 12-MONTH SCHEDULE BUT BE
01:14:07:18 FORCED TO ENDURE A GIANT PAY
01:14:09:18 CUT.
01:14:10:02 MEANWHILE, THOSE SITTING BEFORE
01:14:12:07 YOU ISSUING THESE CUTS WILL
01:14:14:06 ENJOY 36 DAYS OF PAID HOLIDAYS
01:14:17:08 IN THE '25-26 CALENDAR.
01:14:19:16 THEY WILL ALSO ACCRUE MULTIPLE
01:14:21:22 WEEKS OF ANNUAL LEAVE WHICH THEY
01:14:23:07 WILL USE THROUGHOUT THE SCHOOL
01:14:24:12 YEAR.
01:14:25:12 IMAGINE IF YOU RAN A BUSINESS
01:14:26:27 WHERE EMPLOYEES WORKED 224 DAYS,
01:14:30:09 WERE PAID FOR 260, AND STILL
01:14:32:15 TOOK TWO TO THREE WEEKS OF

01:14:34:03 ADDITIONAL LEAVE ON TOP OF THAT.
01:14:35:22 YOU WOULDN'T BE IN BUSINESS VERY
01:14:37:01 LONG.
01:14:38:08 I FIND IT INCREDIBLY
01:14:40:13 DISINGENUOUS RECEIVING A MESSAGE
01:14:42:15 REGARDING STAFF COMPENSATION
01:14:44:21 WHILE HAVING MY PAY CUT FOR
01:14:46:06 DOING THE SAME AMOUNT OF WORK I
01:14:47:15 ALWAYS DO.
01:14:48:03 IT IS HARD TO BELIEVE THAT
01:14:49:21 ENSURING OPERATING EFFICIENCY
01:14:51:13 MEANS TAKING SEVEN WEEKS OF PAID
01:14:53:08 HOLIDAYS USING ARLINGTON
01:14:54:25 TAXPAYER DOLLARS.
01:14:56:10 FURTHERMORE, APS ADMINISTRATORS
01:14:58:25 HAVE REFUSED TO MEET WITH ITCS
01:15:02:25 SEVERAL TIMES REGARDING THESE
01:15:04:06 CHANGES THAT IMPACT OUR
01:15:05:15 FAMILIES.
01:15:06:25 REFUSED.
01:15:08:10 THIS SHOWS AN INCREDIBLE LACK OF
01:15:09:28 DISRESPECT LET ALONE A LACK OF
01:15:11:27 ACCOUNTABILITY AND TRANSPARENCY.
01:15:14:06 MANY OF US STILL REMEMBER THE
01:15:16:11 ARLINGTON WAY.
01:15:17:12 THIS IS NOT IT.
01:15:19:07 CUT STUFF, NOT STAFF.
01:15:21:26 THANK YOU.
01:15:22:24 >> THANK YOU VERY MUCH.
01:15:24:28 >> NEXT SPEAKER, JOSH FULL.
01:15:38:15 >> GOOD EVENING ON THIS FIFTH
01:15:41:13 ANNIVERSARY OF THE BEGINNING OF
01:15:42:15 THE COVID-19 PANDEMIC AND TO OUR
01:15:45:04 FEDERAL WORKERS, I AM SO SORRY.
01:15:48:17 A COWORKER CAME TO ME EARLY THIS
01:15:51:09 WEEK AND SAID YOU HEAR WE'RE
01:15:52:18 GETTING A 2% COLA THIS YEAR?
01:15:54:08 I GO, REALLY?
01:15:55:29 I DIDN'T KNOW THAT.
01:15:56:24 WHO TOLD YOU?
01:15:57:25 WELL, APPARENTLY THE
01:15:59:00 SCHOOL-LEVEL EMPLOYEE HAD BEEN
01:16:00:25 IN A MEETING WHERE MEMBERS OF
01:16:02:04 SENIOR STAFF WERE TALKING ABOUT
01:16:03:12 HOW 2% WAS GOING TO BE THE RAISE
01:16:05:01 MOST LIKELY AND IF I HAD HEARD
01:16:06:20 THAT.
01:16:07:18 IT WAS FASCINATING INFORMATION
01:16:08:09 TO SOMEBODY ON THE COLLECTIVE

01:16:09:24 BARGAINING COMMITTEE THAT THE
01:16:11:09 MOST LIKELY NUMBER MATCHED
01:16:13:09 TONIGHT'S PROPOSAL.
01:16:14:14 SALARY WAS SUPPOSED TO BE
01:16:15:18 SOMETHING WE BARGAINED TOGETHER
01:16:17:03 AND NOT SOMETHING PREORDAINED
01:16:19:02 THAT AEA WAS SUPPOSED TO AGREE
01:16:21:11 TO AS IF IT WAS A PAINT BY
01:16:23:00 NUMBER PICTURE.
01:16:23:18 THE WORK ON SALARY IS NOT YET
01:16:25:23 COMPLETE, YET SOME IN THIS
01:16:27:15 BUILDING ARE TELLING EMPLOYEES
01:16:28:23 WHAT HAS BEEN DECIDED AS IF
01:16:31:13 NEGOTIATIONS WERE FINISHED AND
01:16:32:18 THEY ARE NOT.
01:16:34:00 LET ME BE CLEAR.
01:16:35:18 AS OF TODAY, INFLATION IS AT
01:16:37:13 2.8% AND WITH A PROPOSED 2%
01:16:40:17 COLA, YOUR STAFF LOSE.
01:16:43:03 SO WHERE TO FIND THE MONEY?
01:16:44:25 AEA HAS IDENTIFIED THREE PLACES
01:16:46:27 WE BELIEVE MONEY COULD BE FOUND.
01:16:48:29 IN THE OPEB TRUST FUND,
01:16:50:10 SUPPLANTED BOND OVERAGE AND THE
01:16:52:13 INCREASED FUNDING THE
01:16:53:08 LEGISLATURE HAS PUT INTO THE
01:16:54:16 BUDGET.
01:16:54:27 THE OPEB TRUST FUND FAILED TO
01:16:56:13 PROPERLY FUND BENEFITS FOR A
01:16:58:06 DECADE, TAKING MONEY AWAY FROM
01:17:00:01 SALARIES.
01:17:01:02 IT IS OWED TO YOUR EMPLOYEES AND
01:17:02:21 YOU SHOULD USE IT TO GIVE A
01:17:04:04 PROPER COLA.
01:17:05:05 IT IS NOT LOST ON ME THAT OVER
01:17:06:27 AND OVER IN THE BUDGET DOCUMENT,
01:17:08:16 IT SAYS THE BUDGET IS GROWING BY
01:17:13:21 2.3%, BUT THE COLA IS ONLY 2%.
01:17:18:13 IF WE'RE TRUE PARTNERS IN
01:17:19:22 NEGOTIATION, THE WORK ON SALARY
01:17:21:24 IS NOT YET COMPLETE.
01:17:24:09 THANK YOU.
01:17:26:16 >> THANK YOU VERY MUCH.
01:17:27:27 >> NEXT SPEAKER, MACARENA.
01:17:37:26 >> GOOD EVENING.
01:17:41:17 I'M A VERY PROUD ARLINGTON
01:17:44:12 SCIENCE FOCUS AT DOROTHY HAMM
01:17:46:21 AND YORKTOWN PARENT.
01:17:48:09 I ALSO HAPPEN TO BE THE

01:17:50:24 INNOVATION ELEMENTARY LIBRARY
01:17:52:28 ASSISTANT.
01:17:53:29 I URGE OUR SCHOOL BOARD TO KEEP
01:17:56:04 OUR AMAZING SCHOOL LIBRARIES
01:17:57:22 FULLY STAFFED FROM STUDENT
01:18:00:10 ARRIVAL THROUGH DISMISSAL.
01:18:02:06 NOWHERE IN OUR SCHOOLS DO OUR
01:18:04:28 APS CORE VALUES RING TRUER THAN
01:18:07:04 IN SCHOOL LIBRARIES.
01:18:09:22 SAFE SPACES.
01:18:11:03 WHEN APS MAINTAINS FULLY STAFFED
01:18:13:02 LIBRARIES, WE GUARANTEE A REFUGE
01:18:15:12 WHERE STUDENTS AND STAFF CAN GO
01:18:18:10 TO RESET, RESEARCH, READ, AND
01:18:21:09 REDISCOVER EVER-EVOLVING
01:18:25:08 INTERESTS AND PASSIONS, A KEY
01:18:26:24 ASPECT OF LIFELONG
01:18:28:08 SELF-MOTIVATED LEARNING.
01:18:29:10 WITH OUR DOOR LOCKED, WHERE WILL
01:18:31:22 OUR STUDENTS GO?
01:18:33:27 WINDOWS, MIRRORS, AND SLIDING
01:18:35:20 DOORS.
01:18:37:20 ASSISTANTS SAFEGUARD OUR
01:18:39:01 STUDENTS' FIRST AMENDMENT RIGHT
01:18:40:06 TO PRIVATELY SEEK OUT
01:18:41:18 INFORMATION REGARDLESS OF AGE.
01:18:44:24 WHAT GOOD ARE THE MORE THAN
01:18:46:09 14,000 BOOKS IN MY SCHOOL
01:18:49:01 COLLECTION IF I CAN'T FACILITATE
01:18:50:26 ACCESS TO THAT INFORMATION?
01:18:52:24 HOW CAN I STUDENT ADVISE,
01:18:55:16 DISPLAY, AND PROMOTE OUR
01:18:58:09 INCREDIBLE WINDOWS, MIRRORS, AND
01:18:59:27 SLIDING DOORS IF I AM NOT THERE?
01:19:03:07 LITERACY, DO YOU KNOW WHAT THE
01:19:05:02 GREATEST PART OF MY JOB IS?
01:19:06:25 I HAVE THE PRIVILEGE OF GETTING
01:19:08:27 THE BOOKS MY STUDENTS ACTUALLY
01:19:10:21 WANT TO READ INTO THEIR HANDS.
01:19:13:00 I GET TO TELL THEM THAT GRAPHIC
01:19:14:26 NOVELS SIMULTANEOUSLY IGNITE
01:19:18:18 DIFFERENT PARTS OF THEIR BRAIN
01:19:19:17 AND BOOST COMPREHENSION.
01:19:20:28 I TELL THEM THAT ALL YOUR BOOKS
01:19:22:17 ARE BOOKS FOR EVERYBODY.
01:19:28:29 WHILE MAKING YOUR FINAL DECISION
01:19:33:12 ON NEXT YEAR'S BUDGET, PLEASE
01:19:34:25 CONSIDER THAT CUTTING LIBRARY
01:19:36:26 ASSISTANTS WILL MEAN RESTRICTING

01:19:38:24 STUDENT ACCESS TO INFORMATION
01:19:40:06 AND SAFE SPACES.
01:19:41:05 >> THANK YOU VERY MUCH.
01:19:43:06 >> NEXT SPEAKER, PATRICK THIEN.
01:19:53:24 >> HI, GOOD EVENING.
01:19:54:19 MY NAME IS PATRICK, A DEDICATED
01:19:57:09 APS EMPLOYEE WITH 23 YEARS OF
01:19:59:06 SERVICE.
01:20:00:03 I WANT TO SAY THANKS FOR ADDING
01:20:01:22 TO MY OVERALL STRESS, TO THE
01:20:04:27 STRESS OF MY DAD'S FAILING
01:20:07:06 HEALTH.
01:20:11:13 THANKS FOR TAKING AWAY THE DAYS
01:20:12:25 OF LEAVE AND REPLACING THEM WITH
01:20:15:02 THREE PERSONAL DAYS AND PROPOSED
01:20:17:21 NINE TOTAL DAYS OFF DURING THE
01:20:19:12 SUMMER.
01:20:20:03 A DOUBLE THANKS FOR NOT LOOKING
01:20:21:19 INTO WAYS I WON'T BE TAXED TWICE
01:20:23:15 ON MY POTENTIAL LEAVE PAYOUT.
01:20:26:07 THANKS FOR ENSURING 12 MONTH,
01:20:29:06 260-DAY EMPLOYEES CONTINUE TO
01:20:31:18 ENJOY OVER 30 DAYS OF PAID DAYS
01:20:33:10 OFF WHILE I GET TO -- LET ME
01:20:35:19 CHECK MY NOTES -- ZERO DAYS OF
01:20:38:02 PAID DAYS OFF.
01:20:39:07 THANKS FOR TAKING AWAY PART OF
01:20:40:25 MY RETIREMENT PLAN.
01:20:41:24 THANKS FOR TAKING AWAY THE
01:20:43:06 FLEXIBLE SUMMER LEAVE I USED TO
01:20:44:18 HAVE WITH MY FAMILY AND
01:20:45:26 REPLACING IT WITH A PROPOSED
01:20:48:02 NINE DAYS OFF DURING THE MIDDLE
01:20:49:11 OF SUMMER.
01:20:50:09 THANKS FOR MAKING SURE I MISS MY
01:20:52:11 ANNUAL SUMMER FAMILY VACATION
01:20:54:06 BECAUSE IT DOESN'T FALL WITHIN
01:20:56:04 THOSE PROPOSED DAYS OFF.
01:20:58:10 BEING ON THE SAME GRADING STEP
01:21:00:12 FOR SEVEN YEARS WAS A LOT OF
01:21:01:23 FUN.
01:21:02:07 SO THANKS FOR THE PROPOSED
01:21:03:15 SALARY AND BENEFIT CUT TO ENSURE
01:21:04:24 I WILL NEVER MAKE UP FOR THAT
01:21:07:06 LOST INCOME.
01:21:08:24 THANKS FOR HAVING A WELL THOUGHT
01:21:10:18 OUT EQUITABLE PLAN INSTEAD OF
01:21:12:00 THROWING OUT VARIOUS PROPOSALS
01:21:13:28 AND SEEING WHICH ONE CAUSES THE

01:21:16:06 LEAST AMOUNT OF PUSHBACK FROM
01:21:17:28 ITCS.
01:21:18:13 THANK YOU FOR MAKING SURE THIS
01:21:20:18 SMALL GROUP OF EMPLOYEES REALLY
01:21:21:22 FEELS THE IMPACT OF THESE BUDGET
01:21:23:05 CUTS INSTEAD OF THINLY SPREADING
01:21:24:20 THE BUDGET CUTS ACROSS APS.
01:21:27:18 APS NEEDS TO TAKE A SCALPEL AND
01:21:29:14 FIND AREAS TO CUT AND NOT A
01:21:31:06 BUTCHER KNIFE.
01:21:32:21 CUT STUFF, NOT STAFF.
01:21:34:03 THANK YOU.
01:21:34:23 >> THANK YOU FOR YOUR COMMENTS.
01:21:36:14 >> LAST SPEAKER, ERIN HINES.
01:21:44:25 >> GOOD EVENING.
01:21:45:09 THANK YOU FOR THE OPPORTUNITY TO
01:21:46:13 SPEAK.
01:21:47:04 I'M ERIN HINES, THE EXECUTIVE
01:21:48:26 DIRECTOR OF THE CHILDREN'S
01:21:50:01 SCHOOL.
01:21:51:02 THE CLASSROOMS AT THE CHILDREN'S
01:21:52:20 SCHOOL AND INTEGRATION STATION
01:21:54:14 SHOWCASE GENUINE MODELS OF
01:21:55:29 INCLUSION, COTAUGHT BY GENERAL
01:21:57:21 AND SPECIAL EDUCATION STAFF, A
01:22:00:00 RARE SIGHT TO SEE IN EARLY
01:22:01:24 CHILDHOOD CLASSROOMS.
01:22:02:25 THIS SUCCESSFUL PARTNERSHIP HAS
01:22:04:26 BEEN IN PLACE FOR OVER 30 YEARS.
01:22:06:25 AS A QUICK EXAMPLE OF OUR STRONG
01:22:08:11 RESULTS, JUST TWO-AND-A-HALF
01:22:10:13 WEEKS AGO, WE HAD A NEW I.S.
01:22:12:26 STUDENT JOIN OUR SCHOOL WHO WAS
01:22:14:01 NOT SPEAKING AND NOW THEY'RE
01:22:15:29 TALKING.
01:22:16:06 AND AS ADMINISTRATOR WITH WELL
01:22:17:15 OVER A DECADE OF EXPERIENCE IN
01:22:18:27 PUBLIC, PUBLIC CHARTER, AND
01:22:20:06 PRIVATE SCHOOLS, I CAN ATTEST
01:22:21:29 THAT THIS PARTNERSHIP IS
01:22:23:07 EXTREMELY SPECIAL.
01:22:25:01 EARLY CHILDHOOD IS OFTEN
01:22:26:06 UNVALUED AND UNDERFUNDED, YET
01:22:28:25 HERE WE SEE ITS SUCCESS
01:22:30:10 FIRSTHAND.
01:22:31:21 APS STAFF ARE HAPPY, DEDICATED,
01:22:33:17 AND DEEPLY VALUED.
01:22:35:12 PULLING THEM FROM THIS PROGRAM
01:22:37:01 WOULDN'T SHOW APPRECIATION FOR

01:22:38:09 THEIR ON-THE-GROUND WORK.
01:22:40:04 SINCE WE ARE A BUILDING FULL OF
01:22:42:23 EARLY CHILDHOOD EDUCATORS, STAFF
01:22:44:28 ARE ABLE TO COLLABORATE AND
01:22:47:00 INNOVATE TOGETHER IN WAYS THAT
01:22:48:08 JUST AREN'T POSSIBLE IN
01:22:50:02 ELEMENTARY SCHOOLS.
01:22:51:07 THIS RESULTS IN HIGH RETENTION
01:22:53:09 ACROSS BOTH PROGRAMS.
01:22:54:04 MANY STAFF MEMBERS HAVE BEEN
01:22:55:05 WITH US FOR OVER 20 YEARS.
01:22:56:24 OUR SUCCESS WOULD BE DIFFICULT
01:22:58:15 TO EMULATE IF THE PROGRAM WERE
01:22:59:24 BROKEN UP AND DISPERSED ACROSS
01:23:01:27 THE COUNTY.
01:23:02:18 TCS AND APS SET THE PRECEDENT
01:23:04:24 FOR INCLUSION YEARS BEFORE
01:23:06:12 INCLUSION WAS DONE IN GENERAL
01:23:08:17 EDUCATION SCHOOLS.
01:23:09:25 IN FACT, OUR PARTNERSHIP HAS
01:23:10:29 BEEN A MODEL ACROSS THE NATION
01:23:13:01 AND EVEN INTERNATIONALLY AS
01:23:15:16 SCHOOL DISTRICTS AND COUNTRIES
01:23:17:04 LOOK TO APS AS THE BLUEPRINT FOR
01:23:19:23 FLEXIBLE, EFFECTIVE INCLUSION.
01:23:21:18 WE MUST CONTINUE TO BE A BEACON
01:23:24:04 FOR OTHERS.
01:23:24:29 AS EXECUTIVE DIRECTOR, I'M
01:23:26:04 COMMITTED TO THIS PARTNERSHIP
01:23:27:12 AND BEING A MODEL OF INCLUSION
01:23:28:21 FOR EARLY CHILDHOOD IN
01:23:30:19 ARLINGTON.
01:23:30:29 THE TCS, IS PARTNERSHIP SHOULD
01:23:33:02 BE CELEBRATED AND OFFERED TO THE
01:23:34:24 COMMUNITY TO LEARN FROM AND
01:23:36:09 REPLICATE.
01:23:37:10 BY CONTINUING OUR SUCCESSFUL
01:23:38:21 PARTNERSHIP, WE WILL STRENGTHEN
01:23:40:03 APS' REPUTATION AND SUPPORT
01:23:42:22 DIVERSITY, EQUITY, AND
01:23:43:20 INCLUSION.
01:23:45:18 LET'S MAKE SURE THAT WE REMAIN A
01:23:47:20 MODEL FOR OUR LITTLEST LEARNERS.
01:23:51:07 >> THANK YOU VERY MUCH FOR BEING
01:23:52:01 WITH US.
01:23:53:23 I WANT TO THANK ALL OF OUR
01:23:55:01 SPEAKERS WHO CAME TO BE WITH US
01:23:57:04 TONIGHT FOR GIVING UP YOUR TIME
01:23:58:26 AND FOR SHARING YOUR EXPERIENCES

01:24:00:14 WITH US.
01:24:01:19 WE APPRECIATE VERY MUCH THAT YOU
01:24:03:07 TOOK THE TIME AND I WANT TO
01:24:04:09 ASSURE YOU THAT WE'RE LISTENING
01:24:05:21 CAREFULLY TO WHAT YOU SHARED.
01:24:07:14 WHAT I HEARD TONIGHT AS I
01:24:08:26 LISTENED TO YOU WERE COMMENTS
01:24:10:04 ABOUT THE INTEGRATION STATION
01:24:11:28 AND THE NEEDS OF PRESCHOOLERS
01:24:13:14 WITH DISABILITIES AND THEIR
01:24:14:22 FAMILIES.
01:24:15:19 WE HEARD ABOUT LIBRARY
01:24:17:00 ASSISTANTS AND THE MANY ROLES
01:24:18:06 THAT THEY PLAY IN THEIR SCHOOLS
01:24:20:04 FOR STUDENTS AND THEIR OTHER
01:24:23:16 STAFF.
01:24:23:26 WE HEARD ABOUT THE APPROPRIATE
01:24:24:25 USE OF EDUCATION TECHNOLOGY IN
01:24:27:12 ELEMENTARY SCHOOLS.
01:24:29:00 WE HEARD ABOUT THE ITC'S
01:24:31:12 CONTRIBUTIONS TO THEIR
01:24:32:21 COLLEAGUES IN THEIR SCHOOLS AND
01:24:33:26 THEIR STUDENTS AND THEIR REQUEST
01:24:36:17 FOR MEETINGS TO FURTHER THE
01:24:37:26 DISCUSSION FROM EARLIER MEETINGS
01:24:39:20 TO GROUP MEETINGS AND INDIVIDUAL
01:24:41:15 MEETINGS THAT HAVE BEEN OFFERED.
01:24:43:05 WE HEARD ABOUT LIVING WAGE FOR
01:24:45:14 SUPPORT STAFF AND COMPENSATION
01:24:46:25 MORE GENERALLY.
01:24:47:20 AND WE HEARD ABOUT THE INTERPLAY
01:24:49:15 BETWEEN THE COLLECTIVE
01:24:50:19 BARGAINING PROCESS AND THE
01:24:51:24 BUDGET PROCESS WHICH MUST
01:24:53:09 NECESSARILY INCLUDE SOME
01:24:54:26 INDICATION OF OUR STEP IN COLA.
01:24:57:16 THANK YOU TO ALL OF YOU SPEAKERS
01:25:00:23 AGAIN.
01:25:01:03 WE'LL WORK WITH THE
01:25:01:28 SUPERINTENDENT TO COORDINATE ANY
01:25:03:06 NECESSARY FOLLOW-UP TO THESE
01:25:05:01 QUESTIONS AND CONCERNS OVER THE
01:25:06:03 COMING WEEK.
01:25:06:18 THE SIGN UP TO SPEAK FORM FOR
01:25:08:03 THE MARCH 27TH SCHOOL BOARD
01:25:09:11 MEETING WILL BE POSTED FROM THE
01:25:10:23 21ST TO THE 26TH UNTIL 4 p.m.
01:25:13:19 AND THEN WE'LL HOLD A LOTTERY
01:25:15:11 THE NIGHT OF AS IS OUR PRACTICE.

01:25:17:07 I ENCOURAGE THOSE OF YOU WHO
01:25:18:19 CAME TO SPEAK ABOUT A PARTICULAR
01:25:20:27 ITEM IN OUR PROPOSED BUDGET TO
01:25:23:13 STAY IF YOU CAN TO HEAR ABOUT
01:25:25:11 THE BUDGET IN ITS ENTIRETY WHICH
01:25:27:13 WILL BE PRESENTED TONIGHT SO
01:25:28:21 THAT THERE IS SOME CONTEXT FOR
01:25:32:00 THE PARTICULAR PROPOSED CUT THAT
01:25:34:09 YOU ARE CONCERNED ABOUT.
01:25:35:13 WE ENCOURAGE YOU TO STAY WITH US
01:25:37:22 IF YOU CAN.
01:25:39:00 IF YOU CAN'T, THEN WE WANT TO
01:25:41:15 AFFORD PEOPLE THE CHANCE TO GO
01:25:43:09 AND GO ABOUT THEIR EVENING, SO
01:25:45:01 BEFORE WE MOVE ON TO OUR NEXT
01:25:46:20 AGENDA ITEM, WE'LL TAKE A
01:25:48:12 THREE-MINUTE RECESS AND BE BACK
01:25:50:12 HERE AT 8:21.
01:25:52:00 THANK YOU ALL SO MUCH.
01:25:53:08 [RECESS]
01:31:18:24 >> ONE MORE MINUTE, EVERYBODY.
01:31:20:02 WE'RE GOING TO TAKE ONE MORE
01:31:21:07 MINUTE BEFORE WE GET STARTED
01:31:23:08 AGAIN, THANK YOU.
01:31:23:19 WE'D LIKE TO GET STARTED AGAIN,
01:32:59:06 SO IF EVERYBODY CAN FIND A SEAT,
01:33:01:02 THAT WOULD BE FANTASTIC.
01:33:02:03 THANK YOU SO MUCH.
01:33:08:15 WE ARE NOW AT ACTION ITEMS, AND
01:33:13:11 TODAY WE HAVE -- TONIGHT WE HAVE
01:33:15:07 TWO ACTION ITEMS.
01:33:16:05 THE FIRST IS THE CONSTRUCTION
01:33:17:17 CONTRACT CHANGE ORDER FOR THE
01:33:19:05 NEW ARLINGTON CAREER CENTER
01:33:20:19 FACILITY WHICH HAS BEEN RENAMED
01:33:22:08 TO THE GRACE HOPPER CENTER.
01:33:23:23 DR. DURAN, COULD YOU PLEASE
01:33:25:01 INTRODUCE THE STAFF WHO WILL BE
01:33:26:06 PRESENTING THIS ITEM?
01:33:27:08 >> YES, THIS ITEM WAS PRESENTED
01:33:28:28 AT THE FEBRUARY 27TH SCHOOL
01:33:30:06 BOARD MEETING.
01:33:30:27 THERE HAVE BEEN NO CHANGES TO
01:33:32:02 THIS ITEM.
01:33:33:03 HOWEVER, MR. CHAMBERS AND
01:33:34:18 Ms. HARBOR ARE HERE IF THERE
01:33:35:27 ARE ANY QUESTIONS.
01:33:36:28 >> COLLEAGUES, DO WE HAVE ANY
01:33:38:27 QUESTIONS FOR MR. CHAMBERS?

01:33:42:12 NO QUESTIONS.
01:33:43:20 BUT THANK YOU FOR BEING ON HAND.
01:33:45:12 WE ARE NOW READY FOR A MOTION..
01:33:56:27 ONE MOMENT.
01:34:01:06 >> I HAVE A MOTION.
01:34:03:03 I MOVE THAT THE SCHOOL BOARD
01:34:04:08 APPROVE THE PROPOSED CHANGE
01:34:05:19 ORDER FUNDED BY THE PROJECT'S
01:34:07:15 CONTINGENCY FOR \$1,616,233.
01:34:11:15 THE CHANGE ORDER IS INCORPORATED
01:34:13:13 INTO THE CURRENT FUNDING
01:34:14:15 AVAILABLE APPROVED FOR THE
01:34:15:19 SCHOOL BOARD SO NO INCREASE IN
01:34:17:13 FUNDING IS NECESSARY.
01:34:18:22 >> IS THERE A SECOND?
01:34:21:01 >> SECOND.
01:34:22:15 >> BOARD MEMBERS, DOES ANYONE
01:34:24:07 LIKE TO COMMENT ON THIS MOTION?
01:34:26:02 ALL RIGHT, THEN I THINK WE'RE
01:34:29:24 READY FOR A VOTE.
01:34:31:12 ALL IN FAVOR, PLEASE SAY YES.
01:34:33:28 ANY OPPOSED, SAY NO.
01:34:36:01 THIS MOTION PASSES 5-0.
01:34:38:10 THANK YOU, MR. CHAMBERS AND
01:34:40:05 THANK YOU Ms. HARBOR FOR BEING
01:34:41:20 WITH US AND FOR YOUR WORK ON
01:34:42:26 THIS ITEM.
01:34:44:24 OUR SECOND ACTION ITEM IS THE
01:34:46:19 PROPOSED FY2026 BUDGET AND THIS
01:34:50:01 ITEM WILL BE PRESENTED JOINTLY
01:34:51:19 BY DR. DURAN AND MYSELF.
01:34:54:11 >> THANK YOU.
01:34:54:29 IF YOU COULD PLEASE BRING UP THE
01:34:56:24 PRESENTATION.
01:34:58:18 TONIGHT WE ARE VERY EXCITED, I
01:35:00:04 SAY WE, NORMALLY IT'S I, TO
01:35:02:24 PROPOSE THE BUDGET, BUT WE
01:35:04:25 DECIDED TO PRESENT THE PROPOSED
01:35:06:21 '26 BUDGET WITH THE FOCUS ON
01:35:07:27 MAINTAINING AND SUSTAINING OUR
01:35:09:06 CORE SERVICES TO SUPPORT OUR
01:35:10:14 PRIORITIES WHICH ARE CONNECTED
01:35:12:23 TO THE STRATEGIC PLAN, STUDENT
01:35:14:18 ACADEMIC GROWTH, SUCCESS,
01:35:16:02 STUDENT WELL-BEING, OPERATIONAL
01:35:19:16 EXCELLENCE AND STUDENT/FAMILY
01:35:21:10 COMMUNITY PARTNERSHIPS.
01:35:22:09 THIS EVENING, WE WILL PROVIDE AN
01:35:23:24 OVERVIEW OF THE SIGNIFICANT

01:35:24:25 BUDGETARY CHALLENGES THAT WE
01:35:26:00 FACE IN OUR CURRENT LANDSCAPE AS
01:35:28:02 WE STRIVE TO DO MORE THAT'S
01:35:30:03 NEEDED WITH LESS FUNDING.
01:35:31:29 AND IT'S A CALL TO REMIND ALL OF
01:35:33:15 US ABOUT THE NEED TO WORK
01:35:34:27 TOGETHER AS A COMMUNITY AS WE
01:35:36:19 ADVOCATE PARTICULARLY AT THE
01:35:39:25 STATE LEVEL BUT ALSO AT THE
01:35:41:07 LOCAL LEVEL FOR ADDITIONAL
01:35:42:05 FUNDING.
01:35:42:22 AND WE'LL TALK MORE ABOUT THAT
01:35:44:04 THIS EVENING IN THE
01:35:44:18 PRESENTATION.
01:35:45:29 WE BEGAN THIS PROCESS WITH A
01:35:50:20 SIGNIFICANT BUDGET GAP AND A
01:35:51:24 WIDE RANGE OF NEEDS THAT SOME
01:35:53:23 ARE FUNDED IN THIS PROPOSAL BUT
01:35:55:02 UNFORTUNATELY MANY ARE NOT AND
01:35:56:11 WE'LL SHARE MANY OF THOSE
01:35:57:19 UNFUNDED NEEDS IN THE SLIDES.
01:36:01:23 TONIGHT WE ALSO WANTED TO MAKE
01:36:03:14 SURE THAT WE SHARED WITH OUR
01:36:05:23 COMMUNITY THOSE AREAS THAT WE DO
01:36:07:05 HAVE INVESTMENTS IN, WE DO HAVE
01:36:09:04 SOME INVESTMENTS IN THIS BUDGET,
01:36:10:23 BUT WE ALSO HAVE SOME AREAS OF
01:36:12:15 EFFICIENCIES THAT WE HAD TO MAKE
01:36:14:04 HARD DECISIONS ON.
01:36:15:16 BEFORE WE BEGIN, I'D LIKE TO
01:36:16:22 THANK OUR SCHOOL BOARD, ALL OF
01:36:18:00 THE STAFF WHO WORKED TOGETHER TO
01:36:20:02 HELP PREPARE THIS BUDGET.
01:36:21:07 THERE HAS BEEN A LOT OF INPUT
01:36:22:28 AND FEEDBACK THAT HAS GONE INTO
01:36:24:27 COLLABORATIVELY PRODUCING THIS
01:36:26:08 BUDGET AND THIS YEAR WE BEGAN
01:36:27:29 THE BUDGET PROCESS NOT RECENTLY.
01:36:30:11 WE BEGAN THE BUDGET PROCESS
01:36:31:22 ACTUALLY LAST JULY WHEN WE BEGAN
01:36:33:21 TO LOOK AT SOME OF THE NEEDS AND
01:36:35:19 THE FORECASTING OF SOME OF THE
01:36:37:01 CONCERNS THAT WE HAD.
01:36:38:12 AND FINALLY BEFORE I TURN IT
01:36:39:21 OVER TO Ms. KADERA, I WANT TO
01:36:41:21 GIVE A BIG THANK YOU TO OUR
01:36:42:29 COUNTY BOARD AND COUNTY MANAGER
01:36:44:12 MARK SCHWARTZ.
01:36:45:09 WE'LL BE MEETING WITH THEM

01:36:46:24 TOMORROW AFTERNOON, BUT THEIR
01:36:48:23 ONGOING PARTNERSHIP AND THE
01:36:49:10 SUPPORT THEY HAVE PROVIDED TO US
01:36:50:16 TO HELPS A WE CONTINUE TO MEET
01:36:52:12 THESE NEEDS.
01:36:53:16 I WANT TO HIGHLIGHT THAT TONIGHT
01:36:55:04 AND AT THIS TIME, I'LL TURN IT
01:36:57:04 OVER TO Ms. KADERA WHO WILL
01:36:59:01 TALK THROUGH SOME SLIDES.
01:37:00:15 >> THANK YOU, DR. DURAN.
01:37:02:04 THIS YEAR, THE SUPERINTENDENT
01:37:03:02 AND THE SCHOOL BOARD HAVE BEEN
01:37:04:13 WORKING TOGETHER TO PREPARE THE
01:37:06:08 FY26 PROPOSED BUDGET.
01:37:08:03 WE BEGAN THIS PROCESS AS DR.
01:37:09:24 DURAN MENTIONED LAST JULY AND
01:37:11:16 WE'VE HELD A SERIES OF WORK
01:37:13:06 SESSIONS, RETREATS, AND
01:37:15:21 COMMITTEE OF THE WHOLE MEETINGS
01:37:16:20 ALL OF WHICH HAVE BEEN OPEN TO
01:37:18:01 THE PUBLIC.
01:37:18:26 WE ALSO RECEIVED INPUT FROM
01:37:21:11 ADVISORY COUNCILS AND COMMUNITY
01:37:22:19 GROUPS TO DEVELOP THE BUDGET
01:37:23:27 THAT WE'RE PRESENTING TONIGHT.
01:37:25:29 WHAT'S BEING SHARED TONIGHT IS
01:37:27:01 NOT THE TRADITIONAL
01:37:28:25 SUPERINTENDENT'S PROPOSED BUDGET
01:37:30:13 BUT RATHER A COLLABORATIVE
01:37:32:04 EFFORT BASED ON THE MEETINGS I
01:37:33:13 JUST MENTIONED, A STUDY OF HOW
01:37:35:19 OTHER DISTRICTS HAVE ACHIEVED
01:37:37:01 COST SAVINGS, QUESTIONS FROM
01:37:39:02 SCHOOL BOARD MEMBERS, ANALYSIS
01:37:41:04 THAT WAS DEVELOPED INTERNALLY BY
01:37:42:16 OUR STAFF AND RECOMMENDATIONS
01:37:44:08 THAT WERE MADE TO THE BOARD FROM
01:37:45:20 AN OUTSIDE, INDEPENDENT
01:37:47:14 CONSULTANT WHO LOOKED AT OUR
01:37:49:03 BUDGET IN COMPARISON TO OTHER
01:37:50:18 DISTRICTS IN OUR REGION AND
01:37:51:26 ACROSS THE NATION.

19:29:54:03 ANNUALLY THE SCHOOL BOARD
19:29:57:00 CREATES AND APPROVES THE
19:29:59:15 DIRECTION TO GUIDE THE TEAM AND
19:30:01:17 BUDGET DEVELOPMENT.
19:30:02:18 THIS BUDGET IS IN ALIGNMENT WITH
19:30:05:10 2024-30 STRATEGIC PLAN THAT
19:30:08:16 FOCUSES IN FIVE AREAS, STUDENT
19:30:10:28 ACADEMIC GROWTH AND SUCCESS,
19:30:12:18 STUDENT WELL-BEING, STUDENT
19:30:14:27 WORKFORCE AND OPERATION AND
19:30:16:26 EXCELLENCE AND STUDENT FAMILY
19:30:18:04 AND PARTNERSHIPS.
19:30:19:19 GOING FORWARD FROM TONIGHT THE
19:30:21:18 SCHOOL BOARD HAS SCHEDULED THE
19:30:23:07 FOLLOWING BUDGET RELATED
19:30:24:17 MEETINGS AND INVITE YOUR
19:30:26:23 PARTICIPATION.
19:30:27:13 TOMORROW AT 1 O'CLOCK IN THE
19:30:29:21 COUNTY BOARD MEETING HAVING A
19:30:31:24 JOINT MEETING WITH THE COUNTY
19:30:33:13 BOARD.
19:30:33:22 ON MARCH 25, HOLDING BUDGET WORK
19:30:36:21 SESSIONS 1 AND 2.
19:30:37:25 AND ON APRIL 3 WE HAVE TWO MORE
19:30:40:08 BUDGET WORK SESSIONS.
19:30:41:26 AND APRIL 3 IN THE EVENING
19:30:43:19 HOLDING A PUBLIC HEARING ON THE
19:30:45:03 BUDGET.
19:30:45:15 AND ON THE EIGHTH WE WILL HOLD A
19:30:47:21 BUDGET WORK SESSION WITH OUR
19:30:50:02 BUDGET ADVISORY COUNCIL.
19:30:52:01 THE BUDGET ADOPTION IS SCHEDULED
19:30:55:09 FOR MAY 1 SCHOOL BOARD MEETING.
19:30:59:27 EVEN THOUGH WORK WITH ON THE
19:31:02:21 BUDGET WE STILL HAVE MORE TO DO
19:31:05:10 AND ENCOURAGE YOU IN THIS
19:31:06:15 PROCESS.
19:31:06:25 WE BEGAN OUR WORK LAST SUMMER
19:31:08:27 WITH A FORECASTED 41.4 MILLION
19:31:12:26 BUDGET DEFICIT.
19:31:13:22 THE SCHOOL BOARD AND APS
19:31:16:14 LEADERSHIP USED THIS EXTENDED
19:31:18:18 PERIOD OF TIME SINCE JULY TO
19:31:20:26 REVIEW EVERY ASPECT OF APS'S
19:31:23:04 CURRENT BUDGET.
19:31:23:22 WE ASKED OURSELVES HOW TO
19:31:25:29 ADDRESS OUR BUDGET DEFICIT NOW
19:31:28:12 AND FUTURE YEARS.
19:31:29:12 WHAT ARE OUR TRUE NEEDS?

19:31:31:15 HOW DOES APS COMPARE TO PEERS
19:31:34:06 AND AREAS IN EXISTING APS BUDGET
19:31:36:18 THAT CAN BE REDUCED AND STILL
19:31:40:09 MEET THE NEEDS OF STUDENT BODY?
19:31:43:21 FIRST SAY IN THE BUDGET PROCESS
19:31:45:27 THE SCHOOL BOARD IN EVERY STUDY
19:31:49:06 THAT GOOD AND INSTRUCTIONAL
19:31:54:03 LEARNING IS NOT LAPTOPS AND
19:31:58:13 SCREEN ON THE WALL BUT BEST IS
19:32:01:07 HIGHLY QUALIFIED AND COMPENSATED
19:32:05:06 STAFF.
19:32:05:27 WITH THAT WE BUILT THE BUDGET
19:32:08:01 WITH STAFF COMPENSATION AT THE
19:32:10:01 FOREFRONT AND MORE WORKFORCE
19:32:12:11 BALANCE THROUGH LEAVE.
19:32:16:15 AND WE BUILT IN MORE BUDGET THAN
19:32:20:12 LAST YEAR WITHOUT INCREASING
19:32:22:25 CLASS SIZE.
19:32:23:21 AND SECOND TO GIVE PREFERENCE TO
19:32:25:26 STUDENT FACING RESOURCES AND
19:32:27:18 ROLES ALIGNED WITH OUR
19:32:28:27 PRIORITIES.
19:32:29:12 THIS INCLUDES IMPLEMENTING THE
19:32:32:00 FIRST PHASE OF STAFF RECOMMENDED
19:32:34:23 BY 2024 FACTOR STUDY AND THAT
19:32:37:15 RELATES TO IMPROVING HOW WE
19:32:40:26 ALLOCATE TEACHERS AND AIDES FOR
19:32:44:10 ENGLISH LANGUAGE LEARNERS AND
19:32:46:03 SPECIAL EDUCATION STUDENTS.
19:32:47:27 AND THIRD THE SCHOOL BOARD
19:32:49:08 DIRECTION IS TO IDENTIFY COST
19:32:51:06 SAVINGS VIA TARGETED REALIGNMENT
19:32:53:22 OF FUNDS RATHER THAN ACROSS THE
19:32:57:04 BOARD PERCENTAGE CUTS WHERE
19:32:59:11 POSSIBLE.
19:33:00:02 AND ASKED FOR CLEAR RATIONAL OF
19:33:02:27 INCREASES ABOVE THE FY25
19:33:05:14 BASELINE THAT DESCRIBED THE
19:33:07:05 EXPECTED IMPACTS AND HOW
19:33:08:28 MEASURED AND BY WHOM.
19:33:10:07 AND FINALLY WE DIRECTED THAT THE
19:33:12:23 BUDGET MINIMIZE THE GENERAL USE
19:33:15:07 FUNDS OPTING FOR ONGOING
19:33:18:18 EXPENSES.
19:33:19:12 AND CONSISTENT WITH THE
19:33:25:03 PRINCIPLE THAT ONE TIME FUNDS
19:33:26:27 USED FOR ONE-TIME COSTS.
19:33:28:20 >> THANK YOU, AND IN THIS
19:33:30:18 PROPOSAL THAT WE ARE PRESENTING

19:33:32:04 THIS EVENING YOU SEE THAT THE
19:33:34:05 BUDGET 845.4 MILLION.
19:33:40:17 AND WITH INCREASE AND COUNTY
19:33:43:27 TRANSFER REVENUE SHARE AGREEMENT
19:33:46:09 WITH THE COUNTY AND 1.2%
19:33:48:24 INCREASE FROM THE COUNTY FROM
19:33:50:13 PREVIOUS YEAR.
19:33:51:10 AND BASED ON WHAT WE KNOW
19:33:52:25 CURRENTLY OF THE GENERAL
19:33:56:20 ASSEMBLY ADOPTED PROPOSAL TO THE
19:33:59:06 GOVERNOR 7.9% INCREASE AND THAT
19:34:02:15 BUDGET IS NOW BEING DISCUSSED
19:34:04:03 AND REVIEWED BY THE GOVERNOR AND
19:34:06:16 FINAL DECISIONS MAY CHANGE THAT
19:34:09:11 DOLLAR AMOUNT, 9.1 MILLION FROM
19:34:12:24 THE STATE IN GENERAL ASSEMBLY'S
19:34:16:01 ADOPTED BUDGET.
19:34:16:22 NOW I WOULD LIKE TO REVIEW SOME
19:34:18:12 HIGHLIGHTS OF OUR BUDGET AND
19:34:19:22 PROVIDING A LOT MORE GREATER
19:34:21:18 DETAIL.
19:34:22:12 AND WONDER SOME DETAILS AND
19:34:25:06 THAT'S THE INTENT OF OUR WORK
19:34:26:21 SESSIONS THAT Ms. KADERA
19:34:29:06 OUTLINED EARLIER, AND IF NOT
19:34:31:12 ABLE TO ATTEND, THOSE IN THE
19:34:33:16 AFTERNOON AND RECORDED AND
19:34:34:25 POSTED ONLINE.
19:34:35:15 I ENCOURAGE YOU TO TUNE IN OR
19:34:37:08 WATCH THOSE IF YOU HAVE
19:34:38:15 QUESTIONS SPECIFICALLY ABOUT
19:34:39:19 SOME VARIOUS DETAILS.
19:34:41:27 AS WE HAVE DONE PREVIOUSLY AND
19:34:43:27 AS DIRECTION OF THE BOARD TO
19:34:45:20 ALIGN TO OUR STRATEGIC PLAN, WE
19:34:48:14 GROUPED OUR INVESTMENTS AND ALL
19:34:49:19 OF OUR SAVINGS AND EFFICIENCIES
19:34:51:27 IN THIS PRESENTATION CONNECTED
19:34:53:21 TO OUR STRATEGIC PLAN.
19:34:54:29 TONIGHT WE'RE GOING TO BEGIN
19:34:56:26 FOCUSING ON OUR STUDENT CENTERED
19:34:59:02 WORKFORCE.
19:34:59:17 AS MENTIONED EARLIER BY BOTH Ms.
19:35:04:00 KADERA AND I, WE BUILT THIS
19:35:05:22 BUDGET WITH STAFF COMPENSATION
19:35:07:07 AT THE FOREFRONT.
19:35:08:16 RETAINING AND RECRUITING
19:35:09:21 HIGH-QUALITY STAFF IS THE
19:35:11:20 FOUNDATION OF THAT WE DO AND

19:35:14:17 SERVING OUR STUDENTS AND BEING
19:35:16:02 THE AMAZING SCHOOL SYSTEM WE
19:35:18:19 ARE.
19:35:19:16 WOULD NOT BE THE CASE WITHOUT
19:35:21:15 HIGH-QUALITY STAFF.
19:35:24:01 AND OUR BUDGET PROPOSAL PROUD ON
19:35:25:20 THIS DAIS, ALL SIX OF US AND
19:35:28:03 INVEST IN COMPENSATION INCREASES
19:35:29:28 FOR OUR EMPLOYEES.
19:35:31:27 THOUGH NOT GOING FAR ENOUGH AND
19:35:33:21 SEE IN OUR UNFUNDED PART OF THE
19:35:40:17 PRESENTATION WE BELIEVE WE HAVE
19:35:42:24 DO MORE AND IN THE SITUATION
19:35:45:09 DEFICIT AND PROUD IN TONIGHT'S
19:35:47:08 BUDGET PROPOSE A HIRING INCREASE
19:35:49:00 THAT WE DID HAVE LAST YEAR.
19:35:50:20 YOU WILL SEE THAT THE PROPOSAL
19:35:53:14 IN THIS YEAR'S BUDGET IS A STEP
19:35:55:27 INCREASE FOR ALL ELIGIBLE
19:35:59:24 EMPLOYEES THAT IS 11.49 MILLION
19:36:02:25 AND 2% ADJUSTMENT THAT EQUATES
19:36:07:09 TO AVERAGE OF 4.26% ANNUAL
19:36:10:26 INCREASE ACROSS.
19:36:14:21 ALSO VERY PROUD OF THE
19:36:15:28 OPPORTUNITY TO LOOK AT AND
19:36:17:04 CONSIDER THAT MANY OF OUR
19:36:20:03 EMPLOYEES HAVE NOT HAD THE
19:36:21:18 ACCESS TO PARENTAL LEAVE,
19:36:23:27 PREVIOUSLY HAD NONE.
19:36:25:04 AND LAST YEAR STARTED WITH TWO
19:36:26:20 WEEKS AND THIS YEAR PROVIDING
19:36:28:22 ADDITIONAL SIX WEEKS AND THAT
19:36:31:22 MEANS EIGHT TOTAL WEEKS FOR
19:36:34:08 EMPLOYEES.
19:36:34:24 AND KNOWING THAT IS POSITIVE
19:36:37:03 MOVEMENT AND KNOW THAT MORE CAN
19:36:38:29 BE DONE IN THAT AREA.
19:36:39:27 AND SOME COMPENSATION IS TIED TO
19:36:41:04 THE MONEY FROM THE STATE AND
19:36:44:00 INDICATED EARLIER THAT THE
19:36:45:07 GENERAL ASSEMBLY HAS ADOPTED
19:36:48:06 AMENDMENTS FROM THE GOVERNOR AND
19:36:50:02 BACK AND FORTH BUT NOW
19:36:52:09 ACCOUNTING FOR OVERALL ANNUAL
19:36:55:18 INCREASE 3-P AND WE ARE 1.26
19:37:00:02 ABOVE WHAT IS IN THE GENERAL
19:37:01:19 ASSEMBLY ADOPTED BUDGET WITH OUR
19:37:04:04 PROPOSAL TONIGHT.
19:37:05:10 BUT THE TOTAL COST FOR EACH

19:37:07:10 PERCENT INCREASE BEYOND THAT IS
19:37:09:13 6.21 MILLION IF WE CONSIDER
19:37:14:00 ADDITIONAL COLA IF WE HAVE THE
19:37:16:18 FUNDING TO DO THAT.
19:37:19:11 AND THEREFORE FOR EVERY DOLLAR
19:37:22:02 FROM THE STATE OF COMPENSATION
19:37:25:21 APS MUST PUT IN TWO EXTRA
19:37:29:10 DOLLARS TO REACH THE
19:37:30:21 COMPENSATION INCREASES.
19:37:32:08 THIS SLIDE SHOWS THE RETENTION
19:37:36:08 RATE HAS CONTINUED TO IMPROVE
19:37:38:23 FOLLOWING THE PANDEMIC.
19:37:39:20 WHEN WE SAW A LOT OF OUR STAFF
19:37:41:20 LEAVE THE DISTRICT IN THE
19:37:43:00 PANDEMIC TIME.
19:37:44:03 AND THROUGH ONGOING INVESTMENT
19:37:45:09 AND COMPENSATION THE RATE HAS
19:37:47:00 INCREASED BY 5% OR THE LAST FOUR
19:37:49:06 YEARS RETURNING TO PREPANDEMIC
19:37:51:19 LEVELS.
19:37:51:27 I WANT TO NOTE THAT DESPITE THE
19:37:54:10 CHALLENGES THAT WE'RE HAD IN
19:37:57:05 TERMS OF OUR REVENUES AND
19:37:58:17 UNFUNDED REVENUES FROM THE
19:38:00:18 STATE.
19:38:01:03 AND IN THE LAST FIVE YEARS
19:38:02:13 WORKING WITH THE BOARD, WE HAVE
19:38:04:27 BEEN ABLE TO KEEP EMPLOYEE
19:38:07:11 COMPENSATION AS A TOP PRIORITY.
19:38:09:01 AND AN AVERAGE COMPENSATION
19:38:10:21 INCREASE OVER THE LAST FIVE
19:38:12:09 YEARS HAS BEEN 25.71%.
19:38:16:19 WE HAVE INCREASED THAT
19:38:20:00 COMMITMENT TO ENSURE THAT OUR
19:38:21:16 EMPLOYEES HAVE COMPENSATION AS A
19:38:23:04 FOREFRONT.
19:38:23:15 ON AVERAGE THAT TURNS INTO 5.14%
19:38:28:06 ANNUALLY.
19:38:28:14 THIS COMPENSATION INCREASE I
19:38:30:11 BELIEVE IN DIRECT CORRELATION TO
19:38:31:28 OUR INCREASING RETENTION RATE
19:38:34:22 AND THE ABILITY RECRUIT STAFF.
19:38:36:27 PRIOR TO THE PANDEMIC, FIVE
19:38:38:07 YEARS PRIOR, THE AVERAGE
19:38:40:03 COMPENSATION OF THOSE FIVE YEARS
19:38:41:12 WAS 2.78%.
19:38:43:19 SO WHILE WE'RE PROUD HERE TO
19:38:45:20 INVEST AND CONTINUE TO PROVIDE
19:38:47:18 MORE, WE DO KNOW THAT MORE NEEDS

19:38:50:00 TO BE DONE.
19:38:50:27 AND WE, MYSELF AND THE SCHOOL
19:38:53:00 BOARD REMAIN COMMITTED TO
19:38:54:09 REINVESTING IN STAFF
19:38:56:18 COMPENSATION.
19:38:57:01 AND CONTINUING TO LOOK AT WAYS
19:39:01:15 ON ANNUAL BASIS AND ACHIEVE THE
19:39:03:29 GOAL OF TOP OF ALL LOCAL
19:39:06:01 JURISDICTIONS.
19:39:08:09 SOMETHING THAT WE CAN'T SAY WE
19:39:10:01 ARE DONE BUT CONTINUE TO REVIEW
19:39:11:26 AND CONTINUE TO MAKE SURE THAT
19:39:13:06 WE ARE PROVIDING OUR RESOURCES
19:39:15:05 AND PRIORITY IN THAT WAY.
19:39:16:21 LOOKING AT STUDENT ACADEMIC
19:39:18:22 GROWTH AND SUCCESS, SOME
19:39:19:28 HIGHLIGHTS HERE INCLUDE THE
19:39:21:16 FUNDING TO ADJUST STAFFING NEEDS
19:39:24:00 ON ENROLLMENT AND THE DEMOGRAPHIC
19:39:29:17 CHANGES OF STUDENT AND EACH YEAR
19:39:31:12 NOT LARGE INCREASES BUT NOT
19:39:36:20 DECREASES AS MANY ACROSS THE
19:39:39:05 SCHOOL SYSTEM ARE.
19:39:40:02 AND INVEST IN THIS BUDGET, 23.3
19:39:44:10 TEACHING POSITIONS TO MEET THE
19:39:46:12 PROJECTED INCREASES EITHER IN
19:39:48:12 ENROLLMENT OR IN SUPPORTS THAT
19:39:49:29 MAY NEED BE NEEDED FOR
19:39:52:05 PROJECTIONS FOR STUDENTS WITH
19:39:53:21 DISABILITIES THAT ARE COMING.
19:39:55:00 AND INCLUDED AS SHARED BY Ms.
19:39:58:23 KADERA THE DIRECTION AS A GROUP
19:40:00:06 TO SEE HOW TO BEGIN TO IMPLEMENT
19:40:02:17 PHASES OF PLANNING FACTOR STUDY.
19:40:05:12 TWO KEY PARTS WERE THE WAY THAT
19:40:08:05 WE PROVIDED STAFFING TO SUPPORT
19:40:10:03 OUR ENGLISH LEARNERS AND
19:40:11:20 STUDENTS WITH DISABILITIES.
19:40:12:23 WE LOOKED AT THAT PLANNING
19:40:14:13 FACTOR STUDY AND MANY OF YOU IN
19:40:15:27 THE AUDIENCE AND OTHERS WATCHING
19:40:18:09 HAVE SEEN THAT STUDY AS WELL AND
19:40:21:04 KNOW SEVERAL MILLION DOLLARS TO
19:40:23:20 FULLY IMPLEMENT THAT.
19:40:24:18 WE COULD NOT DO THAT GIVEN THE
19:40:26:05 REALITY OF OUR CURRENT YEAR.
19:40:27:21 HOWEVER WE HAVE BEGUN TO PHASE
19:40:29:11 IN PART OF THAT.
19:40:30:15 AND YOU WILL SEE IN THIS

19:40:32:02 PROPOSAL AN ADDITIONAL 29.6
19:40:35:05 ENGLISH LEARNER TEACHERS AND
19:40:37:18 19.5 ADDITIONAL SPECIAL
19:40:40:08 EDUCATION TEACHERS DISTRIBUTED
19:40:41:27 ACROSS OUR SCHOOLS TO PROVIDE
19:40:43:15 MORE OPPORTUNITIES FOR
19:40:45:00 INSTRUCTION AT THOSE SCHOOLS.
19:40:46:18 WHERE STUDENTS CAN BE INCLUSIVE
19:40:49:07 LEARNING ENVIRONMENTS.
19:40:50:23 THIS OPPORTUNITY FOR US IS JUST
19:40:52:18 THE BEGINNING OF WHAT NEEDS TO
19:40:54:29 BE DONE FOR OUR PLANNING
19:40:56:11 FACTORS.
19:40:56:21 IF YOU LOOK AT THAT REPORT,
19:40:58:09 THERE ARE ENORMOUS AMOUNT MORE
19:41:00:22 OF ADDITIONAL TEACHING
19:41:02:12 POSITIONS.
19:41:02:28 IN FACT THAT STUDY SHOWED SINCE
19:41:04:26 THE 1990S WE HAVE NOT CHANGED
19:41:07:23 OUR FORMULA OF HOW WE PROVIDE
19:41:10:06 STAFFING FOR STUDENTS WITH
19:41:11:15 DISABILITIES AND AT THAT TIME IN
19:41:13:10 THE 1990S WHEN I BEGAN MY
19:41:14:27 TEACHING CAREER.
19:41:15:18 IT WAS A VERY DIFFERENT
19:41:17:09 OPPORTUNITY OF HOW STUDENTS CAN
19:41:19:28 DISABILITIES INSTRUCTED.
19:41:23:24 INSTRUCTED IN A PRIVATE HALLWAY
19:41:27:06 AND RARELY SAW INCLUSIVE.
19:41:32:10 WE KNOW THAT TYPE OF INSTRUCTION
19:41:34:02 DOES NOT WORK AND NOT OUR FOCUS
19:41:37:13 IN APS.
19:41:40:19 BUT YET WE HAVE NOT CHANGED THE
19:41:42:18 FUNDING OPPORTUNITY OF PROVIDING
19:41:44:14 STAFFING FOR OUR SCHOOLS AND
19:41:45:23 TURNING POINTED IN THAT AREA.
19:41:47:13 AND FINALLY FUNDING FOR THIS
19:41:50:20 AREA FOR SUPPORTS NEEDED FOR
19:41:53:20 ADDITIONAL STAFFING.
19:41:54:22 AND INCLUDES TWO DUAL LANGUAGE
19:41:57:20 EMERSION TEACHERS AT CLAREMONT
19:42:03:16 AND ESCUELA KEY.
19:42:06:16 AND TO MOVE THE WAY THAT WE
19:42:08:10 TEACH, 80-20, AND NEXT THIRD
19:42:13:05 GRADE LEVEL, 70-30 AND FOUR
19:42:16:26 TECHNICIANS TO SUPPORT OUR
19:42:18:11 SCHOOLS.
19:42:19:00 AND INCLUDED WE HAVE TO LOOK AT
19:42:20:22 INFLATIONARY COSTS ASSOCIATED

19:42:21:28 WITH VARIOUS ITEMS INCLUDING
19:42:24:29 INSTRUCTIONAL MATERIALS AND
19:42:26:24 TECHNOLOGY REPAIR AND SOFTWARE.
19:42:30:22 AND PART OF THE INVESTMENT IN
19:42:32:00 THIS AREA.
19:42:33:25 ADJUSTMENTS THOUGH NEEDED TO BE
19:42:35:06 MADE IN THE AREA, AND
19:42:36:11 ADJUSTMENTS ARE AREAS TO LOOK AS
19:42:38:05 PROPOSAL OF DISCUSSION MOVING
19:42:39:22 FORWARD OF WAYS TO CLOSE THE GAP
19:42:41:19 AS WE ARE INVESTING.
19:42:43:05 AGAIN HEAVILY IN OUR
19:42:44:25 COMPENSATION AND AS YOU SAW IN
19:42:47:01 THE PREVIOUS SLIDE BEGINNING
19:42:48:27 THAT PROCESS TOWARD
19:42:51:08 IMPLEMENTATION IN THE PLANNING
19:42:53:24 FACTORS.
19:42:54:04 AND IN THE AREA OF STUDENT
19:42:56:06 ACADEMIC GROWTH AND SUCCESS AND
19:42:58:07 PROPOSALS TO CONSIDER IN FISCAL
19:43:01:23 YEAR 26.
19:43:02:16 AND FIRST REDUCING EXEMPLARY
19:43:06:19 PROJECTS.
19:43:08:16 REDUCING GENERAL EDUCATION AIDES
19:43:10:20 TO HALF-TIME, AND INCORPORATING
19:43:13:11 AND LOOKING AT HOW WE WILL
19:43:14:24 PROVIDE OUR SERVICES TO OUR
19:43:16:21 INTEGRATION STATION STUDENTS AND
19:43:18:10 HEARD COMMENTS ON THAT.
19:43:19:18 AND WE WILL CONTINUE DISCUSSING
19:43:22:16 AND NOW THE PROPOSAL IS HERE FOR
19:43:24:06 THAT AND CONTINUE HAVING
19:43:26:18 CONVERSATIONS WITH STAFF.
19:43:27:14 WITH THE CHILDREN'S SCHOOL TO
19:43:29:02 SEE WHAT MIGHT BE DONE IN THIS
19:43:30:18 AREA.
19:43:32:06 REDUCING ITC CONTRACTS TO 12
19:43:40:20 MONTHS.
19:43:41:19 AND CAPPING TESTS THAT ARE PAID
19:43:43:25 BY THE SCHOOL DIVISION SO THAT
19:43:46:26 EACH SCHOOL DIVISION HAVE THREE
19:43:51:18 PAID AND UNLESS REQUIRE REDUCED
19:43:54:20 SUPPORT.
19:43:55:12 AND REDUCING THE SLOTS AT THOMAS
19:43:58:11 JEFFERSON HIGH SCHOOL AT 105
19:44:00:04 THAT WILL PROVIDE SOME SAVINGS.
19:44:02:02 YOU SEE IN THE AREA OF STUDENT
19:44:04:09 ACADEMIC GROWTH AND SUCCESS
19:44:05:25 REDUCTION OF 28.75 POSITIONS OF

19:44:09:02 SAVINGS OF \$4 MILLION AT THIS
19:44:11:14 TIME IN THIS PROPOSAL.
19:44:13:20 IN THE AREA OF STUDENT
19:44:14:29 WELL-BEING WE REMAIN FOCUSED TO
19:44:18:12 INCREASE SAFETY FOR STUDENTS AND
19:44:20:27 STAFF BY INCREASING SAFETY
19:44:23:01 PERSONNEL, ADDITIONAL SIX
19:44:24:29 POSITIONS OF SSC'S SCHOOL SAFETY
19:44:28:25 COORDINATORS.
19:44:30:02 THREE IN THESE POSITIONS WILL BE
19:44:33:11 DEDICATED TO ELEMENTARY SCHOOLS.
19:44:34:29 WE CURRENTLY DO NOT HAVE SSC'S
19:44:39:07 ASSIGNED TO ELEMENTARY SCHOOLS
19:44:40:15 AND THESE THREE WOULD SUPPORT
19:44:42:14 OUR ELEMENTARY SCHOOLS.
19:44:44:23 AND REMAINING SIX OF THOSE WILL
19:44:46:20 BE FOR AQUATIC CENTERS.
19:44:48:17 AND IN THE AREA OF STUDENT
19:44:50:08 WELL-BEING PROVIDED ADDITIONAL
19:44:52:09 STAFFING FOR ATHLETIC TRAINING
19:44:54:18 TO CONTINUE THE SAFETY OF THAT.
19:44:57:04 WHICH IS QUALIFIED MEDICAL
19:44:59:03 PERSONNEL ON HAND AT GAMES FOR
19:45:00:27 OUR STUDENTS.
19:45:01:20 AND WE CONTINUE TO MAINTAIN
19:45:03:08 FUNDING FOR INFLATIONARY
19:45:05:00 ADJUSTMENTS FOR THE MATERIALS
19:45:05:28 AND SUPPLIES AGAIN THAT ARE
19:45:07:29 CONNECTED TO STUDENT WELL-BEING.
19:45:09:15 THAT IS SOMETHING THAT WE HAVE
19:45:10:17 TO DO.
19:45:11:09 THOSE AREN'T NEW ADDITIONS
19:45:13:14 SIMPLY LOOKING AT WHAT WE ARE
19:45:15:10 MAINTAINING.
19:45:15:22 AND THE COSTS THAT ARE RISING
19:45:17:04 FOR THOSE.
19:45:18:19 IN THE AREA OF OPERATIONAL
19:45:20:07 EXCELLENCE, MAINTAINING
19:45:21:28 EFFICIENCY TOTALS 2.71 MILLION.
19:45:25:12 AND THIS INCLUDES THINGS LIKE
19:45:27:01 190,000 TO HIRE A FIRM TO ASSIST
19:45:31:11 US IN RECRUITING AND
19:45:34:01 TRANSITIONING INTERNATIONAL
19:45:35:21 TEACHERS WHO ARE BILINGUAL.
19:45:39:07 AN AREA OF NEED, AND THIS FIRM
19:45:42:26 HAS WORKED WITH MANY DISTRICTS
19:45:44:13 THAT PROVIDE WORK VISAS AND
19:45:47:00 HOUSING AND TRANSPORTATION NEEDS
19:45:47:27 FOR STAFF.

19:45:49:09 AND ADDING ADDITIONAL \$440,000
19:45:52:02 TO THE BUDGET TO CHANGE OUR BUS
19:45:53:28 DRIVER CONTRACTS AND WORKING
19:45:55:07 WITH OUR BUS DRIVERS AND GETTING
19:45:57:09 THEIR FEEDBACK.
19:45:58:05 THIS CHANGE WILL NOW CHANGE THE
19:45:59:26 BUS DRIVER CONTRACTS WORKING 11
19:46:02:20 MONTHS AND SIX HOURS AND CHANGES
19:46:04:07 TO 10 MONTHS, SEVEN HOURS.
19:46:07:03 AND RECEIVED SURVEY FEEDBACK
19:46:09:09 FROM BUS DRIVERS THAT 85% OF
19:46:11:15 THEM WOULD REQUEST THIS CHANGE.
19:46:15:06 AND ALSO NOT JUST TO SUPPORT OUR
19:46:16:22 BUS DRIVERS BUT KNOW IS THIS AN
19:46:19:00 AREA OF CONCERN AS WE WANT TO BE
19:46:22:14 IN ALIGNMENT WITH NEIGHBORING
19:46:24:23 PEERS AND SCHOOL DIVISIONS THAT
19:46:27:00 BY AND LARGE HAVE A SIMILAR
19:46:28:22 CONTRACT.
19:46:29:17 WHILE THIS IS ADDITIONAL
19:46:30:28 \$440,000 IN VESTMENT AND WE KNOW
19:46:34:08 THIS WILL HELP US REDUCE
19:46:36:14 OVERTIME COSTS.
19:46:38:06 WE EXPECT A SIGNIFICANT CHANGE
19:46:40:00 IN OVERTIME IN THIS AREA.
19:46:41:14 AND WE BELIEVE THAT IT WILL HELP
19:46:43:21 US RECRUIT AND RETAIN OUR BUS
19:46:46:14 DRIVERS.
19:46:48:00 WE ALSO HAVE SOME FUNDING THAT
19:46:50:16 NEEDS TO BE PUT IN HERE FOR
19:46:52:01 POSITIONS THAT WERE RECLASSIFIED
19:46:54:16 SINCE THE LAST TIME THAT THE
19:46:55:20 BUDGET WAS PASSED.
19:46:56:27 FOR EXAMPLE, RESOURCE TEACHERS
19:46:58:15 THAT WERE RECLASSIFIED TO
19:47:00:21 SPECIAL EDUCATION COORDINATORS.
19:47:02:24 AND AIDES RECLASSIFIED TO STAFF
19:47:05:09 AT OUTDOOR LAB AND THINGS OF
19:47:08:02 THAT NATURE.
19:47:08:26 AND THIS BUDGET COVERS THE
19:47:12:07 INCREASING COSTS OF SUPPLIES AND
19:47:13:26 EQUIPMENT REPAIR AND MAINTENANCE
19:47:15:04 OF FACILITIES AND BUILDINGS.
19:47:16:17 AND INCLUDED FUNDING FOR
19:47:19:06 CONTRACTUAL OBLIGATIONS LIKE
19:47:20:29 LEASES AND WASTE MANAGEMENT AND
19:47:22:10 COST OF UTILITIES THAT WE NEED
19:47:24:00 TO USE.
19:47:25:22 IN THIS AREA THOUGH WE DID LOOK

19:47:27:08 AT WHAT ARE SOME ONE-TIME COSTS
19:47:29:16 AND WE MADE SURE THAT WE COULD
19:47:30:26 PROVIDE OUR RESERVE FOR THAT AND
19:47:34:13 IN THE AREA OF ONE-TIME COSTS,
19:47:36:12 THESE ARE COSTS THAT DO NOT GO
19:47:38:14 INTO OUR OPERATING OVERALL
19:47:41:18 BUDGET.
19:47:42:07 WE WILL WORK TO CONTINUE
19:47:45:22 REPLACEMENT OF INFRASTRUCTURE
19:47:48:10 NETWORK AND SUPPORTERS AND
19:47:50:00 ONGOING SCHOOL BUS REPLACEMENT
19:47:53:12 CYCLE.
19:47:55:09 AND RESTORING DOLLARS THROUGH
19:47:56:25 RESERVES FOR MINOR CONSTRUCTION
19:48:01:17 MAINTENANCE AND 1.5 MILLION WAS
19:48:04:14 REDUCED LAST BUDGET, THIS WILL
19:48:05:29 ALLOW US TO IN ADDITION TO USING
19:48:08:19 1.8 MILLION FROM CAPITAL RESERVE
19:48:11:18 REPLACE FOUR ELEVATORS
19:48:13:04 THROUGHOUT OUR DIVISION NEEDED
19:48:14:15 AT OUR SCHOOLS AND DO OTHER
19:48:16:11 MAINTENANCE PROJECTS THAT ARE
19:48:17:23 VERY IMPORTANT FOR THE SAFETY
19:48:19:06 AND WELL-BEING OF OUR BUILDINGS.
19:48:23:24 NOW AS I SAID IN EVERY SECTION
19:48:25:19 WE DID HAVE TO MAKE ADJUSTMENTS.
19:48:28:21 WHEN WE LOOK AT THE ADJUSTMENTS
19:48:29:29 FOR OPERATIONAL EXCELLENCE, THE
19:48:32:24 BOARD WORKED WITH AND WE WORKED
19:48:34:15 WITH OUR BUDGET CONSULTANT.
19:48:36:09 ONE OF THE RECOMMENDATIONS THEY
19:48:37:18 MADE WAS CALLED OPTIMIZING
19:48:40:06 STUDENT/TEACHER RATIO ACROSS THE
19:48:43:06 DIVISION.
19:48:43:16 THEY DID A STUDY TO SHOW THAT IN
19:48:45:11 MANY CASES THROUGH ANALYSIS THAT
19:48:47:18 THERE ARE POSITIONS AT SCHOOLS
19:48:49:05 THAT COULD BE REDUCED WITHOUT
19:48:52:01 THE CLASS SIZE GOING ABOVE THE
19:48:54:21 CLASS SIZE MAXIMUM.
19:48:57:10 IN THAT STUDY WAS THAT DONE, WE
19:48:59:19 HAVE BEEN REVIEWING IT AND SOME
19:49:04:21 DISCREPANCIES AT THE SECONDARY
19:49:06:26 LEVEL AND THE RECOMMENDATION BY
19:49:07:29 THE CONSULTANT WAS ABOUT 8
19:49:09:29 MILLION THAT COULD BE
19:49:10:27 ACTUALIZED.
19:49:11:21 WE BELIEVE IT WOULD BE CLOSER TO
19:49:13:10 5 MILLION.

19:49:14:13 SO WE REDUCED THAT BY A CERTAIN
19:49:17:05 PERCENTAGE TO PROVIDE FOR UNSEEN
19:49:20:05 NEEDS PARTICULARLY AT SECONDARY
19:49:23:29 SCHOOLS.
19:49:24:10 THAT NUMBER MIGHT BE HIGH AND
19:49:26:12 WORKING CLOSELY WITH EACH
19:49:28:05 PRINCIPAL TO ENSURE THAT IF ANY
19:49:30:08 POSITIONS WERE TAKEN OUT OF
19:49:31:23 THEIR STAFF, THAT THEIR CLASS
19:49:34:22 SIZES WOULD GO ABOVE THE MAX.
19:49:36:21 THAT'S NOT THE INTENT, THE
19:49:39:01 INTENT IS TO KEEP THE POSITIONS
19:49:41:15 BELOW THE CLASS SIZE MAX WITHOUT
19:49:44:25 RAISING T AND IN THIS AREA
19:49:48:29 ELIMINATING 27.5 POSITIONS AT
19:49:50:27 THE CENTRAL OFFICE.
19:49:51:22 OUT OF THE OPERATING BUDGET 23.5
19:49:55:19 FULLY ELEMENTED AND FOUR CHARGED
19:49:57:09 TO OUR GRANT FUND.
19:49:58:15 AND WE WILL TALK ABOUT THAT IN A
19:50:00:24 MOMENT WHETHER I DO SUMMARY OF
19:50:02:11 OUR REDUCTIONS.
19:50:03:24 AND WE ALSO ARE ELIMINATING
19:50:06:14 OPERATING FUND ALLOCATIONS TO
19:50:08:04 THE EXTENDED DAY PROGRAM BECAUSE
19:50:09:11 WE DO RECEIVE FEES FOR THIS
19:50:11:12 PROGRAM.
19:50:11:29 THIS DOES NOT MEAN THAT THE
19:50:13:20 EXTENDED DAY PROGRAM IS BEING
19:50:15:17 ELIMINATED.
19:50:16:06 TURNING THAT PROGRAM INTO A
19:50:19:03 SELF-FUNDED PROGRAM.
19:50:20:10 SO THAT WE DO NOT HAVE TO
19:50:22:01 CONTRIBUTE OPERATING DOLLARS
19:50:24:23 TOWARDS ITS EXISTENCE.
19:50:26:13 AND IT'S NOT PROPOSED TO BE
19:50:28:15 ELIMINATED.
19:50:29:05 LOOKING AT HOW TO ENHANCE OUR
19:50:31:00 EXTENDED DAY PROGRAM.
19:50:32:09 AND IN FACT REDUCE THE WAITLIST
19:50:34:22 THAT IS CURRENTLY 335 STUDENTS.
19:50:38:00 AND FINDING WAYS TO OPERATE
19:50:44:21 EXTENDED DAY AT SITES DURING
19:50:47:08 SPRING BREAK AND SUMMER HOLIDAYS
19:50:49:26 AND PROGRAMS.
19:50:51:03 AND WANT TO STRESS WHEN YOU SEE
19:50:52:23 THIS NUMBER FOR EXTENDED DAY,
19:50:56:00 NOT PROPOSING THE ELIMINATION
19:51:00:03 BUT RECOGNIZING IT HAS A

19:51:02:08 SELF-SUSTAINING PROGRAM.
19:51:04:15 ALL EXPENSES WILL BE PAID FROM
19:51:07:18 THE FEES THAT WE RECEIVE FROM
19:51:09:18 PARENTS WHO ATTEND.
19:51:10:20 AND IN THIS AREA REDUCTION IN
19:51:12:02 OUR ANNUAL CONTRIBUTION TO THE
19:51:15:06 OTHER BENEFITS TRUST FUND BY 1.6
19:51:17:26 MILLION.
19:51:18:03 THIS TRUST FUND WAS ESTABLISHED
19:51:19:27 IN 2010 TO REIMBURSE US FOR
19:51:25:20 RETIREE HEALTH COSTS.
19:51:28:02 STUDIES DONE FOR THIS TRUST HAVE
19:51:30:07 CONCLUDED THAT WE WILL BE ABLE
19:51:31:08 TO SUSTAIN THE TRUST FOR THE
19:51:34:27 FORESEEABLE FUTURE EVEN WITH
19:51:36:07 THIS REDUCED CONTRIBUTION TO
19:51:38:12 CLOSE THE GAP.
19:51:39:04 THE SCHOOL BOARD WILL WORK WITH
19:51:40:25 US ON ANNUAL BASIS TO REASSESS
19:51:43:21 THE HEALTH OF THIS TRUST TO
19:51:45:07 ENSURE THAT WE'RE NOT GETTING
19:51:46:24 OURSELVES IN A SITUATION NOT
19:51:48:01 ABLE TO USE.
19:51:49:17 IN A SITUATION TO FUND OUR
19:51:51:21 RETIREE HEALTH CARE COSTS
19:51:53:21 ESSENTIALLY.
19:51:55:07 IN ADDITION REDUCTION IN THIS
19:51:56:16 AREA IS REDUCING E-DAYS.
19:51:59:22 THOSE ARE DAYS THAT ARE
19:52:01:07 ALLOCATED TO CENTRAL DEPARTMENTS
19:52:03:04 TO PROVIDE ADDITIONAL DAYS FOR
19:52:05:15 NON-12 MONTH EMPLOYEES TO WORK
19:52:07:18 IN THEIR VARIOUS OFFICES.
19:52:09:12 WE WILL REDUCING THAT IN HALF
19:52:12:05 THAT IS APPROXIMATELY \$350,000.
19:52:15:01 AND FINALLY IN THIS AREA WE ARE
19:52:17:23 REDUCING CENTRAL OFFICE
19:52:19:17 CONTRACTS BY OVER \$300,000.
19:52:22:00 AND LOOKING AT INSTRUCTIONAL
19:52:24:05 APPS AND SOFTWARE THAT CAN BE
19:52:26:23 DISCONTINUED FOR FUNDING.
19:52:28:25 FOR A TOTAL OF 16.74 MILLION IN
19:52:33:07 OPERATIONAL EXCELLENCE.
19:52:34:14 AND REDUCTION OF 75.5 POSITIONS.
19:52:38:05 AND NOW I WOULD LIKE--I JUST
19:52:41:17 SHARED BY EACH STRATEGIC PLAN
19:52:44:21 AREAS.
19:52:45:02 AND NOW PROVIDE A SUMMARY OF
19:52:46:26 REDUCTIONS BASED ON CENTRAL

19:52:48:09 OFFICE VERSUS SCHOOL FACING
19:52:52:18 POSITIONS.
19:52:53:01 BUT YOU SEE IN THE ABILITY TO
19:52:54:13 CLOSE THE 41.1 MILLION AND
19:52:58:23 PROPOSING 23.6 MILLION OF
19:53:01:23 REDUCTIONS THAT I WILL NOW SHARE
19:53:03:03 A SUMMARY OF.
19:53:04:11 LOOKING AT CENTRAL OFFICE
19:53:06:00 REDUCTIONS, YOU CAN SEE A TOTAL
19:53:08:06 REDUCTION AS I MENTIONED BEFORE
19:53:10:01 OF 27.5FTE'S OR 2.5% OF CENTRAL
19:53:14:29 OFFICE WORKFORCE.
19:53:16:04 AS WE WORK THROUGH OUR BUDGET
19:53:18:08 CHALLENGES WE HAD TO MAKE
19:53:20:28 DIFFICULT DECISIONS REGARDING
19:53:22:06 STAFFING AND PROGRAMS AND WAYS
19:53:24:13 TO FURTHER REDUCE OUR
19:53:26:24 EXPENDITURES TRYING TO FOCUS
19:53:28:29 CONSTANTLY ON THE CORE NEEDS OF
19:53:30:22 OUR STUDENTS AND THE POSITIONS
19:53:32:25 WITH THE CLOSEST FACE TO THEM
19:53:38:24 AND LOOK AT THE CENTRAL OFFICE
19:53:40:21 FOR EFFICIENCIES.
19:53:41:17 YOU SEE HERE THE PROPOSED
19:53:43:28 PROPOSAL IS REDUCTION OF 27 AS I
19:53:47:00 MENTIONED, WHICH IS 5.89
19:53:49:23 MILLION, LOOKING AT THOSE
19:53:52:01 POSITIONS.
19:53:52:26 IN ADDITION THOUGH I WANT TO
19:53:54:05 SHARE WHILE PROPOSING THIS YEAR
19:53:56:10 TO ELIMINATE 27.5 POSITIONS.
19:53:59:26 LAST YEAR IN CENTRAL OFFICE I
19:54:01:24 PROPOSED AND THE BOARD ADOPTED
19:54:03:29 REDUCTION OF 21 POSITIONS IN
19:54:05:15 CENTRAL OFFICE.
19:54:06:18 SO WITH MY PROPOSAL TONIGHT AND
19:54:09:00 MY PROPOSAL FROM LAST YEAR, THAT
19:54:10:21 IS ELIMINATION OF 48.5 POSITIONS
19:54:13:22 IN CENTRAL OFFICE.
19:54:15:08 AND BETWEEN LAST YEAR AND THIS
19:54:18:13 YEAR TOTAL REDUCTION OF 31
19:54:21:19 MILLION THAT WE FIRST LOOKED AT
19:54:25:03 CENTRAL OFFICE BEFORE WE LOOKED
19:54:26:16 AT OTHER AREAS.
19:54:27:21 THE CENTRAL OFFICE 27.5
19:54:30:07 POSITIONS SPAN MANY DIFFERENT
19:54:32:26 DEPARTMENTS AND SCALES AND
19:54:34:09 BEGINNING AT THE CABINET LEVEL
19:54:36:00 WITH THE REDUCTION OF THE CHIEF

19:54:38:03 OPERATING OFFICER POSITION.
19:54:40:06 ALSO EIGHT EXECUTIVE DIRECTOR OR
19:54:43:07 DIRECTOR-LEVEL POSITIONS WITHIN
19:54:46:00 ACADEMICS AND SCHOOL SUPPORT AND
19:54:47:23 OPERATIONS ARE PROPOSED TO BE
19:54:49:27 ELIMINATED OR MOVED TO PARTIAL
19:54:51:29 GRANT FUNDING IN AREA OF FOUR OF
19:54:53:22 THOSE.
19:54:54:12 AND FURTHER STAFFING REDUCTIONS
19:54:56:12 AT THE CENTRAL OFFICE LEVEL
19:54:59:07 INCLUDE SPECIALISTS AND
19:55:01:09 ANNUALISTS AND CLERICAL AND
19:55:03:12 OTHER SECRETARIAL POSITIONS.
19:55:10:14 AND CENTRAL OFFICE REDUCTIONS AS
19:55:11:22 I SHARED 3 MILLION FROM EXTENDED
19:55:13:26 DAY MOVING TO SELF-SUSTAINING.
19:55:17:14 THE REDUCTION OF POST-EMPLOYMENT
19:55:21:03 BENEFIT TRUST FUND CONTRIBUTIONS
19:55:23:00 AND ALSO THE CONTRACTS THAT WE
19:55:24:14 REFERRED TO EARLIER ABOUT THE
19:55:26:29 \$320,000.
19:55:29:01 AND REDUCING OUR OPERATING FUND
19:55:30:18 BY 1.5 MILLION FOR MC/MM AND
19:55:35:11 USING RESERVES FOR THAT PURPOSE.
19:55:38:12 AS WE LOOK AT NONCENTRAL OFFICE
19:55:41:24 POSITIONS, POSITIONS OUT IN
19:55:43:16 SCHOOLS OR IN AREAS THAT ARE
19:55:45:18 SERVING STUDENTS NOT AGAIN IN
19:55:47:20 CENTRAL OFFICE.
19:55:48:17 THERE IS A PROPOSAL IN THIS TO
19:55:54:10 REDUCE 84.7 POSITIONS OR .8%.
19:56:01:14 AND PRIMARILY IN EXEMPLARY
19:56:12:26 PROJECTS AND LIBRARY AIDES.
19:56:14:14 AND IN THIS DIFFICULT BUDGET
19:56:16:12 YEAR AND I BELIEVE THERE ARE
19:56:18:06 GOOD ELEMENTS IN THIS BUDGET AND
19:56:20:06 THE ABILITY TO INVEST IN
19:56:21:29 COMPENSATION IS ONE.
19:56:22:17 I WANT TO ENSURE OUR COMMUNITY
19:56:24:12 THAT THE SCHOOL BOARD AND MYSELF
19:56:25:24 ARE AWARE THAT WE ARE NOT ABLE
19:56:27:12 TO MEET SOME OF OUR PRIORITY
19:56:29:10 NEEDS.
19:56:29:21 THERE ARE MANY THINGS THAT WE
19:56:31:00 IDENTIFIED AND DISCUSSED THAT
19:56:32:15 ARE NOT FUNDED IN THIS BUDGET.
19:56:35:09 AND NOT FUNDED IN THIS BUDGET
19:56:37:19 BECAUSE WE DO NOT HAVE THE
19:56:39:10 PROPER FUNDING COMING FROM THE

19:56:41:24 STATE.
19:56:42:24 IN FACT, THE J LARK STUDY WAS
19:56:48:10 DONE PREVIOUSLY LOOK AT HOW
19:56:51:00 SCHOOL DIVISIONS ARE FUNDED AND
19:56:52:17 THE ACTUAL WAY IF FUNDED
19:56:54:24 PROPERLY WE WOULD BE RECEIVING
19:56:57:10 51 MILLION ADDITIONALLY FROM THE
19:57:03:15 STATE AND NEED ALL COMMUNITY TO
19:57:05:17 ADVOCATE AT THE STATE LEVEL IN
19:57:07:20 RICHMOND AND GENERAL ASSEMBLY TO
19:57:10:03 MAKE THE CHANGES NECESSARY TO
19:57:12:17 PROVIDE US WITH 51 MILLION AT
19:57:15:16 LEAST IF NOT MORE AND FUND.
19:57:18:08 ON OUR SLIDE HOW WE WOULD SPEND
19:57:20:11 THAT 51 MILLION IF WE HAD WHAT
19:57:22:29 WE SHOULD BE GETTING.
19:57:24:15 REDUCE OUR CLASS SIZES BY TWO.
19:57:26:09 WE WOULD ADD ADDITIONAL STAFF TO
19:57:28:14 SUPPORT INSTRUCTION,
19:57:30:12 INTERVENTIONISTS NEEDED IN MATH.
19:57:33:04 SUPPORT AND LITERACY AND EL.
19:57:35:23 DEANS THAT ARE REMAINING HIGH
19:57:38:13 SCHOOLS AND SECONDARY SCHOOLS.
19:57:39:21 HOW WE WOULD INVEST THIS.
19:57:42:13 AND INCREASE MORE STAFFING TO
19:57:44:25 SUPPORT STUDENTS WITH SPECIAL
19:57:46:16 NEEDS AND ENGLISH LEARNERS AND
19:57:48:23 BASED ON RECOMMENDATIONS FROM
19:57:50:06 THE PLANNING FACTOR STUDY.
19:57:51:22 AND PROVIDE OUR TEACHERS WITH
19:57:54:10 MORE FUNDING FOR INSTRUCTIONAL
19:57:56:03 SUPPLIES.
19:57:56:21 RIGHT NOW IN THE BUDGET EACH
19:57:58:17 TEACHER GETS SOME SUPPLY MONEY
19:58:00:16 AND HASN'T BEEN CHANGED SINCE
19:58:03:00 2014.
19:58:04:13 AND INFLATION AND THINGS COST
19:58:05:24 MORE.
19:58:06:20 AND PROVIDE ADDITIONAL DOLLARS
19:58:07:25 FOR THAT.
19:58:08:10 AND UNDERSCORE OUR DESIRE TO
19:58:11:08 INCREASE COMPENSATION IN THIS
19:58:13:05 BUDGET AND HAPPY IT'S HIGHER
19:58:15:06 THAN LAST YEAR AND PROVIDE
19:58:17:00 MINIMUM IF THIS 51 MILLION OF
19:58:19:20 6.26% AND 4% COST OF LIVING AND
19:58:25:03 THE STEP.
19:58:25:19 IF WE HAD THE MONEY NOT FUNDED
19:58:27:22 BY THE STATE.

19:58:28:13 AND WE WOULD ALSO WORK TO
19:58:30:13 STRENGTHEN OUR OPERATIONS AND
19:58:31:25 PROVIDE MORE FUNDING FOR MAJOR
19:58:34:23 CONSTRUCTION AND MINOR
19:58:35:24 MAINTENANCE WHAT WE CALL MC/MM
19:58:38:03 TO CARE FOR OUR SCHOOL
19:58:39:28 BUILDINGS.
19:58:40:23 AND FINALLY LOOKING AT OUR
19:58:42:21 COUNSELORS AND PSYCHIATRISTS AND
19:58:45:11 SOCIAL WORKERS REDUCE THE RATIO
19:58:49:00 OF THOSE STAFF MEMBERS TO OUR
19:58:50:27 STUDENTS.
19:58:51:17 AND PAUSE HERE FOR A MOMENT AND
19:58:53:03 UNDERSCORE HOW IMPORTANT OUR
19:58:56:00 ADVOCACY IS.
19:58:57:21 AND I UNDERSTAND AS WE GO FROM
19:59:00:03 NOW TO MAY 1 AND HAVE A FISCAL
19:59:03:19 BUDGET TO WORK TOGETHER AS A
19:59:04:29 COMMUNITY TO SOLVE.
19:59:05:22 BUT LET US NOT LET MAY 1 COME
19:59:08:25 AND VOTE AND THE ADVOCACY STOP.
19:59:11:08 THE ADVOCACY NEEDS TO BE
19:59:16:27 PRESSURED IN RICHMOND AND THE
19:59:20:06 GENERAL ASSEMBLY AND SURE WE
19:59:23:05 COULD DO MORE AND THIS IS THE 51
19:59:25:05 MILLION THAT WE SHOULD GET FROM
19:59:26:26 THE J-LARK STUDY AND TO SHOW THE
19:59:29:27 COMMUNITY WHAT WE SHOULD HAVE IN
19:59:31:04 THE BUDGET AND WOULDN'T HAVE THE
19:59:33:22 CUTS IF THE RIGHT FUNDING.
19:59:35:14 THE DECISIONS ARE VERY
19:59:37:03 DIFFICULT, WE KNOW THAT AND
19:59:38:07 DON'T MAKE A PROPOSAL OF
19:59:40:04 ELIMINATION LIGHTLY.
19:59:41:08 WE KNOW THAT WE MUST CONTINUE TO
19:59:42:14 WORK HARD, TO HAVE
19:59:43:28 CONVERSATIONS, TO RECEIVE YOUR
19:59:45:23 INPUT ABOUT THOSE
19:59:47:03 RECOMMENDATIONS.
19:59:47:18 BUT WE ALL NEED TO PAUSE FOR A
19:59:49:21 MOMENT AND UNDERSTAND, THIS IS
19:59:51:07 NOT SIMPLY AN ARLINGTON PUBLIC
19:59:54:04 SCHOOL PROBLEM.
19:59:54:28 IN A MOMENT YOU WILL HEAR FROM
19:59:56:15 Ms. KADERA ABOUT AN ARLINGTON
19:59:59:02 SCHOOL PROBLEM THAT WE DID
20:00:00:18 ADDRESS ABOUT OUR USE OF
20:00:02:18 RESERVES IN THIS BUDGET AND HOW
20:00:04:10 WE WORKED TO ADDRESS THAT AND

20:00:05:28 CONTINUE TO WORK TO ADDRESS
20:00:06:29 THAT.
20:00:07:11 THERE ARE SOME THINGS THAT WE
20:00:08:27 CAN DO AND WORKING ON IN THIS
20:00:10:17 BUDGET.
20:00:10:24 I KNOW I AM SPENDING A LOT OF
20:00:12:18 TIME ON THIS SLIDE FOR A REASON.
20:00:14:11 I WANT US AS A COMMUNITY TO
20:00:18:03 UNDERSTAND HOW IMPORTANT TO WORK
20:00:19:15 TOGETHER TO ADVOCATE AND TALK
20:00:21:05 ABOUT THE THINGS HERE THAT WE
20:00:22:19 COULD BE CELEBRATING IN A BUDGET
20:00:24:22 TONIGHT THAT WE KNOW WE NEED.
20:00:27:05 BUT WE'RE NOT ABLE TO DO GIVEN
20:00:30:08 THE FACT OF THE REVENUE THAT WE
20:00:31:24 HAVE COMING TO US.
20:00:33:00 AND AGAIN THIS IS NOT OUR
20:00:34:11 NUMBERS, THIS IS INDEPENDENT
20:00:36:12 STUDY DONE TO LOOK AT HOW SCHOOL
20:00:38:18 SYSTEMS FUNDED ACROSS VIRGINIA
20:00:40:08 AND 51 MILLION SHOULD BE COMING
20:00:42:06 TO US.
20:00:42:25 AND NOW TURN TO Ms. KADERA TO
20:00:45:11 TALK ABOUT THE BUDGET BY THE
20:00:46:26 NUMBERS AND SHARE HOW WE ARE
20:00:48:09 WORKING ON ONE PROBLEM THAT WE
20:00:50:19 LOOK AT AND ADDRESS AND HOW WE
20:00:52:14 USE THE RESERVES IN THE BUDGET.
20:00:54:09 Ms. KADERA.
20:00:55:27 >> THANK YOU VERY MUCH, THE
20:00:56:26 FOLLOWING SLIDES THAT I WALK
20:00:58:09 THROUGH WITH YOU SUMMARIZE HOW
20:01:00:11 ALIGNED THE INVESTMENTS MADE IN
20:01:01:21 THIS BUDGET WITH PRIORITIES AND
20:01:03:18 STUDENTS AND STAFFING AND
20:01:06:09 SCHOOLS.
20:01:06:18 I WANT TO TALK ABOUT WHERE OUR
20:01:09:10 REVENUE COMES FROM AND THE
20:01:10:26 COUNTY REVENUE THAT YOU SEE IS
20:01:12:19 THE LINE SHARE OF REVENUE OF
20:01:14:20 OPERATING BUDGET.
20:01:15:15 UNDER 77%.
20:01:16:26 DOWN VERY SLIGHTLY FROM 77.3%
20:01:20:11 LAST YEAR.
20:01:21:10 OUR FEDERAL AID HAS DECREASED
20:01:24:05 SLIGHTLY ABOUT 104.
20:01:38:19 AND IF YOU LOOK AT THE BLUE,
20:01:40:24 GRAY AND YELLOW, THE PROPORTION
20:01:43:12 FROM THE FEDERAL GOVERNMENT IS A

20:01:44:18 TINY BIT, UNDER 3% OF OUR
20:01:46:20 BUDGET.
20:01:47:01 AND COMPARED TO MANY SCHOOL
20:01:50:21 DIVISIONS IN THE STATE RECEIVE
20:01:54:16 LESS PERCENT OF OUR WHOLE FROM
20:01:57:13 STATE FUNDING THAN MANY SCHOOL
20:01:59:16 DISTRICTS IN THE STATE.
20:02:00:09 BECAUSE THE STATE USES A FORMULA
20:02:04:06 OF LOCAL COMPOSITE INDEX AND
20:02:08:27 LOOK AT THE AFFLUENT OF THE
20:02:15:10 COMMUNITY TO PAY.
20:02:16:10 AND IN ARLINGTON BECAUSE WE ARE
20:02:20:18 ONE OF THE AFFLUENT COMMUNITIES
20:02:22:27 IN THE COMMONWEALTH A GREATER
20:02:24:19 SHARE OF OUR FUNDING NEEDS TO BE
20:02:27:07 FUNDED LOCALLY.
20:02:28:06 OUR USE OF CARRY FORWARD THAT IS
20:02:30:23 USE OF MONEY CARRIED OVER FROM
20:02:32:24 THE PREVIOUS YEAR TO PUT FORWARD
20:02:34:23 TO NEXT YEAR'S BUDGET.
20:02:36:11 AND USE OF CARRY FORWARD AND USE
20:02:37:27 OF RESERVES ARE DOWN
20:02:39:15 SIGNIFICANTLY.
20:02:39:27 LAST YEAR 3.5% AND THIS YEAR
20:02:42:14 MAKES JUST 2.5%.
20:02:47:08 THE COMPENSATION RESERVE OF 8.9
20:02:50:18 MILLION THE ONLY RESERVE FUNDS
20:02:52:22 USED TO FUND ONGOING
20:02:55:19 EXPENDITURES.
20:02:56:12 AND ALL OTHER ARE USED TO FUND
20:02:58:24 ONE-TIME NEEDS AND DESCRIBED
20:03:00:16 LAST FALL IN OUR SCHOOL BOARD
20:03:02:25 BUDGET DIRECTION.
20:03:03:16 THE STATE REVENUE THAT I
20:03:09:07 REFERENCED IS UP SLIGHTLY.
20:03:12:04 THIS AMOUNT IS BASED ON THE
20:03:15:17 GENERAL ASSEMBLY ADOPTED MINUTES
20:03:17:18 TO THE GOVERNOR'S PROPOSED
20:03:19:21 BUDGET HOWEVER NOT FINAL UNTIL
20:03:22:20 THE GOVERNOR AGREES SCHEDULED
20:03:24:22 FOR APRIL 2.
20:03:27:02 AND WHEN WE TALK ABOUT REVENUE
20:03:28:08 WE ARE ACTIVELY LOOKING FOR
20:03:31:10 ADDITIONAL REVENUE IN SCHOOL
20:03:34:10 DIVISION.
20:03:36:00 INCLUDES INVESTMENT IN ONE GRANT
20:03:40:09 WRITER YIELDED MORE THAN
20:03:41:29 \$400,000 IN NEW FUNDING AND JUST
20:03:45:01 GETTING STARTED IN THAT EFFORT.

20:03:46:10 I WANT TO SAY BIT MORE ABOUT USE
20:03:48:09 OF RESERVES.
20:03:49:11 FOR THE FIRST TIME IN RECENT
20:03:51:03 MEMORY AND FIRST TIME SINCE I
20:03:54:03 HAVE BEEN ON THE BOARD IN THIS
20:03:55:25 BUDGET EXCEPT FOR COMPENSATION
20:03:58:02 RESERVE THEY MENTIONED.
20:03:59:09 ALL OTHER RESERVES USED FOR ONLY
20:04:02:02 ONE-TIME EXPENDITURES.
20:04:07:16 THE COMPENSATION RESERVE HAS
20:04:09:23 BEEN USED BY THE SCHOOL BOARD TO
20:04:11:26 SUPPORT THE ENHANCEMENT OF STAFF
20:04:13:27 COMPENSATION IN THE NEXT YEAR.
20:04:15:02 AND THAT'S A PRACTICE THAT OTHER
20:04:16:19 SCHOOL DIVISIONS IN THE AREA
20:04:21:20 EMPLOY.
20:04:22:11 THIS PRINCIPLE USE OF RESERVES
20:04:24:10 ARE AIMED AT MINIMIZING OUR
20:04:27:05 STRUCTURAL DEFICIT AND GETTING
20:04:28:15 US ON A MORE STABLE AND
20:04:30:29 SUSTAINABLE FINANCIAL FOOTING
20:04:33:11 FOR FUTURE YEARS.
20:04:34:18 IN OUR PROPOSED BUDGET WE BASED
20:04:37:01 OUR COUNTY REVENUE TRANSFER ON
20:04:39:14 RECEIVING ADDITIONAL FUNDING
20:04:40:21 FROM THE COUNTY BASED ON THE
20:04:42:03 COUNTY MANAGER'S PROPOSED 1%
20:04:47:00 INCREASE IN MEAL TAX THAT IS
20:04:49:07 INCLUDE IN THE BUDGET THAT WE
20:04:51:04 SHARED TONIGHT.
20:04:52:00 AND FY26 BUDGET TOTALS 824
20:04:57:06 MILLION AND INCREASE OF 2.31%
20:05:04:04 OVER LAST YEAR.
20:05:05:11 AND COUNTY INCREASES 1.2% AND
20:05:08:12 STATE REVENUE NOT FINAL,
20:05:10:24 INCREASE 9.1 MILLION OR JUST
20:05:14:09 UNDER 8%.
20:05:16:25 AND PROVIDING THE COMPENSATION
20:05:18:17 INCREASE TO RECRUIT EXCELLENT
20:05:20:25 TEACHERS AND STAFF ARE THE MAIN
20:05:22:24 DRIVER OF INCREASES IN OUR
20:05:24:14 BUDGET THIS YEAR.
20:05:26:08 THIS SLIDE PROVIDES A LOOK AT
20:05:28:21 THE BUDGET CALENDAR BETWEEN NOW
20:05:30:13 AND MAY 1.
20:05:31:18 IT REFLECTS THE WORK THAT WILL
20:05:33:12 BE NECESSARY TO BRING TO
20:05:34:26 COMPLETION AND ENSURE WE ARE
20:05:37:07 ALIGNING OUR RESOURCES WITH OUR

20:05:39:23 PRIORITIES.
20:05:40:11 IN PRESENTATION AND ARRAY OF
20:05:43:00 MATERIALS REFLECTING OUR WORK TO
20:05:44:18 DATE WILL BE POSTED ON OUR
20:05:46:17 WEBSITE FOR YOUR CONSIDERATION.
20:05:47:25 IN THE INTEREST OF TRANSPARENCY
20:05:50:20 AND ACCOUNTABILITY, I WANT TO
20:05:53:01 ENCOURAGE YOU AND THE MEMBERS OF
20:05:54:26 COMMUNITY THAT REVIEW THE
20:05:56:10 MATERIALS ON THE WEBSITE AND
20:05:58:00 ENGAGE IN THE PROCESS GOING
20:05:59:04 FORWARD.
20:05:59:15 WE BELIEVE THAT YOU CAN HELP US
20:06:01:24 SPOT CONSIDERATIONS AND
20:06:02:20 UNFORESEEN IMPACTS THAT MAY NOT
20:06:05:08 HAVE BEEN PARENT TO WORK TO
20:06:06:16 DATE.
20:06:06:27 WHEN YOU CONTRIBUTE YOUR
20:06:08:08 FEEDBACK, YOU WILL HELP US
20:06:10:06 COURSE CORRECT WHERE NECESSARY
20:06:12:00 AND ENSURE A BETTER FINAL RESULT
20:06:14:09 WITH THE BUDGET APPROVED ON MAY
20:06:16:21 1.
20:06:17:00 YOU CAN SHARE YOUR FEEDBACK WITH
20:06:18:19 US SEVERAL WAYS AND E-MAIL, YOU
20:06:21:22 CAN E-MAIL THE SCHOOL BOARD
20:06:23:12 DIRECTLY.
20:06:23:23 YOU CAN ATTEND SCHOOL BOARD OPEN
20:06:27:18 OFFICE HOURS THAT OCCUR EVERY
20:06:34:13 TWO WEEKS AND ABLE TO
20:06:37:25 PARTICIPATE IN PUBLIC HEARING ON
20:06:40:04 APRIL 3.
20:06:40:28 WE ARE GRATEFUL FOR THOSE THAT
20:06:43:02 SHARED THEIR IDEAS AND
20:06:44:22 PERSPECTIVES IN MEETINGS AND
20:06:46:00 PUBLIC COMMENT AND VIA E-MAIL.
20:06:48:15 WE ARE MINDFUL THAT THIS YEAR'S
20:06:51:09 BUDGET WILL INCLUDE CHANGES THAT
20:06:53:24 HAVE IMPACT ON MEMBERS OF OUR
20:06:55:22 APS COMMUNITY.
20:06:56:19 AND WE WANT TO CONTINUE TO CARRY
20:06:58:06 OUT THIS WORK CAREFULLY AND WITH
20:07:00:16 A GREAT SENSE OF RESPONSIBILITY
20:07:09:08 TO YOU.
20:07:09:25 AND I BELIEVE THAT WRAPS UP OUR
20:07:12:22 PRESENTATION.
20:07:13:06 AGAIN I INVITE YOU TO SEE THE
20:07:15:14 PRESENTATION AND FULL BUDGET
20:07:16:24 BOOK AND A HOST OF OTHER

20:07:18:05 MATERIALS THAT SHOULD BE ALREADY
20:07:20:15 AVAILABLE ON OUR WEBSITE IN
20:07:22:08 PARALLEL WITH THIS PRESENTATION
20:07:23:16 TONIGHT.
20:07:23:26 AND NEXT THING THAT HAPPENS IN
20:07:25:12 OUR MEETING, A LITTLE UNUSUAL
20:07:27:05 AND DON'T NORMALLY DO THIS AND
20:07:29:28 NORMALLY FOLLOW A PROCESS WHERE
20:07:31:25 IN FEBRUARY WE SEE A PROPOSED
20:07:33:28 BUDGET FROM THE SUPERINTENDENT.
20:07:34:27 WE HAVE A PERIOD OF SOME WEEKS
20:07:37:07 BEFORE THE SCHOOL BOARD PRESENTS
20:07:39:09 ITS OWN PROPOSED BUDGET AND MOVE
20:07:41:19 INTO A FINAL BUDGET.
20:07:43:05 THIS IS A COMBINED PROPOSED
20:07:46:07 BUDGET OF THE SUPERINTENDENT AND
20:07:47:28 SCHOOL BOARD.
20:07:48:16 AS A NECESSARY FORMALITY YOU
20:07:51:21 WILL SEE THE SCHOOL BOARD NOW
20:07:53:28 VOTE TO ADOPT THIS AS OUR
20:07:56:29 PROPOSED BUDGET.
20:07:58:20 LEST THERE IS CONFUSION ABOUT
20:07:59:28 THIS, THE VOTE THAT WE TAKE
20:08:01:17 TONIGHT IS SIMPLY A VOTE THAT
20:08:04:19 RECOGNIZES THIS AS THE SCHOOL
20:08:06:16 BOARD'S PROPOSED BUDGET.
20:08:08:01 NOT A VOTE ON FINAL BUDGET,
20:08:09:26 DOESN'T HAPPEN UNTIL MAY 1.
20:08:14:12 MAKE SURE THAT EVERYONE
20:08:16:12 UNDERSTANDS THAT AND I WILL MAKE
20:08:17:16 A MOTION, I MOVE THAT THE SCHOOL
20:08:21:09 BOARD ADOPT THE PROPOSED FY26
20:08:23:26 BUDGET SUBMITTED TONIGHT AS THE
20:08:25:08 SCHOOL BOARD'S PROPOSED FY26
20:08:27:28 BUDGET.
20:08:28:07 IS THERE A SECOND?
20:08:29:28 >> SECOND.
20:08:32:17 >> WE'RE NOW GOING TO HAVE A
20:08:35:06 LITTLE TIME FOR EACH BOARD
20:08:36:17 MEMBERS TO COMMENT ON THE
20:08:37:18 MOTION.
20:08:38:04 AND AS THE PERSON THAT MADE THE
20:08:39:20 MOTION, I WILL CLAIM FIRST SEAT
20:08:41:25 HERE.
20:08:42:04 I WANT TO BEGIN BY THANKING THE
20:08:44:09 SUPERINTENDENT AND THE MEMBERS
20:08:45:09 OF HIS LEADERSHIP TEAM FOR THEIR
20:08:47:12 PARTNERSHIP AND THEIR
20:08:50:15 WILLINGNESS TO WORK TOGETHER

20:08:52:02 THIS YEAR A LITTLE DIFFERENTLY.
20:08:54:23 IN PARTICULAR GRATEFUL FOR THE
20:09:02:01 CONSCIENTIOUS WORK OF MR.
20:09:05:11 HAWKINS AND MAYO AND OTHERS.
20:09:06:28 AND IN THE GAP THAT WE HAD TO
20:09:08:20 COVER AND SCENARIOS LAST JULY
20:09:10:25 THE GAP RANGED FROM ESTIMATED 35
20:09:13:11 MILLION ON THE LOW END IF WE
20:09:15:23 BUILT IN JUST A STEP AND NO COLA
20:09:17:29 FOR EMPLOYEES.
20:09:18:26 TO 55 MILLION IF WE WANT TO GIVE
20:09:22:01 STEP UP TO 3% AND EVERYTHING IN
20:09:24:27 BETWEEN.
20:09:25:11 AND WE KNEW THIS YEAR WE WOULD
20:09:29:00 NOT HAVE RESERVES TO PLUG THE
20:09:31:08 GAP IN THE OPERATING BUDGET AS
20:09:34:20 WE HAD SEVERAL YEARS.
20:09:36:17 NOR DID WE WANT TO USE RESERVES
20:09:38:12 IN THAT WAY TO FUND ONE-TIME
20:09:40:18 COSTS.
20:09:41:00 BACK IN THE SUMMER WHEN WE
20:09:42:27 TALKED ABOUT GOALS FOR THE
20:09:44:09 BUDGET CYCLE WE AGREED TO ALIGN
20:09:46:27 OUR FINANCIAL RESOURCES TO
20:09:49:19 STRATEGIC PLAN AND DATA ABOUT
20:09:51:17 CHANGING STUDENT NEEDS.
20:09:52:18 AND WE KNEW WE WANTED TO FREE UP
20:09:55:10 RESOURCES FOR PRIORITY NEEDS
20:09:56:24 THAT ARE UNFUNDED LIKE PLANNING
20:09:59:21 FACTOR STUDY.
20:10:00:15 AND HAD THE GOAL TO RECRUIT AND
20:10:02:15 RETAIN SKILLED, TALENTED AND
20:10:04:13 EFFECTIVE STAFF.
20:10:05:07 AND WE WANTED TO DO ALL OF THIS
20:10:06:20 WORK IN A WAY TO INCREASE OUR
20:10:08:21 FINANCIAL STABILITY AND REDUCE
20:10:09:29 OUR STRUCTURAL DEFICIT.
20:10:12:16 WE ALONG WITH YOU HAVE NO WISH
20:10:14:25 TO REPEAT THIS EXERCISE YEAR
20:10:16:29 AFTER YEAR.
20:10:17:19 THOSE WERE OUR GOALS AT THE
20:10:19:15 OUTSET AND HOPE YOU SAW THAT
20:10:21:21 REFLECTED IN THE BUDGET
20:10:22:25 DIRECTION THAT THE SCHOOL BOARD
20:10:24:16 ADOPTED LAST OCTOBER AND FIND
20:10:26:06 THAT ON OUR WEBSITE AS WELL.
20:10:27:24 I WANT TO SAY IN A PERSONAL
20:10:29:21 CAPACITY IN MY SCHOOL BOARD LIFE
20:10:31:15 WHEN WE ARE WRESTLING WITH A

20:10:33:20 MIGHTY PROBLEM, I BEING LIKE TO
20:10:35:03 REMEMBER THAT WE ARE NOT THE
20:10:36:17 ONLY SCHOOL DIVISION ON THE
20:10:39:04 PLANET.
20:10:40:06 AND I ASK WHAT HAVE OTHER SCHOOL
20:10:42:20 DIVISIONS DONE WHEN THEY FACED
20:10:44:26 SIMILAR PROBLEMS.
20:10:45:21 MY WORK LAST SUMMER BEGAN WITH A
20:10:48:22 STUDY OF WHAT DIVISIONS HAD DONE
20:10:51:17 TO CLOSE THE GAPS AND ALIGN THE
20:10:56:17 RESOURCES.
20:10:57:01 THIS STUDY FACTORS IN THE WORK
20:10:58:29 AND REFLECTED IN THE ANALYSIS
20:11:00:24 THAT WE COMMISSIONED WITH
20:11:02:25 OUTSIDE COMPANY THAT WORKED WITH
20:11:04:26 OTHER SCHOOL SYSTEMS WITH ISSUES
20:11:07:08 SIMILAR TO OUR OWN.
20:11:08:14 TONIGHT IN THE BUDGET
20:11:09:24 PRESENTATION YOU HEARD THE
20:11:10:27 SUPERINTENDENT AND MYSELF
20:11:11:24 TALKING ABOUT THINGS PROPOSED'S
20:11:13:27 POTENTIAL REDUCTIONS.
20:11:15:26 WHAT YOU DIDN'T HEAR ARE THE
20:11:17:29 THINGS THAT WE CHOSE NOT TO
20:11:19:09 INCLUDE AND SAW THAT OTHER
20:11:22:07 SCHOOL DIVISIONS HAD DONE.
20:11:27:06 I THINK IT'S USEFUL FOR THE
20:11:31:25 COMMUNITY WHAT WE REJECTED FOR A
20:11:34:12 VARIETY OF REASONS.
20:11:35:12 I WANT TO TALK ABOUT THOSE.
20:11:37:05 WE DID NOT INCREASE CLASS SIZES
20:11:42:15 THAT THE EASY LEVER TO PULL TO
20:11:45:16 REDUCE COSTS.
20:11:46:26 AND IN PUBLIC MEETINGS AND WE
20:11:49:00 HEAR DURING PUBLIC COMMENT THAT
20:11:51:03 TALK ABOUT THE IMPACT OF CLASS
20:11:53:00 SIZE INCREASES ON THEIR WORKLOAD
20:11:55:12 AND ABILITY TO KNOW AND SUPPORT
20:11:56:25 EACH OF THEIR STUDENTS.
20:11:58:02 WE DID NOT ELIMINATE RETIREE
20:12:01:13 HEALTH BENEFITS AS OTHER SCHOOL
20:12:03:22 DIVISIONS HAVE DONE.
20:12:04:14 WE KNOW THAT THESE BENEFITS ARE
20:12:07:03 SIGNIFICANT AND IMPORTANT TO
20:12:10:15 RETIREES THAT ARE INDIVIDUAL
20:12:11:23 THAT DEVOTED MANY YEARS TO OUR
20:12:13:18 COMMUNITY.
20:12:14:01 AND WE KNOW THAT OFFERING
20:12:16:01 RETIREE BENEFITS IS A REASON

20:12:18:03 THAT MANY EDUCATORS CHOOSE TO
20:12:19:28 SAY IN APS.
20:12:21:02 WE DID NOT OUTSOURCE AND
20:12:23:18 PRIVATIZE PARTS OF OUR
20:12:24:25 OPERATION, LIKE EXTENDED DAY AND
20:12:27:09 TRANSPORTATION AND CUSTODIAL AND
20:12:31:12 MAINTENANCE SERVICES AS IN MANY
20:12:33:18 OTHER SCHOOL DIVISIONS.
20:12:34:27 THESE EMPLOYEES ARE MEMBERS OF
20:12:37:15 OUR APS FAMILY AND FORM VALUABLE
20:12:41:14 RELATIONSHIPS.
20:12:42:11 AND MANY STUDENTS BEGIN AND END
20:12:44:13 THEIR DAYS WITH OUR BUS DRIVERS
20:12:46:21 AND EXTENDED DAY STAFF THAT GET
20:12:48:00 TO KNOW THEM AND PROVIDE
20:12:49:26 POSITIVE SUPPORT.
20:12:50:20 WE DID NOT SCALE BACK OR
20:12:53:01 ELIMINATE OUR PROGRAM FOR COURT
20:12:55:21 INVOLVED YOUNG PEOPLE OR PROGRAM
20:12:57:14 FOR OLDER STUDENTS THAT ENABLES
20:12:59:10 THEM TO COMPLETE CREDITS FOR
20:13:02:03 HIGH SCHOOL DIPLOMA WHILE
20:13:07:00 HOLDING DOWN ONE OR MORE JOBS.
20:13:09:16 AND WE DID NOT CLOSE DOWN A
20:13:12:01 SCHOOL THAT MANY SCHOOL
20:13:14:21 DIVISIONS HAVE DONE.
20:13:16:03 THESE ARE JUST A FEW MEASURES
20:13:17:22 THAT WE DETERMINED WERE NOT A
20:13:19:08 GOOD IDEA FOR ARLINGTON PUBLIC
20:13:24:13 SCHOOLS.
20:13:24:25 OTHER IDEAS HAD PROMISE AND KNEW
20:13:28:04 REQUIRED MORE STUDY AND MIGHT
20:13:29:26 TAKE MORE THAN ONE YEAR TO
20:13:32:03 IMPLEMENT.
20:13:32:14 THERE IS A BACKLOG FOR IDEAS TO
20:13:35:03 CONSIDER.
20:13:35:14 AND EXAMPLE OF THAT IS
20:13:37:21 CONVERTING MORE IF NOT ALL
20:13:39:19 SCHOOLS TO RENEWABLE ENERGY
20:13:43:09 SOURCES.
20:13:44:19 AND DISCOVERY IS ONE EXAMPLE
20:13:46:15 THAT SAVED HUNDREDS OF THOUSANDS
20:13:48:00 OF DOLLARS IN UTILITY COSTS PER
20:13:52:14 SCHOOL PER YEAR.
20:13:54:06 AND I WANT TO SAY ABOUT OUR
20:13:56:01 PROCESS AS WE SAID DIFFERENT
20:13:57:10 THIS YEAR BECAUSE PRESENTING A
20:13:59:13 BUDGET TOGETHER.
20:14:00:03 THIS YEAR'S BUDGET IN MY

20:14:01:24 ESTIMATION REQUIRED A DIFFERENT
20:14:03:15 APPROACH THAT THE SCHOOL BOARD
20:14:04:17 IN ITS GOVERNANCE ROLE AND
20:14:07:02 SUPERINTENDENT IN ITS LEADERSHIP
20:14:08:03 AND OPERATIONAL ROLE HAD AN
20:14:10:01 OPPORTUNITY FOR EXTENDED
20:14:11:14 DELIBERATION AND DISCUSSION AND
20:14:13:27 REFLECTION.
20:14:14:12 AND NOW AT A POINT THAT WE ARE
20:14:16:00 BRINGING YOU THE WORK THAT WE
20:14:17:02 HAVE DIDN'T TO DATE, AS A RESULT
20:14:19:10 OF THAT DELIBERATION.
20:14:20:09 BUT I WANT TO BE CLEAR THAT OUR
20:14:22:06 WORK IS NOT DONE.
20:14:23:08 THE WORK SESSIONS AND HEARING
20:14:24:17 AND COMMUNITY ENGAGEMENT OVER
20:14:25:25 THE NEXT SEVERAL WEEKS ARE A
20:14:28:02 CRUCIAL PART TO GETTING TO THE
20:14:29:16 BEST RESULT.
20:14:30:06 IF YOU KNOW ANYTHING ABOUT ME
20:14:32:17 FROM MY TIME THUS FAR ON SCHOOL
20:14:37:03 BOARD AND HOPE YOU KNOW AND
20:14:38:15 TRUST THAT EACH ONE OF US HAVE
20:14:41:07 THE PERSPECTIVE TO SHARE AND
20:14:42:14 ONLY WHEN GENUINELY CURIOUS AND
20:14:45:11 LISTENING TO ONE ANOTHER THAT
20:14:47:12 OUR DECISION-MAKING CAN BE
20:14:49:06 ENRICHED.
20:14:51:16 YOU SEE THINGS IN YOUR
20:14:53:04 CLASSROOMS AND HOMES AND TEAM
20:14:54:19 HERE THAT I CAN'T SEE.
20:14:56:27 NOR NEARLY AS WELL AS YOU DO.
20:15:01:13 WHEN YOU SHARE THOSE
20:15:03:20 CONSIDERATIONS AND IDEAS WITH
20:15:04:19 ME, I MAKE MUCH GREATER
20:15:06:24 DECISIONS.
20:15:07:07 IN THAT SPIRIT OF TRANSPARENCY
20:15:09:13 AND COLLABORATION AND POSTED
20:15:11:03 WITH THE BUDGET A NUMBER OF
20:15:13:24 DOCUMENTS THAT PROVIDE A WINDOW
20:15:16:00 TO OUR WORK TO DATE.
20:15:17:06 WE ARE SHOWING OUR WORK AND
20:15:19:11 ASKING YOU TO HELP US AND
20:15:24:12 ELABORATE AND IMPROVE IT.
20:15:25:26 AND KNOW IN THIS BUDGET SEASON
20:15:27:10 AND ECONOMIC JOB UNCERTAINTY FOR
20:15:30:29 SO MANY IN OUR COMMUNITY WE ARE
20:15:32:26 MAKING DECISIONS THAT HAVE A
20:15:34:15 VERY HUMAN IMPACT ON MANY

20:15:37:19 PEOPLE.
20:15:37:27 I WANT TO SAY THOSE IMPACTED BY
20:15:39:23 THE PROPOSED POSITIONS THAT I AM
20:15:43:09 AWARE, THIS IS DIFFICULT AND
20:15:44:29 EMOTIONAL.
20:15:45:16 AND FOR ME WHY MORE IMPORTANT TO
20:15:47:27 USE THE TIME BETWEEN NOW AND MAY
20:15:50:28 TO BE SURE THAT WE ARE MAKING
20:15:52:21 THE CAREFUL AND STRATEGIC
20:15:55:25 DECISIONS POSSIBLE AND I WANT TO
20:15:57:15 THANK YOU IN ADVANCE FOR THE
20:15:59:23 CONTRIBUTIONS I KNOW YOU WILL
20:16:00:26 MAKE.
20:16:01:11 AND VICE CHAIR INVITE HER TO
20:16:02:26 MAKE COMMENTS.
20:16:03:21 >> THANK YOU.
20:16:06:22 I'LL TRY TO EDIT AS I GO ALONG,
20:16:09:06 A COUPLE OF COMMENTS MIRROR
20:16:13:28 THOSE OF Ms. KADERA.
20:16:16:00 AND THANK YOU Dr. DURAN AND MY
20:16:18:09 FELLOW BOARD MEMBERS AND THE
20:16:19:22 TEAM OUT THERE FOR ALL THE WORK
20:16:21:17 THAT HAS GONE INTO THIS BUDGET,
20:16:24:29 PROPOSED BUDGET.
20:16:25:23 THIS HAS BEEN A VERY DIFFICULT
20:16:27:15 YEAR TO TRY TO PREPARE A BUDGET.
20:16:29:20 WE BEGAN WITH A SIGNIFICANT
20:16:32:17 PROJECTED DEFICIT AND NOTE THIS
20:16:34:16 FOLLOWED A DEFICIT SITUATION
20:16:35:25 THAT WE HAD LAST YEAR.
20:16:37:03 WHICH MEANS THAT WE ALREADY HAD
20:16:39:09 MADE SOME DIFFICULT BUDGET
20:16:41:27 DECISIONS LAST YEAR.
20:16:43:19 AND SO THIS YEAR WE ARE
20:16:45:10 NECESSARILY IN THE POSITION OF
20:16:46:17 HAVING TO GO DEEPER TO FIND WAYS
20:16:48:13 TO MAKE THE BUDGET WORK.
20:16:51:07 THIS IS NOT UNCOMMON.
20:16:53:26 IN K12 EDUCATION NATIONALLY AND
20:16:56:19 IN K12 EDUCATION IN VIRGINIA.
20:16:58:27 MANY DISTRICTS ARE STRUGGLING
20:17:00:24 WITH THE CHALLENGES TO HAVE
20:17:02:06 ADEQUATE FUNDING TO MEET THEIR
20:17:03:26 NEEDS.
20:17:04:08 HOW WE DELIVER EDUCATION HAS
20:17:06:15 CHANGED TREMENDOUSLY BUT HOW WE
20:17:08:22 ARE FUNDED BY THE STATE HAS NOT.
20:17:14:08 AS A RESULT LIKE MANY DISTRICTS
20:17:18:16 IN VIRGINIA WE ARE IN A PATTERN

20:17:22:16 OF USES RESERVES AND LIKE A
20:17:26:06 SAVINGS ACCOUNT TO FUND COSTS
20:17:28:22 LIKE PAYING SALARIES.
20:17:30:12 WE WANTED TO COMPENSATE OUR
20:17:32:17 EMPLOYEES FAIRLY AND
20:17:35:26 COMPETITIVELY.
20:17:36:05 YOU WASN'T USE UP YOUR SAVINGS
20:17:38:23 TO PAY BILLS, AFTER A WHILE NO
20:17:41:15 MORE FUNDS.
20:17:42:15 AND PART OF OUR STRATEGY AS
20:17:44:06 INDICATED TO REDUCE OUR USE OF
20:17:46:02 RESERVES TO PAY FOR ONGOING
20:17:49:21 COSTS.
20:17:50:00 THAT CONTRIBUTED TO WHAT IS
20:17:51:19 MAKING IT SO DIFFICULT TO DO THE
20:17:53:19 BUDGET THIS YEAR.
20:17:54:28 WE TAKE VERY SERIOUSLY OUR
20:18:01:00 FIDUCIARY RESPONSIBILITY AND
20:18:02:19 SINCE WE BEGAN THIS WORK AND
20:18:04:23 ASKED QUESTIONS AND PUT OPTIONS
20:18:06:13 AND IDEAS ON THE TABLE.
20:18:07:16 WE ENGAGED A CONSULTANT TO
20:18:12:08 PROVIDE OUTSIDE PERSPECTIVE AND
20:18:15:13 CONSIDER THE STAFF AND STUDENTS
20:18:17:01 AND CONSIDER IMPACTS OF
20:18:19:02 DECISIONS WE'RE MAKING.
20:18:21:13 WE WILL CONTINUE TO LISTEN AND
20:18:23:25 TO CONSIDER IMPLICATIONS AND THE
20:18:25:25 IMPACTS OF OUR DECISIONS.
20:18:28:19 WE'RE WORKING VERY
20:18:30:21 COLLABORATIVELY AND WE'RE TRULY
20:18:33:01 DOING THE BEST WE CAN TO DO OUR
20:18:34:23 WORK RESPONSIBLY, CAREFULLY AND
20:18:37:01 WITH COMPASSION.
20:18:38:28 WE HAVE HEARD ADMISSIONS IN
20:18:42:11 RECENT WEEKS TO CUT STUFF, NOT
20:18:44:09 STAFF.
20:18:44:28 AND IT IS TRUE THAT OUR SUCCESS
20:18:46:24 IS INDEED DEPENDENT ON OUR
20:18:49:20 TALENTED AND DEDICATED STAFF.
20:18:51:12 UNFORTUNATELY IT IS NEARLY
20:18:52:22 IMPOSSIBLE TO FIND ENOUGH STUFF
20:18:55:15 TO CUT IN THE FACE OF OUR
20:18:56:28 CURRENT DEFICIT.
20:18:57:24 WE HAVE FOUND SOME AND WILL
20:19:00:07 CONTINUE TO LOOK.
20:19:01:02 BUT OUR SCHOOL OPERATING FUND IS
20:19:03:21 ALMOST 84% OF OUR TOTAL BUDGET
20:19:06:05 AND OF THAT 90% GOES TO SALARIES

20:19:09:09 AND BENEFITS.
20:19:12:01 JUST AS WE MEET EVERY STUDENT BY
20:19:14:23 NAME, STRENGTH AND NEED.
20:19:16:07 WE VALUE EVERY STAFF MEMBER IN
20:19:18:22 OUR SYSTEM.
20:19:19:24 AS THE PRESENTATION HAS
20:19:21:12 INDICATED WE ARE IN THE
20:19:23:18 UNFORTUNATE POSITION TO PROPOSE
20:19:28:25 REDUCTIONS IN SOME POSITIONS.
20:19:30:15 AND TO DO SO WE HAVE LOOKED AT
20:19:32:05 ALL LEVELS OF THE ORGANIZATION
20:19:33:11 AND MANY DIFFERENT
20:19:34:24 POSSIBILITIES.
20:19:35:09 NEARLY ALL OF WHICH WE VIEW WITH
20:19:38:23 GREAT RELUCTANCE.
20:19:42:14 PLEASE KNOW IN SITUATIONS WHERE
20:19:47:13 POSITIONS ARE REDUCED OR
20:19:49:24 ELIMINATED WE ALWAYS GIVE EARLY
20:19:52:11 CONSIDERATION IN OPEN POSITIONS
20:19:53:16 TO THOSE EMPLOYEES SEEKING TO
20:19:58:05 REMAIN WITH US.
20:19:59:07 WE TRULY HOPE YOU WILL REMAIN
20:20:01:21 WITH US.
20:20:02:03 I WANT TO QUICK NOTE AS Dr.
20:20:05:24 DURAN INDICATED WHAT WE WOULD DO
20:20:07:17 WITH THE FUNDS, IF WE WERE
20:20:11:00 PROVIDED WITH ADDITIONAL STATE
20:20:12:29 FUNDING.
20:20:13:06 I WANT TO UNDERSCORE HIS POINT
20:20:15:07 THAT THE FIRST STEP WE TAKE IS
20:20:17:21 NOT MAKE THE CUTS THAT ARE
20:20:19:15 CURRENTLY IN THE PROPOSED BUDGET
20:20:20:22 IN TERMS OF STAFFING.
20:20:24:14 AS I SAID AT THE OUTSET, VERY
20:20:26:25 DIFFICULT TIME TO PROPOSE THIS
20:20:28:17 BUDGET.
20:20:28:27 NOT ONLY BECAUSE OF OUR OWN
20:20:30:21 IMMEDIATE NEEDS AS A SYSTEM BUT
20:20:33:00 BECAUSE WE ARE NAVIGATING AN
20:20:35:18 ENVIRONMENT OF EXTRAORDINARY
20:20:37:04 UNCERTAINTY ALL AROUND US.
20:20:40:23 AND EXPERIENCING LAYOFFS OF
20:20:43:07 FEDERAL EMPLOYEES AND I.C.E.
20:20:47:07 AGENTS IN THE NEIGHBORHOOD AND
20:20:49:05 THREATS TO THE COMMUNITIES.
20:20:50:14 THE LANDSCAPE IS CAUSING
20:20:52:10 EXTRAORDINARY STRESS.
20:20:54:25 THAT ME THAT MEANS WE HAVE A
20:20:57:04 MORE IMPORTANT ROLE TO PLAY

20:20:59:02 ENSURING THAT OUR BUDGET
20:21:01:02 DECISIONS ARE MADE CARINGLY AND
20:21:03:24 WITH COMPASSION.
20:21:04:29 AND UNDERScore THE COMMENTS THAT
20:21:07:09 Ms. KADERA MADE ABOUT THE THINGS
20:21:09:09 THAT WE CHOSE NOT TO CUT IN THIS
20:21:11:08 BUDGET PROPOSAL.
20:21:13:10 I'LL END WITH SAYING I BELIEVE
20:21:15:09 THAT ARLINGTON PUBLIC SCHOOLS
20:21:17:06 CAN BE A FORCE FOR STABILITY,
20:21:19:05 FOR POSITIVE EXPERIENCE, FOR
20:21:21:01 LEARNING AND GROWTH.
20:21:22:04 FOR FAMILIES, STAFF AND STUDENTS
20:21:25:03 TO ALL FEEL SAFE AND INCLUDED.
20:21:28:17 AS WE WORK OUR WAY THROUGH THE
20:21:31:00 REMAINDER OF THE BUDGET PROCESS
20:21:32:20 OVER THE NEXT WEEKS.
20:21:34:05 I HOPE WE CONTINUE TO HAVE OPEN
20:21:36:08 AND RESPECTFUL DIALOGUE WITH OUR
20:21:38:09 STUDENTS, STAFF AND FAMILIES.
20:21:40:19 >> THANK YOU VERY MUCH.
20:21:42:19 I WILL TURN TO Ms. TAPIA-HADLEY
20:21:44:21 FOR HER COMMENTS.
20:21:47:12 GO AHEAD PLEASE.
20:21:49:05 >> THANK YOU SO MUCH.
20:21:59:22 THANK YOU MADAM CHAIR, I WANT TO
20:22:01:24 SAY WHILE THE BUDGET PROCESS WAS
20:22:03:27 DONE DIFFERENTLY THIS YEAR THAN
20:22:05:28 IN YEARS PAST.
20:22:07:17 AS A NEW BOARD MEMBER I
20:22:09:21 APPRECIATED ABILITY THAT THIS
20:22:11:21 PROVIDED FOR US TO EXPLORE NEW
20:22:13:28 AVENUES AND ASK A GREAT DEAL OF
20:22:16:11 QUESTIONS AND PART OF THE
20:22:17:15 DEVELOPMENT PROCESS.
20:22:18:19 AND THANKS TO OUR CHAIR, Dr.
20:22:20:10 DURAN AND HIS TEAM FOR OPENNESS
20:22:22:09 AND RESPONSIVENESS AND PATIENCE
20:22:23:26 THROUGH THIS PROCESS.
20:22:25:03 I WILL TAKE A BIT OF A MOMENT TO
20:22:27:01 EXPLAIN ABOUT THE BUDGET CYCLE
20:22:29:15 AND HOW IT WORKS, SOMETHING THAT
20:22:31:07 WAS REFERENCED BY Dr. DURAN IN
20:22:33:13 HIS PRESENTATION.
20:22:34:24 AND SHARE WITH THE COMMUNITY
20:22:36:01 MORE ABOUT MY APPROACH TO THE
20:22:37:15 BUDGET.
20:22:37:28 AND SOME EXAMPLES OF WHAT I
20:22:39:08 THINK IS WORKING WELL.

20:22:41:19 AS ILLUSTRATED BY THE
20:22:43:12 PRESENTATION THE PROCESS BEGINS
20:22:44:19 IN THE LATE SUMMER/FALL AND
20:22:49:21 CONCLUDES IN JUNE.
20:22:50:28 AND WHILE Ms. CLARK AND I
20:22:52:17 STARTED OUR TERMS IN THE PROCESS
20:22:55:15 UNDERWAY AND GRATEFUL TO FORM
20:22:58:09 OUR COLLECTIVE WORK.
20:22:59:15 TO GUIDE MY PARTICIPATION IN THE
20:23:02:09 WORK, I THINK OF TWO THINGS.
20:23:03:24 FIRST WHAT VALUES ARE WE
20:23:05:20 ADVANCING.
20:23:06:08 AND SECOND, WHAT GOALS BRING
20:23:07:19 THOSE VALUES TO LIFE.
20:23:08:27 AND HOW DO WE ADVANCE THOSE
20:23:11:06 VALUES IN THE CURRENT CONTEXT
20:23:12:20 THAT HAS BEEN ELABORATED BY
20:23:17:13 COLLEAGUES.
20:23:17:24 FIRST WE DON'T HAVE TAXING
20:23:20:16 AUTHORITY, UNFORTUNATELY AS A
20:23:24:09 BODY.
20:23:25:06 AND EVEN IF WE DID AND WITH THE
20:23:27:03 THOUSANDS OF FEDERAL EMPLOYEES
20:23:28:08 AND MANY UNEMPLOYED AND RETIRED
20:23:33:28 EMPLOYEES IN THE COUNTY I'M NOT
20:23:35:10 SURE HOW PLAUSIBLE THOSE
20:23:37:26 MEASURES ARE.
20:23:39:11 AND EMPHASIZED HOW SEVERELY
20:23:42:03 UNDERFUNDED AT THE STATE LEVEL
20:23:44:19 AND OF GAINING REVENUE IT WOULD
20:23:47:10 BE GREAT IF PRIVATE INVESTMENT
20:23:49:25 IN ARLINGTON COUNTY COULD
20:23:52:06 CONTRIBUTE TO APS FUND.
20:23:54:05 HOWEVER STATE LAW PRECLUDES THAT
20:23:56:12 RESPONSIBILITY.
20:23:56:22 THE BOTTOM LINE IS UNFORTUNATELY
20:23:59:03 WE CANNOT DO IT ALL.
20:24:01:07 WE CANNOT FUND IT ALL.
20:24:02:23 BUT IT IS IMPORTANT TO DO THIS
20:24:05:09 PROCESS WITH CONSIDERATION AND
20:24:07:02 WE ARE I THINK, AS ALREADY SAID
20:24:10:05 GOING ABOUT IT AS MUCH
20:24:12:06 COMPASSION AND EMPATHY AND
20:24:15:00 WILLINGNESS TO LEARN AND DIVE
20:24:16:08 INTO THE DETAILS AS POSSIBLE.
20:24:18:02 FROM MY CORE VALUES FOR THIS
20:24:21:20 BUDGET PROCESS ARE EQUITY,
20:24:24:09 EXCELLENCE AND TRANSPARENCY.
20:24:26:09 EQUITY AND INCLUSION I SAY

20:24:28:24 TOGETHER BECAUSE I SOUGHT THIS
20:24:30:15 POSITION ON THE SCHOOL BOARD OUT
20:24:32:03 OF CONCERNS WAY SAW INEQUITABLE
20:24:35:17 RESOURCES ACROSS THE COUNTY.
20:24:37:00 WE HOLD A RESPONSIBILITY TO
20:24:40:13 GOVERN APS AS A SYSTEM TO GIVE
20:24:42:19 EACH AND EVERY APS STUDENT A
20:24:45:01 HIGH-QUALITY PUBLIC EDUCATION
20:24:48:24 AND I SEE IT MY ROLE THAT NO
20:24:51:02 STUDENT OR FAMILY GO UNSEEN OR
20:24:53:12 LEFT BEHIND.
20:24:54:04 I AM PLEASED THAT THIS PROPOSED
20:24:57:17 BUDGET DOES THAT OR TRIES TO DO
20:25:00:04 THAT AND INVESTING IN ROLES AND
20:25:03:27 POSITIONS THAT FILL
20:25:05:26 LONG-STANDING GAPS.
20:25:07:27 WE ARE AS Dr. DURAN MENTIONED
20:25:11:29 NOT WHERE WE SHOULD BE.
20:25:13:08 AND EXCELLENCE, WE CAN'T LOSE
20:25:15:20 SIGHT THAT OUR SYSTEM IS THE
20:25:16:25 BEST IN THE COUNTRY.
20:25:17:25 I KNOW THIS IS A DIFFICULT
20:25:20:07 MOMENT AND A MOMENT TO REITERATE
20:25:22:06 AND I GET TO SEE THE COMMITMENT
20:25:24:05 AND COMPASSION OF THIS STAFF AND
20:25:26:00 TEAM MEMBERS IN EVERY SCHOOL.
20:25:28:10 AND WE NEED TO UNDERSCORE THIS
20:25:30:06 IS A VERY HIGHLY VALUED SCHOOL
20:25:33:02 SYSTEM.
20:25:33:17 WHICH PEOPLE LIKE ME, MOVED HERE
20:25:36:15 FOR THE SCHOOLS.
20:25:37:14 AND IT'S FAIR TO EXPECT
20:25:39:14 EXCELLENCE, NOT ONLY IN
20:25:41:12 ACADEMICS AND HOW WE TREAT EACH
20:25:43:18 OTHER AND LISTEN TO EACH OTHER
20:25:44:24 AND ACT ON OUR FEEDBACK ON
20:25:47:06 VARIOUS PERSPECTIVES.
20:25:49:28 AND TRANSPARENCY AND THE CHAIR
20:25:52:18 ELUDED TO THIS AND HOW WE SHARE
20:25:55:08 INFORMATION, TO ME IT'S
20:25:56:21 IMPORTANT THAT WE ARE SHARING
20:25:57:24 INFORMATION WITH THE PUBLIC THAT
20:25:59:07 REFLECTS A RANGE OF SCENARIOS,
20:26:01:19 CONSIDERATIONS AND GIVING THE
20:26:03:24 PUBLIC OPPORTUNITY FOR GENUINE
20:26:05:25 FEEDBACK.
20:26:06:10 ALREADY THE FEEDBACK HAS IMPACT
20:26:08:00 ON MY END AND ADDITIONAL
20:26:09:17 QUESTIONS AND CONSIDERATIONS

20:26:10:15 THROUGHOUT THIS PROCESS.
20:26:11:23 AND BELIEVE MY VALUES ARE SHARED
20:26:13:13 ACROSS THIS DAIS.
20:26:14:16 AS REFLECTED BY THE GOALS OF THE
20:26:17:05 BUDGET PRESENTED BY Dr. DURAN,
20:26:19:17 NAMELY TO PRIORITIZE OUR
20:26:21:05 EDUCATORS AND STAFF WITH A FOCUS
20:26:22:19 ON COMPENSATION.
20:26:23:23 WITHOUT OUR HIGH-QUALITY
20:26:25:14 COMMITTED WORKFORCE OUR KIDS
20:26:27:00 CAN'T LEARN.
20:26:28:01 SECOND TO ALIGN INVESTMENTS TO
20:26:30:01 THE STRATEGIC PLAN WHICH
20:26:32:10 PRIORITIZES MORE RESOURCES TO
20:26:34:15 ACHIEVE MORE LEARNING GOALS.
20:26:36:15 AND THIRD TO PRESERVE
20:26:39:16 STUDENT-FACING RESOURCES AND
20:26:42:04 ROLES ALIGNED WITH PRIORITIES.
20:26:45:12 AND THIS LAST ONE IS SOMETHING
20:26:47:14 THAT I BELIEVE, STUDENT FACES
20:26:50:09 ROLES AND WORKFORCES ARE AN
20:26:57:18 INVESTMENT AND SOME SPEAK TO
20:26:59:05 PROGRAMS AND SOME NOT MENTIONED
20:27:01:13 LIKE EXEMPLARY PROJECTS AND I
20:27:07:10 MET AND HEARD OF THE ROLES OF
20:27:10:08 LIBRARY AIDES AND SO MANY STAFF
20:27:12:10 PERFORM.
20:27:12:21 AND I VISITED INTEGRATION
20:27:15:25 STATION AND MET WITH PARENTS.
20:27:23:08 AND KNOW EDUCATORS THAT CARRY
20:27:25:01 OUT SPACES FOR LEARNING.
20:27:26:16 AND ONE VIA EXEMPLARY PROJECTS.
20:27:30:00 WHAT I WANT TO DRIVE HOME
20:27:31:12 TONIGHT, YOUR INPUT HAS WEIGHT.
20:27:33:25 I AM MOVED BY YOUR CONTRIBUTIONS
20:27:35:23 AND STORIES AND AS MY COLLEAGUES
20:27:36:28 HAVE STATED AND I THINK CONTINUE
20:27:39:16 TO STATE.
20:27:40:02 WE ARE IN AN TASK OF HAVING TO
20:27:44:00 MANAGE CUTS THAT NEED TO COME
20:27:46:26 WHILE DOING OUR BEST TO MAINTAIN
20:27:49:04 A HIGH QUALITY PUBLIC EDUCATION
20:27:52:06 FOR ALL OF OUR KIDS.
20:27:53:20 I LOOK FORWARD TO NAVIGATE THESE
20:27:55:22 CHALLENGES CIRCUMSTANCES WITH
20:27:57:00 YOU AND KEEP THESE CHANNELS OF
20:28:01:01 INFORMATION FLOWING.
20:28:02:12 THANK YOU MADAM CHAIR.
20:28:03:19 >> THANK YOU VERY MUCH.

20:28:04:16 TURN TO Ms. CLARK.
20:28:06:07 >> THANK YOU.
20:28:06:24 I WOULD LIKE TO BEGIN BY
20:28:09:23 EXPRESSING MY GRATITUDE TO Dr.
20:28:11:23 DURAN AND HIS TEAM FOR THE
20:28:13:27 COLLABORATIVE APPROACH TO THE
20:28:15:03 BUDGET PROCESS THIS YEAR.
20:28:16:09 AS A NEW SCHOOL BOARD MEMBER
20:28:18:05 WORKING SIDE BY SIDE WITH STAFF
20:28:19:26 TO ANALYZE THE BUDGET.
20:28:21:03 I FEEL THIS GAVE ME VALUABLE
20:28:23:21 INSIGHTS AND A MUCH DEEPER
20:28:26:21 UNDERSTANDING ABOUT THE BUDGET
20:28:28:02 CHALLENGES IF WE HAD USED THE
20:28:29:28 EXISTING PROCESS.
20:28:30:18 WITH TWO DIFFERENT BUDGETS
20:28:32:12 PRESENTED, AND THEN WHEN WE HAD
20:28:33:25 TO MEET IN THE MIDDLE.
20:28:35:19 LAST YEAR'S BUDGET PROCESS OR
20:28:38:19 THIS YEAR'S BUDGET PROCESS HAS
20:28:41:29 BEEN PARTICULARLY CHALLENGING AS
20:28:42:29 EVERYONE HERE NOTED.
20:28:44:06 AS WE ADDRESS THE STRUCTURAL
20:28:46:17 BUDGET ISSUES WHILE REMAINING
20:28:48:17 SIGNIFICANTLY UNDER FUNDED BY
20:28:49:22 THE STATE.
20:28:50:09 IF WE WERE FULLY FUNDED BY THE
20:28:52:23 STATE, THERE WOULD BE NO REASON
20:28:54:24 TO CUT 41 MILLION FROM THE
20:28:56:29 BUDGET.
20:28:57:09 BUT THE REALITY IS THAT ISN'T
20:28:59:28 THE CASE.
20:29:01:11 WE AREN'T FUNDED APPROPRIATELY
20:29:03:21 AND THE JOINT APPROACH TAKEN
20:29:06:09 THIS YEAR HELPED US ALIGN THE
20:29:08:22 BUDGET WITH THE PRIORITIES
20:29:10:19 STATED IN THE STRATEGIC PLAN.
20:29:12:18 AND WANT TO ACKNOWLEDGE THE
20:29:14:06 INFAMOUS BAKER TILLIE REPORT
20:29:18:11 THAT PROVIDED INDEPENDENT
20:29:21:29 ANALYSIS OF BUDGET THAT I
20:29:23:15 LEVERAGED AS A AUDITOR AS
20:29:25:24 BASELINE OF BUDGET OUTLIERS
20:29:29:23 COMPARED TO SURROUNDING SCHOOL
20:29:32:12 DISTRICTS.
20:29:32:27 THIS IS OF MANY COMMUNITY
20:29:34:28 MEMBERS AND STAFF, SOME IN THIS
20:29:36:13 ROOM, HAVE BEEN REQUESTING FOR
20:29:39:22 YEARS AND GRATEFUL FOR THIS WORK

20:29:41:23 TO BE DONE.
20:29:43:02 AND DESPITE THE KNOWN CHALLENGES
20:29:46:10 WITH STRUCTURAL ISSUES AND
20:29:49:13 WORKED HARD THAT THE BUDGET IN
20:29:51:27 ALIGNMENT WITH THE STRATEGIC
20:29:54:13 PLAN.
20:29:55:21 AND STAFF ORGANIZATION AND
20:29:57:28 MAINTAINING CLASS SIZES AND A
20:30:00:04 BEGINNING OF A LONG-TERM PLAN
20:30:02:06 FOR FUNDING OF SPECIAL EDUCATION
20:30:05:06 AND ENGLISH LEARNERS.
20:30:06:24 OUR PLANNING FACTORS HAVE NOT
20:30:08:15 BEEN UPDATED SINCE THE 1990S AND
20:30:10:29 WE STILL FUND CLASSROOMS TO
20:30:16:01 SEGREGATE OUR MOST VULNERABLE
20:30:19:23 STUDENTS.
20:30:20:02 THIS IS FINALLY ADDRESSED AND
20:30:22:19 SOMETHING THAT WILL TAKE OUR
20:30:23:27 DISTRICT YEARS AS WE EXPECT 30
20:30:26:24 MILLION TO FULLY FUND INCLUSIVE
20:30:30:16 CLASSROOMS.
20:30:31:10 AND RESEARCH SHOWS THIS BENEFITS
20:30:32:20 ALL LEARNERS.
20:30:33:28 AS SOMEONE WHO DEDICATED MANY
20:30:37:02 HOURS IN FALL-21, WORKING ON
20:30:39:24 PLANNING FACTOR OF INCLUSION AS
20:30:44:13 LONG AS Dr. KRUGG AND MANY APS
20:30:50:21 STAFF AND PRINCIPALS THROUGHOUT
20:30:51:25 THE COUNTY.
20:30:54:27 I KNOW THIS WORK DRIVES
20:30:56:28 SIGNIFICANT FUNDING AND CRITICAL
20:30:59:07 FOR BETTER OUTCOMES FOR ALL
20:31:01:25 STUDENTS AND THE RIGHT THING TO
20:31:03:10 DO.
20:31:03:18 WE ARE UNPRECEDENTED POSITION
20:31:06:08 WITH OUR BUDGET AND DIST
20:31:09:07 DECISIONS MUST BE MADE.
20:31:10:09 THESE DECISIONS IMPACT OUR
20:31:12:14 DEDICATE THE STAFF AND FAMILIES
20:31:14:01 AND I DON'T TAKE THEM LIGHTLY
20:31:15:14 AND NONE OF US DO.
20:31:17:11 NO ONE FEELS GOOD TO MAKE HARD
20:31:20:03 CHOICES THAT IMPACT PEOPLE.
20:31:23:00 AS THE REVIEW OF BUDGET PROCESS
20:31:25:17 BEGAN LAST MONTH WE RECEIVED
20:31:27:20 FEEDBACK PRIMARILY FROM THREE
20:31:29:24 COMMUNITIES.
20:31:30:18 LIBRARY ASSISTANTS AND ITC'S AND
20:31:33:19 INTEGRATION STATION.

20:31:34:24 FOR OUR LIBRARY ASSISTANTS I
20:31:37:22 HAVE RECEIVED GLOWING E-MAILS
20:31:39:03 HOW YOU TOUCHED THE LIVES OF SO
20:31:41:24 MANY CHILDREN.
20:31:42:08 HOW APPRECIATIVE PARENTS ARE.
20:31:44:11 AND THE CONNECTION BETWEEN WHAT
20:31:47:02 YOU DO AND HOW THAT SUPPORTS THE
20:31:49:15 SCHOOL COMMUNITY.
20:31:55:07 FOR YOU OUR ITC I KNOW THAT YOU
20:31:58:06 REQUESTED CLEAR INFORMATION
20:32:00:04 REGARDING CONTRACT DAYS AND
20:32:02:18 CALCULATIONS AND I APPRECIATE
20:32:03:22 THIS BEING FLAT.
20:32:06:05 WE ARE WORKING WITH STAFF TO GET
20:32:08:18 ANSWERS AND FIGURE OUT WHERE THE
20:32:11:01 DISCREPANCIES LIE.
20:32:11:26 TO THE FAMILIES AND SUPPORTERS
20:32:14:14 OF INTEGRATION STATION.
20:32:17:02 I UNDERSTAND YOUR CONCERNS ABOUT
20:32:18:21 THE PROPOSED BUDGET CUTS.
20:32:20:11 INTEGRATION STATION LIKE MANY
20:32:21:27 SAID TONIGHT A MAGICAL PLACE.
20:32:26:03 DEVELOPED AT A TIME THAT I
20:32:28:01 MENTIONED BEFORE, EVERYTHING WAS
20:32:30:22 SEGREGATED.
20:32:31:04 IT'S TRULY ONE OF A KIND.
20:32:32:24 OVER THE YEARS APS HAS LEVERAGED
20:32:35:00 THE SUCCESS OF INTEGRATION
20:32:37:19 STATION TO DEVELOP SIMILAR
20:32:40:11 PROGRAMS AND INTERVENTIONS FOR
20:32:42:18 STUDENTS WITH DISABILITIES AND
20:32:44:04 ULTIMATELY DRIVE BETTER OUTCOMES
20:32:47:08 FOR THESE STUDENTS.
20:32:50:09 WE HAVE DONE A TREMENDOUS JOB
20:32:52:13 DEVELOPING THESE PROGRAMS.
20:32:55:03 WE NOW SERVE 842 PreK STUDENTS
20:33:00:06 ACROSS EIGHT DIFFERENT SPECIAL
20:33:02:04 EDUCATION CLASSROOM TYPES ACROSS
20:33:04:02 THE COUNTY.
20:33:04:18 FOR INSTANCE, WE HAVE A
20:33:05:23 CLASSROOM FOR TWO YEARS OLDS AT
20:33:09:15 JAMESTOWN THAT IS INDOOR/OUTDOOR
20:33:12:20 CLASSROOM, I ENCOURAGE YOU TO
20:33:14:18 CHECK IT OUT, IT'S AMAZING.
20:33:16:16 AND CPP CLASSROOM THAT BENEFITS
20:33:19:22 MANY STUDENTS INCLUDING MY SON
20:33:22:12 AT TUCKAHOE.
20:33:24:14 AND AT LIAISON SCHOOL AND HOW
20:33:27:15 SUPPORT SEVEN PreK CLASSROOMS

20:33:30:20 FOR VULNERABLE AND ECONOMICALLY
20:33:37:15 DISADVANTAGED STUDENTS.
20:33:38:15 AND IT'S CLEAR THAT WE HAVE
20:33:40:03 CLASSROOMS THAT WORK FOR MANY
20:33:42:02 STUDENTS.
20:33:42:13 AND AS A BOARD MEMBER WORKING IN
20:33:45:08 THIS IMPOSSIBLE BUDGET
20:33:48:00 LANDSCAPE.
20:33:49:03 CONSIDERING FACTORS AND THE NEED
20:33:50:12 TO FILL CLASSROOMS AND SEATS
20:33:53:02 ACROSS THE COUNTY.
20:33:53:28 THE YEAR OVER YEAR TREND
20:33:55:22 ANALYSIS ENROLLMENT DATA SHOWS
20:33:57:21 WE WILL HAVE MORE THAN A LARGE
20:34:00:21 ELEMENTARY SCHOOL WORTH OF OPEN
20:34:02:05 SEATS THAT WILL NEED TO BE
20:34:04:17 FILLED IN JUST A FEW YEARS.
20:34:06:03 AND THE IMPORTANCE, SECOND, THE
20:34:07:28 IMPORTANCE OF OFFERING UNIVERSAL
20:34:10:07 PreK TO IMPROVE STUDENT
20:34:14:03 OUTCOMES.
20:34:14:15 THE MOMENT RECENT EARLY
20:34:17:03 CHILDHOOD ACL REPORT FROM
20:34:18:22 FEBRUARY 25, INDICATED THAT WE
20:34:23:00 HAD 250 STUDENTS BEGINNING
20:34:26:02 KINDERGARTEN THIS YEAR WITHOUT
20:34:28:18 PreK.
20:34:29:09 AND THIS HAS TO BE ADDRESSED.
20:34:30:28 AND THIRD THE COST OF TUITION
20:34:32:27 FOR INTEGRATION STATION IS
20:34:36:02 ROUGHLY 670,000 AND THAT IS A
20:34:39:04 LONG WITH THE STAFF IN THAT
20:34:41:19 BUILDING THAT WE PAY FOR.
20:34:44:17 SO ULTIMATELY MY VISION IS TO
20:34:47:14 DEVELOP A COUNTY WIDE PreK
20:34:50:21 PROGRAM REDUCING THE BARRIERS TO
20:34:52:29 ACCESS.
20:34:53:29 SUCH AS HIGH SLIDING SCALE FEES
20:34:56:20 AND THE LACK OF BEFORE AND AFTER
20:34:59:03 SCHOOL CARE FOR PRESCHOOLERS.
20:35:00:28 I HEARD THAT LOUD AND CLEAR,
20:35:02:29 PARENTS.
20:35:03:14 AND IN THE LAST WEEK I HAVE
20:35:06:28 SPENT TIME AT INTEGRATION
20:35:08:12 STATION, ATTENDED A LISTENING
20:35:12:07 SESSION AND WORK WITH THE STAFF
20:35:13:21 IN CENTRAL OFFICE AND EDUCATORS
20:35:15:19 ACROSS THE COUNTY TO UNDERSTAND
20:35:21:08 AVAILABILITY AND PAIN POINTS AND

20:35:23:08 CORRESPONDING WITH CURRENT
20:35:26:07 FAMILIES IN THE PROGRAM.
20:35:27:10 AND BASED ON THIS ENGAGEMENT I
20:35:28:26 LEARNED TO DEVELOP COMPREHENSIVE
20:35:32:13 COUNTY WIDE PreK PLAN WE MUST
20:35:36:02 CONSIDER WHAT IS WORKING AT
20:35:37:21 INTEGRATION STATION.
20:35:38:21 TWO OF THOSE EIGHT SPECIAL
20:35:41:07 EDUCATION CLASSROOM TYPES ARE
20:35:42:21 ONLY OFFERED AT INTEGRATION
20:35:45:15 STATION.
20:35:45:24 WE NEED TO ADDRESS UNDER
20:35:48:16 ENROLLMENT IN THE COMMUNITY, THE
20:35:49:28 CPP PROGRAM.
20:35:52:26 INTEGRATION STATION PROVIDES
20:35:55:05 ON-SITE OCCUPATIONAL THERAPY AND
20:35:58:18 SPEECH SERVICES WHICH ARE
20:35:59:28 AVAILABLE TO SUPPORT THE 48
20:36:01:16 STUDENTS IN THE PROGRAM
20:36:02:09 THROUGHOUT THE DAY AS NEEDED.
20:36:03:27 AND WE HAVE AN OPPORTUNITY HERE
20:36:05:18 TO LEVERAGE THIS SYNERGY AT MORE
20:36:08:14 SCHOOLS.
20:36:10:06 LASTLY THE SENSE OF COMMUNITY
20:36:12:12 OFFERED AT INTEGRATION STATION
20:36:14:09 IS VITAL TO THE OVERALL MENTAL
20:36:17:03 HEALTH AND SUPPORT OF OUR
20:36:18:26 FAMILIES.
20:36:19:13 THIS VERY MUCH REMINDS ME OF THE
20:36:22:26 DECISION A FEW YEARS AGO WHEN
20:36:25:15 THE COMMUNICATION PROGRAM AT
20:36:27:11 PATRICK HENRY WAS RESOLVED.
20:36:31:05 AND TO ADVOCATE TO KEEP THE
20:36:35:04 PROGRAM BECAUSE BENEFICIAL AND
20:36:41:04 DEVASTATING TO MANY FAMILIES AND
20:36:42:22 NOW WITH A FEW YEARS LATER AND
20:36:45:21 HAVE SEEN INCREASE OF ACC USERS
20:36:48:10 BY MORE THAN 50% IN THE 2-5 AGE
20:36:52:03 RANGE.
20:36:52:12 THIS IS HUGE.
20:36:54:02 BECAUSE THESE STUDENTS ARE
20:36:55:18 COMING INTO KINDERGARTEN WITH
20:36:57:26 THE ABILITY TO COMMUNICATE THEIR
20:36:59:18 NEEDS, ENGAGE WITH THEIR PEERS.
20:37:04:24 AND IT HAS NORMALIZED THE USAGE
20:37:07:17 OF THESE DEVICES IN SCHOOLS.
20:37:10:09 THIS BUDGET WORK IS REALLY HARD.
20:37:13:07 AND I'M IN THE POSITION TO MAKE
20:37:17:13 REALLY HARD DECISIONS.

20:37:19:10 AND WE WILL CONTINUE TO WORK ON
20:37:20:21 THE BUDGET OVER THE NEXT FEW
20:37:24:21 WEEKS.
20:37:25:06 AND CONTINUE TO SHARE FEEDBACK
20:37:26:20 WITH US AND HAPPY TO HEAR
20:37:28:28 SUGGESTIONS.
20:37:29:10 BUT BE MINDFUL THAT WE HAVE
20:37:38:01 27,000 LEARNERS IN APS WITH HUGE
20:37:41:06 NEEDS AND CHARGED WITH MEETING
20:37:43:14 THE NEED OF EVERY STUDENT.
20:37:44:27 THANK YOU.
20:37:45:06 >> THANK YOU VERY MUCH Ms. CLARK
20:37:47:10 AND TURN TO Ms. TURNER FOR THE
20:37:49:07 LAST WORD.
20:37:50:12 >> THANK YOU, I WILL JUST ADD A
20:37:52:05 FEW THINGS BECAUSE I THINK THE
20:37:54:06 COMMENTS BY ALL COLLEAGUES AND
20:37:59:00 THE PRESENTATION BY Dr. DURAN IS
20:38:01:15 ON POINT.
20:38:02:02 I WANT TO THANK MARY, SHE
20:38:04:07 DESERVES A TREMENDOUS AMOUNT OF
20:38:06:05 CREDIT TO GET US TO POINT.
20:38:10:04 AND TO INVITE EVERYONE TO STAY
20:38:12:00 TO LISTEN TO THE FULL
20:38:13:20 PRESENTATION.
20:38:14:22 AND APPRECIATE ALL THAT TOOK HER
20:38:17:12 UP ON THE POSITION THAT STAY.
20:38:19:15 AND HER REMARKS IN PUBLIC
20:38:21:16 COMMENT ARE ELOQUENT AND
20:38:23:27 EMPATHETIC AND I AM FORTUNATE TO
20:38:26:05 SIT NEXT TO YOU.
20:38:28:15 AND I WANT TO RESPOND TO THE
20:38:30:01 LAST TWO MEETINGS AND THE FOLK
20:38:31:26 THAT IS HAVE COME OUT TO SPEAK
20:38:34:03 TO US.
20:38:34:24 AND AS MY COLLEAGUES HAVE SAID,
20:38:38:03 PREDOMINANTLY THREE AREAS AND
20:38:39:12 MAY HEAR FROM OTHER ADVOCATES
20:38:41:20 NEXT COMING WEEKS AND WELCOME
20:38:43:09 THAT.
20:38:44:05 OUR ITC'S HAVE SPENT A LOT OF
20:38:47:07 TIME EDUCATING YOU ON VARIETY OF
20:38:51:25 WAYS TO SUPPORT OUR STUDENTS AND
20:38:53:18 STAFF AND I AM APPRECIATIVE TO
20:38:55:11 LEARN ALL OF THAT FROM THEM.
20:38:56:25 ONE OF THE THINGS THAT I WOULD
20:39:00:03 LIKE TO LOOK AT MORE IN THE NEXT
20:39:02:13 SEVERAL WEEKS UNDERSTANDING OUR
20:39:03:28 IMPACT OF POLICIES WITH RESPECT

20:39:05:20 TO OUR HOLIDAY LEAVE POLICIES
20:39:08:08 FOR 12-MONTH EMPLOYEES AND
20:39:11:07 VERSUS 11 AND 10-MONTH
20:39:13:27 EMPLOYEES.
20:39:14:10 THAT'S AN IMPORTANT CONCERN THAT
20:39:16:12 IS RAISED AND WE OUGHT TO
20:39:20:11 ADDRESS IT.
20:39:20:26 OUR LIBRARY ASSISTANTS AND I
20:39:24:11 HAVE HEARD ABOUT THE SAFE SPACE
20:39:26:09 THAT THE LIBRARY CREATES.
20:39:28:03 MY OWN STUDENT WENT TO THE
20:39:29:29 LIBRARY ROUTINELY FOR A LONG
20:39:32:06 TIME INSTEAD OF LYING UNDER A
20:39:36:15 PICNIC TABLE AFTER CLASSMATE
20:39:39:07 DIED.
20:39:39:17 IT WAS A VERY IMPORTANT RESOURCE
20:39:41:11 FOR HER AND LOOK AT WHETHER
20:39:43:27 WIGGLE ROOM TO AFFORD THAT SAFE
20:39:46:14 SPACE.
20:39:46:23 TO SOME AND EVEN IF ALL
20:39:52:02 STUDENTS.
20:39:53:01 AND INTEGRATION STATION, I HAVE
20:39:54:18 READ EVERYONE'S E-MAILS AND
20:39:56:23 LOOKED AT THE PICTURE AND FOR
20:39:58:15 EVERYONE OUR IMS FAMILY SENT
20:40:01:08 PICTURES AND FOR GOOD REASONS
20:40:03:06 THEIR STORIES TENDED TO BE MORE
20:40:05:14 DEEPLY PERSONAL.
20:40:06:11 I WOULD LIKE TO SAY THAT I KNOW
20:40:08:12 INCLUSION IS IMPORTANT TO ALL OF
20:40:09:20 US SITTING UP HERE.
20:40:11:10 AND I WOULD LIKE TO LOOK FURTHER
20:40:13:24 AT HOW INTEGRATION STATION FITS
20:40:18:07 INTO OUR OTHER SPECIAL EDUCATION
20:40:20:20 OFFERINGS FOR YOUNGEST LEARNERS
20:40:23:19 AND THE FRAMEWORK FOR THE
20:40:28:28 STUDENTS THAT WE SERVE AT
20:40:30:17 INTEGRATION STATION AND ELSE
20:40:32:15 WHERE.
20:40:33:02 AND HOW TO MAKE ALL OF THESE
20:40:34:21 PROGRAMS WHAT WE WOULD LIKE THEM
20:40:36:09 TO BE IN ADDITION TO ADDRESS THE
20:40:38:20 SPECIFIC CONCERNS RAISED BY SOME
20:40:40:18 FAMILIES ABOUT ALTERNATIVE
20:40:42:09 PROGRAMS SIMPLY NOT MEETING THE
20:40:44:09 NEEDS IN THE SAME WAY.
20:40:45:06 I THINK WE CAN TAKE A LOOK AT
20:40:46:27 THAT, I WOULD LIKE TO UNDERSTAND
20:40:48:09 IT BETTER AND I THINK Ms. CLARK

20:40:50:05 HAS TALKED IN DETAIL ABOUT THAT.
20:40:53:21 OTHER THINGS THAT WE HEARD AT
20:40:55:14 THE LAST TWO MEETINGS HAVE BEEN
20:40:59:00 AN URGING NOT TO INCREASE CLASS
20:41:03:09 SIZES AND ENCOURAGEMENT TO
20:41:06:14 COMPENSATE OUR STAFF.
20:41:08:06 AND Ms. ZECHER SUTTON SPOKE
20:41:12:13 ABOUT CLASS SIZES AND IMPORTANT
20:41:16:06 NOT TO RAISE CLASS SIZE AND I
20:41:20:10 DIDN'T KNOW IF WE GET THERE AND
20:41:23:15 OUR PROPOSAL DOES NOT INCREASE
20:41:27:12 CLASS SIZE.
20:41:29:06 AND WITH STUFF VERSUS STAFF AND
20:41:32:23 HARD TO FIND STUFF AND CUT TO
20:41:35:12 STAFF.
20:41:35:22 ALL OF THESE THINGS ARE TIED
20:41:37:10 TOGETHER.
20:41:37:28 WE HEARD SOME ADVOCACY AROUND
20:41:40:26 LIBRARY CUTS ARE EQUIVALENT TO
20:41:43:12 LITERACY CUTS.
20:41:44:13 WE ARE MAKING A LOT OF
20:41:46:08 INVESTMENTS IN LITERACY,
20:41:47:22 COMPLYING WITH THE VIRGINIA
20:41:49:08 LITERACY ACT.
20:41:50:16 ENGAGING IN A NEW CURRICULUM.
20:41:52:25 FOCUSED ON INTERVENTIONS FOR OUR
20:41:54:17 STUDENTS.
20:41:54:26 I SAY ALL OF THESE THINGS
20:41:56:12 BECAUSE ONE OF THE SPEAKERS
20:41:57:23 TONIGHT SAID WE DON'T HAVE TO
20:41:59:05 MAKE THESE CUTS.
20:42:00:17 IT'S TRUE.
20:42:01:09 THERE IS NO MAGIC TO THESE CUTS.
20:42:03:28 IT'S MAYBE NOT A PERFECT PACKAGE
20:42:07:09 IT'S THE ONE ON THE TABLE NOW
20:42:08:17 AND IN THE NEXT COUPLE OF WEEKS
20:42:10:11 IT WILL BE US ENGAGING WITH THE
20:42:12:00 COMMUNITY.
20:42:12:09 HEARING FROM THE PUBLIC.
20:42:14:15 WORKING WITH STAFF AND TRYING TO
20:42:16:06 MAKE SURE THAT WE'VE GOT A FINAL
20:42:20:15 PACKAGE THAT REFLECTS WHAT WE
20:42:21:25 THINK IS BEST OUTCOME IN A
20:42:24:20 RESOURCED CONSTRAINED
20:42:25:25 ENVIRONMENT THAT REFLECTS OUR
20:42:28:13 VALUES.
20:42:28:27 LAST I WANT TO SAY, WE WENT
20:42:31:21 THROUGH A CHALLENGING BUDGET
20:42:33:27 PROCESS LAST YEAR AND NOTHING

20:42:35:23 COMPARED TO THIS YEAR.
20:42:36:21 AND ONE THING THEY SAID AT
20:42:38:16 EQUIVALENT MEETING WHERE Dr.
20:42:40:21 DURAN PRESENTED THE BUDGET, I
20:42:42:24 APPRECIATED MORE RIGOR LOOKING
20:42:44:09 AT THE BUDGET BEFORE GOING INTO
20:42:46:26 SCHOOLS TO REFLECT CUTS.
20:42:48:06 I THINK THIS YEAR IS REFLECTIVE
20:42:50:00 OF MORE RIGOR AND I THINK WE ALL
20:42:51:29 FEEL THAT WAY AND GRATEFUL THAT
20:42:54:06 WE ARE AT PRESENT TODAY EVEN
20:42:58:01 THOUGH NOT PERFECT.
20:42:59:05 PLEASE KEEP E-MAILING US AND GO
20:43:05:17 FROM HERE.
20:43:06:16 >> THANK YOU VERY MUCH AND CLOSE
20:43:08:15 US OUT REMINDING THAT WE PICK UP
20:43:10:15 THE BUDGET WORK AT 1 O'CLOCK
20:43:12:08 TOMORROW.
20:43:12:23 IN LESS THAN 24 HOURS WE WILL BE
20:43:14:20 A JOINT WORK SESSION WITH COUNTY
20:43:17:14 BOARD COLLEAGUES AT 1 p.m.
20:43:19:07 THAT WILL BE TELEVISED AND FIND
20:43:23:17 THE CALENDAR FOR THE REMAINING
20:43:26:04 WORK ON THE WEBSITE.
20:43:27:19 I WANT TO THANK MY COLLEAGUES ON
20:43:30:03 THE DAIS THAT ARE WORKING
20:43:32:24 DILIGENTLY FOR MANY MONTHS ON
20:43:35:02 THIS WORK.
20:43:35:21 IT'S PART OF OUR JOB.
20:43:37:16 WE UNDERSTAND THAT PART OF OUR
20:43:39:05 RESPONSIBILITY TO YOU IN THIS
20:43:40:07 COMMUNITY IS FINANCIAL
20:43:42:01 STEWARDSHIP.
20:43:42:11 AND WE HAVE A RESPONSIBILITY TO
20:43:43:22 MAKE OUR BUDGET WORK.
20:43:45:12 SO WE UNDERSTAND THAT IS OUR
20:43:48:25 JOB.
20:43:50:18 AND WE HAVE TRIED TO CARRY THAT
20:43:52:21 OUT IN THOUGHTFUL WAY AS WE CAN
20:43:55:27 AND CONTINUE TO DO SO.
20:43:57:10 BUT WHAT I WANT TO SAY IS THAT
20:43:59:06 IN MY INTERACTIONS WITH THESE
20:44:01:00 FOUR PEOPLE.
20:44:02:01 THEY HAVE BROUGHT A LOT OF HARD
20:44:04:08 QUESTIONS AND THEY BROUGHT A LOT
20:44:05:12 OF HEART TO THIS WORK.
20:44:06:27 AND I HAVE JUST REALLY
20:44:09:05 APPRECIATED THE DISCUSSIONS THAT
20:44:10:27 WE HAVE BEEN ABLE TO HAVE.

20:44:12:14 WE HAD MORE DISCUSSIONS AS A
20:44:14:11 GROUP OF FIVE THIS YEAR THAN WE
20:44:16:08 HAVE BEEN ABLE TO HAVE IN THE
20:44:17:12 PAST.
20:44:17:27 AND FOR ME THAT MADE A BIG
20:44:20:15 DIFFERENCE AND I APPRECIATED
20:44:22:11 TIME THAT YOU GUYS HAVE SPENT
20:44:23:21 WITH ME.
20:44:24:12 AND WITH OUR STAFF TEAM TO DO
20:44:26:09 THIS IMPORTANT WORK.
20:44:30:13 WE WILL CONTINUE TO DO THIS WORK
20:44:32:20 AS I SAID AND WE INVITE YOU TO
20:44:34:13 LOOK AT ALL THE MATERIALS IN THE
20:44:36:13 WEBSITE.
20:44:36:24 AS ONE ARTIFACT OF THE
20:44:38:27 DISCUSSIONS THAT THE BOARD'S
20:44:42:22 WORK TO DATE.
20:44:43:17 ONE THING THAT YOU FIND THERE,
20:44:45:21 TRADITIONALLY THE BOARD ASKS
20:44:47:03 QUESTIONS AND WE GET WRITTEN
20:44:48:28 RESPONSES.
20:44:49:10 AND THAT NORMALLY STARTS NOW AND
20:44:51:01 GOES THROUGH THE TIME WE VOTE.
20:44:52:25 WE'VE BEEN COMPILING A RUNNING
20:44:56:28 LIST OF QUESTIONS SINCE JULY.
20:44:59:09 ONE THING YOU FIND ON THE
20:45:01:03 WEBSITE A WRITTEN RECORD AND 100
20:45:05:03 QUESTIONS THAT THE BOARD HAS
20:45:06:20 SUBMITTED IN DETAILED RESPONSES.
20:45:08:19 THANK YOU TO THE STAFF MEMBERS
20:45:10:05 THAT PROVIDED THE RESPONSES.
20:45:12:06 AND THOSE 100 ANSWERS ARE JUST A
20:45:15:16 FRACTION OF QUESTIONS ASKED IN
20:45:20:20 ONE-ON-ONE MEETINGS AND GROUP.
20:45:23:05 AND GIVES A FLAVOR OF THE KIND
20:45:24:29 OF CAREFUL STUDY WE TRY TO DO.
20:45:27:14 AND HOPE YOU LOOK AT THAT.
20:45:28:24 I THINK WE ARE NOW READY FOR A
20:45:30:22 VOTE.
20:45:32:18 WE'RE GOING TO REMIND YOU, THANK
20:45:34:08 YOU.
20:45:34:28 REMINDING YOU WE ARE NOT MAKING
20:45:36:20 A VOTE ON FINAL, FINAL BUDGET.
20:45:40:00 SIMPLY VOTING TO ADOPT THIS AS
20:45:42:12 THE SCHOOL BOARD APPROVED
20:45:46:23 BUDGET--PROPOSED, SORRY.
20:45:48:26 THE LATER IT GETS THE HARDER FOR
20:45:51:20 ME.
20:45:52:14 THANK YOU, NOT FINAL, NOT

20:45:54:15 APPROVED, PROPOSED.
20:45:55:19 THANK YOU.
20:45:56:07 READY FOR A VOTE.
20:45:57:05 ALL IN FAVOR SAY YES.
20:45:59:29 >> YES.
20:46:00:23 >> ANY OPPOSED SAY NO.
20:46:03:23 THE MOTION PASSES 5-0.
20:46:05:26 THANK YOU EVERYONE FOR YOUR WORK
20:46:07:14 ON THE PROPOSED BUDGET TO DATE.
20:46:09:15 YOU WILL HEAR MORE FROM US
20:46:11:10 TOMORROW AT 1 O'CLOCK IN THE
20:46:13:24 JOINT WORK SESSION.
20:46:15:03 COLLEAGUES NOW AT NEW BUSINESS,
20:46:17:02 ANY NEW BUSINESS?
20:46:18:19 SEEING NONE, THIS MEETING IS
20:46:20:13 ADJOURNED.
20:46:21:04 [GAVEL]