WEBVTT

1
00:00:01.545 --> 00:00:04.635
Welcome to the August 7th, 2025 School Board meeting.

2
00:00:04.635 --> 00:00:06.875
This meeting is now in session without Objection.

3
00:00:06.875 --> 00:00:09.555
School board member Aria Tapia Hadley will participate

4
00:00:09.555 --> 00:00:12.275
virtually using Microsoft Teams due to personal reasons.

5
00:00:13.175 --> 00:00:15.675
Uh, will you all please stand for the Pledge of Allegiance?

6
00:00:19.035 --> 00:00:20.155
I pledge allegiance

7
00:00:20.375 --> 00:00:23.235
To the flag of the United States of America

8
00:00:23.895 --> 00:00:26.075
and to the republic for which it stands,

9
00:00:26.815 --> 00:00:30.515
one nation under God, indivisible, with liberty

10
00:00:30.695 --> 00:00:31.915
and justice for all.

11
00:00:35.765 --> 00:00:40.435
Thank you. We are now on the

12
00:00:40.635 --> 00:00:44.155
downhill slope to the 20 25 26 school year.

13
00:00:44.355 --> 00:00:48.195
I hope all of a PS enjoys these final weeks of summer.

14
00:00:48.825 --> 00:00:52.075
It's the time to rest up, have some fun, and get ready.

15
00:00:53.375 --> 00:00:56.115
Uh, we have a relatively short agenda this evening

16
00:00:56.295 --> 00:00:58.275
and we are now at consent.

17
00:00:58.535 --> 00:01:00.675
May I have a motion to adopt the consent agenda?

18
00:01:01.275 --> 00:01:02.835
I move to adopt the consent agenda.

19
00:01:03.175 --> 00:01:05.755
Is there a second? Second,

20
00:01:06.335 --> 00:01:07.875
Ms. Mercado, will you please call the roll?

21
00:01:12.975 --> 00:01:15.275
All in favor? Please say yes. Do opposed say no.

22
00:01:15.695 --> 00:01:20.435
Ms. Clark? Yes. Ms. Cera? Yes. Ms. Tapia Hadley.

23
00:01:25.355 --> 00:01:27.515
I don't believe she's, she's online.

24
00:01:27.755 --> 00:01:30.155
I don't think she's online. Uh, Ms. Turner? Yes. Ms.

25
00:01:30.355 --> 00:01:33.075
Ker Sutton? Yes. Motion passes four to zero.

26
00:01:34.365 --> 00:01:36.755
Thank you. I would like to announce that under consent,

27
00:01:36.755 --> 00:01:38.875

the school board approved new appointments in various

28
00:01:39.195 --> 00:01:40.715
positions at Arlington Public Schools

29
00:01:41.135 --> 00:01:42.595
as displayed on the slide.

30
00:01:47.955 --> 00:01:50.745
There we go. Slides

31
00:01:51.645 --> 00:01:53.305
to these new members of our community.

32
00:01:53.325 --> 00:01:54.745
We are so happy that you chose

33
00:01:54.745 --> 00:01:56.465
to work in our Arlington Public Schools.

34
00:01:57.325 --> 00:01:58.785
We have every confidence

35
00:01:58.895 --> 00:02:00.865
that you'll be terrific members of our team.

36
00:02:01.015 --> 00:02:02.465
Welcome to a PS.

37
00:02:09.485 --> 00:02:11.905
In addition, the school board approved the school emergency

38
00:02:11.905 --> 00:02:14.865
management plan for the 20 25 26 school year,

39
00:02:16.125 --> 00:02:17.745
the US Department of Education,

40
00:02:18.045 --> 00:02:20.305
the Virginia Statewide Fire Prevention Code.

41
00:02:20.485 --> 00:02:22.665
The Code of Virginia and the Virginia Department

42
00:02:22.665 --> 00:02:26.385
of Education Standards for Accreditation require each school

43
00:02:26.525 --> 00:02:30.185
and program to develop a written school crisis, fire safety,

44
00:02:30.295 --> 00:02:33.345
emergency management, and medical emergency response plan.

45
00:02:34.245 --> 00:02:36.185
The school emergency management plan

46
00:02:36.205 --> 00:02:39.585
for the 20 25 26 school year outlines the organization

47
00:02:40.065 --> 00:02:41.345
procedures and responsibilities

48
00:02:41.565 --> 00:02:44.425
for school personnel responding to all emergencies

49
00:02:44.425 --> 00:02:45.945
that occur on school property

50
00:02:45.965 --> 00:02:47.345
or regional incidents

51
00:02:47.345 --> 00:02:49.545
that impact the operation of the schools.

52
00:02:50.315 --> 00:02:52.585
Thank you to the staff who annually review

53
00:02:52.585 --> 00:02:53.785
and amend this plan.

54
00:02:54.205 --> 00:02:55.665

We appreciate the work you do

55
00:02:55.665 --> 00:02:58.945
to keep us all safe this evening.

56
00:02:59.335 --> 00:03:02.205
Under consent, the school board also adopted the new school,

57
00:03:02.725 --> 00:03:07.325
a new school board policy J dash ten one seven student

58
00:03:07.475 --> 00:03:09.645
athlete, extreme Heat safety

59
00:03:09.785 --> 00:03:12.565
and protection to comply with a new state law.

60
00:03:13.585 --> 00:03:16.725
In addition, the school board examined school board policy

61
00:03:17.825 --> 00:03:21.925
B3 6 3 7 electronic participation in school board advisory

62
00:03:21.925 --> 00:03:26.405
committee meetings and B dash 4.4 electronic participation

63
00:03:26.405 --> 00:03:28.765
in meetings by individual members to comply

64
00:03:28.765 --> 00:03:29.885
with the annual review.

65
00:03:30.865 --> 00:03:33.685
The superintendent has approved the policy implementation

66
00:03:34.045 --> 00:03:36.085
procedures related to these policies.

67
00:03:36.085 --> 00:03:39.325
Accordingly, the revised school board policies will be

68
00:03:39.325 --> 00:03:40.565
posted on board docs.

69
00:03:42.315 --> 00:03:44.615
We are now at the announcements portion of our agenda.

70
00:03:45.235 --> 00:03:47.215
The school board will hold the following meetings.

71
00:03:47.715 --> 00:03:50.895
August 8th, audit committee meeting 8:00 AM board conference

72
00:03:50.895 --> 00:03:53.215
room August 19th, policy

73
00:03:53.835 --> 00:03:57.375
policy subcommittee meeting 8:30 AM board conference room.

74
00:03:58.275 --> 00:04:02.295
August 21st, closed meeting 5:30 PM board conference room.

75
00:04:02.995 --> 00:04:06.815
August 21st, school board meeting 7:00 PM board room.

76
00:04:09.235 --> 00:04:11.135
We are now at school board announcements.

77
00:04:11.215 --> 00:04:13.215
I would like to share that our superintendent, Dr.

78
00:04:13.365 --> 00:04:15.815
Francisco Duron, was honored as one

79
00:04:15.815 --> 00:04:19.775
of the top 10 school superintendents in the country for 2025

80
00:04:20.435 --> 00:04:23.455
by the Educator Insider Magazine, celebrating him

81
00:04:23.715 --> 00:04:26.975

as a visionary educator who fosters inclusive environments,

82
00:04:27.415 --> 00:04:29.335
advances ex academic excellence

83
00:04:29.635 --> 00:04:32.695
and prioritizes holistic student wellbeing.

84
00:04:33.755 --> 00:04:34.775
In addition, Dr.

85
00:04:34.785 --> 00:04:38.015
Drawn was recently featured in Education Insider Magazine

86
00:04:38.035 --> 00:04:41.735
for an article entitled Public Education, the Cornerstone

87
00:04:41.795 --> 00:04:43.135
of Equity and Leadership.

88
00:04:44.245 --> 00:04:46.815
This piece emphasizes the value of public education

89
00:04:48.395 --> 00:04:50.335
as the cornerstone for meaningful inclusion,

90
00:04:50.415 --> 00:04:51.495
thoughtful leadership,

91
00:04:51.495 --> 00:04:52.815
and the foundational elements

92
00:04:52.815 --> 00:04:56.015
that support the collective good of the entire community.

93
00:04:57.155 --> 00:05:00.535
His emphasis, wait, wait. There's more. Wait, there's more.

94
00:05:00.955 --> 00:05:03.255
His emphasis aligns with research affirming

95
00:05:03.405 --> 00:05:06.135
that equitable school leadership is about empowering

96
00:05:06.135 --> 00:05:09.855
communities, encouraging critical and independent thinking

97
00:05:10.235 --> 00:05:12.535
and challenging existing structures

98
00:05:12.555 --> 00:05:14.575
to promote lasting outcomes.

99
00:05:15.355 --> 00:05:17.775
Dr. Duran's words reflect the type of leadership

100
00:05:17.775 --> 00:05:19.855
that models accountability, engagement,

101
00:05:19.875 --> 00:05:23.455
and collective responsibility precisely what our board

102
00:05:23.475 --> 00:05:25.215
and staff strive to uphold.

103
00:05:25.835 --> 00:05:28.175
Please join me in congratulating

104
00:05:28.395 --> 00:05:31.015
Dr. Duran on this.

105
00:05:40.625 --> 00:05:45.535
Thank you. Ms. ERs, Uh,

106
00:05:45.545 --> 00:05:46.855
board colleagues.

107
00:05:46.915 --> 00:05:48.295
Do you have any announcements?

108
00:05:49.555 --> 00:05:53.295

No. No. Okay. Dr. Duran, do you have announcements?

109
00:05:53.455 --> 00:05:54.455
I do have some announcements. If

110
00:05:54.455 --> 00:05:55.495
you can please bring 'em on the screen.

111
00:05:55.885 --> 00:05:58.245
This evening, I'll be sharing a few updates on our

112
00:05:58.245 --> 00:05:59.365
preparation for the new school

113
00:05:59.365 --> 00:06:00.525
year, which is us around the corner.

114
00:06:00.625 --> 00:06:03.045
But before I begin, I do want to take a moment

115
00:06:03.105 --> 00:06:06.685
to acknowledge that a PS has received a letter from the US

116
00:06:06.685 --> 00:06:09.045
Department of Education regarding Title IX

117
00:06:09.305 --> 00:06:10.925
and transgender students in our schools.

118
00:06:11.635 --> 00:06:13.725
This development has prompted many questions

119
00:06:13.785 --> 00:06:15.285
and concerns from our community,

120
00:06:15.425 --> 00:06:18.525
and I want to reinforce our strong commitment to the

121
00:06:19.035 --> 00:06:22.925
LGBTQIA plus community, our values of diversity, equity,

122
00:06:22.945 --> 00:06:24.765
and inclusion, and to ensuring

123
00:06:24.765 --> 00:06:27.285
that every student has the support they need to succeed.

124
00:06:27.785 --> 00:06:30.085
We are reviewing the letter, assessing our next steps,

125
00:06:30.185 --> 00:06:33.165
and engaging on the issues in the inquiry.

126
00:06:33.165 --> 00:06:36.765
There we are committed to adhering to the TI requirements

127
00:06:36.765 --> 00:06:39.005
of Title IX and the provisions of federal

128
00:06:39.385 --> 00:06:41.165
and Virginia law, as well

129
00:06:41.165 --> 00:06:44.485
as ensuring every student in our care has access to safe,

130
00:06:44.695 --> 00:06:46.565
supportive and a learning environment.

131
00:06:46.855 --> 00:06:49.445
While I cannot speak further about more on this matter,

132
00:06:49.445 --> 00:06:52.165
because it is currently pending, we will have much more

133
00:06:52.365 --> 00:06:56.125
to share at future meetings as we prepare for the new year,

134
00:06:56.265 --> 00:06:59.125
we are focused on making sure our schools are ready, safe,

135
00:06:59.125 --> 00:07:01.165

supportive, and have all that's needed.

136
00:07:01.465 --> 00:07:05.685
And so I'm excited to show a video on highlighting some

137
00:07:05.685 --> 00:07:07.285
of the things that are going into getting ready

138
00:07:07.545 --> 00:07:08.685
for August 25th.

139
00:07:08.895 --> 00:07:09.895
Let's take a look.

140
00:07:11.165 --> 00:07:12.445
Greetings a PS community.

141
00:07:12.895 --> 00:07:14.685
While schools may be quiet over the summer,

142
00:07:14.915 --> 00:07:16.965
Arlington Public Schools is actively

143
00:07:16.965 --> 00:07:18.205
preparing for the year ahead.

144
00:07:18.875 --> 00:07:23.525
This work is driven by the a PS 20 24 20 30 strategic plan,

145
00:07:23.975 --> 00:07:26.605
which guides efforts across academics, operations,

146
00:07:26.705 --> 00:07:27.765
and staff development.

147
00:07:28.645 --> 00:07:31.685
Ensuring every student has the opportunity to learn,

148
00:07:32.025 --> 00:07:33.205
thrive, and excel.

149
00:07:34.225 --> 00:07:37.005
We want to ensure that every student arrives with a sense

150
00:07:37.005 --> 00:07:40.205
of trust, support, safety, and belonging.

151
00:07:40.995 --> 00:07:42.925
That means making sure our schools are ready.

152
00:07:43.305 --> 00:07:45.445
Our schools are safe, and staff are prepared.

153
00:07:46.565 --> 00:07:48.445
Academically, departments are working

154
00:07:48.465 --> 00:07:50.965
to close proficiency gaps in reading and math.

155
00:07:51.655 --> 00:07:53.125
These gains are supported

156
00:07:53.305 --> 00:07:56.285
by targeted professional development data reviews

157
00:07:56.705 --> 00:07:59.085
and increased co-teaching across the district.

158
00:07:59.785 --> 00:08:02.125
In human resources, a PS is expanding.

159
00:08:02.185 --> 00:08:05.445
Its grow your own programs, helping instructional assistants

160
00:08:05.465 --> 00:08:07.725
and substitutes become licensed teachers.

161
00:08:08.495 --> 00:08:12.005
Enrollment in these pathways is increasing by 10% annually,

162
00:08:12.565 --> 00:08:15.325

building a more diverse, sustainable, and local workforce.

163
00:08:16.095 --> 00:08:19.005
Substitute coverage is also improving with a target

164
00:08:19.065 --> 00:08:21.485
of 90% fill rate on the first day of school.

165
00:08:21.515 --> 00:08:24.485
This fall staff engagement is another focus.

166
00:08:25.145 --> 00:08:27.685
New outreach sessions, wellness initiatives

167
00:08:27.985 --> 00:08:30.445
and internal communications are being piloted

168
00:08:30.465 --> 00:08:31.925
to improve satisfaction

169
00:08:32.145 --> 00:08:34.485
and workplace climate across the division.

170
00:08:35.275 --> 00:08:38.205
Your child's presence in school matters every day.

171
00:08:38.795 --> 00:08:43.365
Chronic absenteeism currently over 13% is being addressed

172
00:08:43.365 --> 00:08:44.965
through focused summer planning.

173
00:08:45.665 --> 00:08:48.165
Our schools made amazing strides this year

174
00:08:48.395 --> 00:08:51.285
with attendance teams helping ensure our students

175
00:08:51.425 --> 00:08:52.605
are present in school.

176
00:08:53.275 --> 00:08:55.565
They're identifying barriers to attendance

177
00:08:55.945 --> 00:08:57.965
and developing tailored interventions

178
00:08:58.345 --> 00:09:00.885
to improve student engagement and wellbeing.

179
00:09:01.865 --> 00:09:04.365
Our schools and facilities must be in top condition.

180
00:09:04.955 --> 00:09:08.405
Over the summer, our drivers ran nearly 140 routes

181
00:09:08.405 --> 00:09:11.805
to ensure our nearly 17,000 bus riders arrive

182
00:09:11.865 --> 00:09:14.405
and depart school on time every day.

183
00:09:15.465 --> 00:09:18.245
We renovated multiple facilities with new kitchens,

184
00:09:18.485 --> 00:09:19.925
repaving projects and more.

185
00:09:21.425 --> 00:09:23.125
Safety is also a top priority.

186
00:09:23.885 --> 00:09:26.885
A PS is onboarding new threat assessment staff upgrading

187
00:09:26.885 --> 00:09:28.325
emergency response protocols,

188
00:09:28.425 --> 00:09:30.005
and preparing for another annual

189
00:09:30.235 --> 00:09:31.885

emergency preparedness week.

190
00:09:32.535 --> 00:09:34.325
These efforts support both staff

191
00:09:34.385 --> 00:09:36.645
and student safety across all buildings

192
00:09:37.225 --> 00:09:39.805
and throughout the summer departments in transportation,

193
00:09:40.195 --> 00:09:41.605
food services, IT

194
00:09:41.865 --> 00:09:44.525
and facilities are preparing behind the scenes

195
00:09:45.155 --> 00:09:47.165
upgrading systems, refreshing buildings,

196
00:09:47.345 --> 00:09:50.845
and ensuring all operations are ready for a smooth start.

197
00:09:51.625 --> 00:09:54.925
We look forward to welcoming you back on August 25th.

198
00:09:57.015 --> 00:09:59.285
Thank you to all of our staff who are currently preparing

199
00:09:59.285 --> 00:10:01.805
for a new year and next week, uh, not next week, a week

200
00:10:01.805 --> 00:10:04.765
after the 18th, we will have most of our teachers come back

201
00:10:04.785 --> 00:10:06.845
to get engaged with professional development

202
00:10:06.845 --> 00:10:08.445
for the beginning on August 25th.

203
00:10:09.145 --> 00:10:10.925
But yesterday was a very exciting day.

204
00:10:10.925 --> 00:10:13.925
We held our annual administrative conference kickoff

205
00:10:13.925 --> 00:10:16.965
where we all boarded flight 20 25, 20 26,

206
00:10:17.275 --> 00:10:20.565
onto the new school year, welcoming over 250 administrators

207
00:10:20.785 --> 00:10:22.485
and other leaders across a PS.

208
00:10:22.695 --> 00:10:24.725
Thank you to, um, our board members who were there

209
00:10:24.905 --> 00:10:26.805
and to our union partners, Ms.

210
00:10:26.805 --> 00:10:30.365
Prakash and, uh, Dr. Allen for being there to welcome all

211
00:10:30.365 --> 00:10:31.645
of our administrators.

212
00:10:32.185 --> 00:10:34.445
We launched this year with a theme of strength

213
00:10:34.445 --> 00:10:37.365
and unity, fostering prosperous and resilient communities,

214
00:10:37.785 --> 00:10:39.685
and the energy was very positive in the

215
00:10:39.685 --> 00:10:40.765
day as administrators.

216
00:10:40.905 --> 00:10:42.525

We all watched a flight video

217
00:10:42.525 --> 00:10:44.725
that we had prepared about thinking about the new year,

218
00:10:44.825 --> 00:10:48.005
and we engaged in some great, um, professional development

219
00:10:48.005 --> 00:10:50.045
and learning, thinking about back to school

220
00:10:50.105 --> 00:10:51.285
as we prepare for the new year.

221
00:10:51.285 --> 00:10:53.165
It's also time for our Back to School packet.

222
00:10:53.505 --> 00:10:56.725
In parent view, the process will launch on August 18th.

223
00:10:57.035 --> 00:10:59.845
It's very important that all families can access the parent

224
00:10:59.845 --> 00:11:01.805
view system, which is our main access

225
00:11:01.985 --> 00:11:04.165
for progress reports and student information.

226
00:11:04.555 --> 00:11:07.045
This is an important step in our new school year

227
00:11:07.045 --> 00:11:09.365
preparation, and we're asking all families to make sure

228
00:11:09.595 --> 00:11:10.685
that they can log in

229
00:11:10.685 --> 00:11:13.445
to make sure they have one, the ability to log in.

230
00:11:13.445 --> 00:11:15.285
If you have any questions or concerns, reach out

231
00:11:15.285 --> 00:11:17.405
to your school or here at SAX

232
00:11:17.405 --> 00:11:18.805
and the welcome center, we can assist you.

233
00:11:19.065 --> 00:11:20.845
But importantly, once you do log in,

234
00:11:21.115 --> 00:11:23.765
that you put in your current emergency contacts

235
00:11:24.025 --> 00:11:26.925
and other important information for students, as well

236
00:11:26.925 --> 00:11:28.845
as making sure that you're essential of all

237
00:11:28.845 --> 00:11:31.405
of our new updated policies and procedures.

238
00:11:31.665 --> 00:11:33.565
We have made several upgrades over the summer

239
00:11:33.585 --> 00:11:35.605
to make it easier for fam families.

240
00:11:35.815 --> 00:11:38.765
We've included clear language viewer steps even in

241
00:11:38.765 --> 00:11:41.285
through the process and some new visuals to help you

242
00:11:41.345 --> 00:11:42.805
as you navigate that system.

243
00:11:43.645 --> 00:11:44.645

I also want to take a moment

244
00:11:44.665 --> 00:11:45.925
as we're kicking off the new year

245
00:11:45.925 --> 00:11:48.285
to update our community on the steps that we are taking

246
00:11:48.665 --> 00:11:50.445
to prepare our students for the integration

247
00:11:50.445 --> 00:11:51.805
of artificial intelligence.

248
00:11:52.195 --> 00:11:54.925
Over the past year, we have developed a very high level

249
00:11:54.925 --> 00:11:57.605
framework to evaluate the use of ai.

250
00:11:58.035 --> 00:12:01.445
This guidance has really created, uh, an opportunity for all

251
00:12:01.445 --> 00:12:03.605
of us to come together to know that we need

252
00:12:03.605 --> 00:12:05.965
to prepare our students and our staff for the future

253
00:12:06.065 --> 00:12:08.165
and the use of this and how do we use it responsibly.

254
00:12:08.765 --> 00:12:12.045
A working group comprised of staff from various officers,

255
00:12:12.265 --> 00:12:15.045
um, was put together to help us think about this.

256
00:12:15.425 --> 00:12:17.445
We formed a committee to review, uh,

257
00:12:17.445 --> 00:12:21.365
and recommend AI tools, Microsoft Co-Pilot School,

258
00:12:21.545 --> 00:12:23.005
AI Magic School ai.

259
00:12:23.305 --> 00:12:26.925
We had teachers on staff piloting this across many schools,

260
00:12:27.025 --> 00:12:28.885
and we got their input through this process.

261
00:12:29.505 --> 00:12:32.045
We also implemented a systemic approach

262
00:12:32.065 --> 00:12:33.205
to remote staff learning

263
00:12:33.205 --> 00:12:35.485
and growth, including a train the trainer model

264
00:12:35.905 --> 00:12:37.285
and AI education

265
00:12:37.305 --> 00:12:40.765
and support a self-based can self-paced canvas course

266
00:12:40.935 --> 00:12:43.365
where staff can learn more about how

267
00:12:43.385 --> 00:12:45.485
to incorporate this in best practices.

268
00:12:45.485 --> 00:12:47.565
It's called Gen AI 1 0 1.

269
00:12:48.185 --> 00:12:50.885
We also launched a program, uh, to make sure

270
00:12:50.885 --> 00:12:52.645

that we could implement the best ways of

271
00:12:52.645 --> 00:12:53.805
how we use it in the classroom,

272
00:12:54.345 --> 00:12:56.685
and we have a lot of this information on our website if

273
00:12:56.685 --> 00:12:57.805
you'd like to learn more about it.

274
00:12:57.945 --> 00:13:00.925
At the end of the last school year, we did select through

275
00:13:00.925 --> 00:13:02.605
that process of feedback from teachers

276
00:13:02.605 --> 00:13:05.005
and those that were piloting this school AI

277
00:13:05.005 --> 00:13:09.645
as the primary tool for staff use based on careful vetting.

278
00:13:09.705 --> 00:13:12.485
And again, the pilot was actually over 400 teachers

279
00:13:12.755 --> 00:13:14.685
that were using this and giving us feedback.

280
00:13:15.325 --> 00:13:18.445
A PS staff will also have access to, um, AI tools

281
00:13:18.545 --> 00:13:21.685
for professional use only through Microsoft, Google,

282
00:13:21.905 --> 00:13:23.285
Gemini, and Notebook lm.

283
00:13:23.785 --> 00:13:26.365
And we're gonna continue to work to provide students

284
00:13:26.435 --> 00:13:28.445
with a secure and supportive environment

285
00:13:28.985 --> 00:13:32.605
and explore all the ways that we protect their ability

286
00:13:32.665 --> 00:13:34.365
to use it within our school system.

287
00:13:34.985 --> 00:13:36.325
We are excited about this work

288
00:13:36.385 --> 00:13:37.805
and we'll continue to update you

289
00:13:37.805 --> 00:13:40.165
and the community about what were happening with regards

290
00:13:40.165 --> 00:13:42.325
to AI for our staff and our students.

291
00:13:43.225 --> 00:13:44.805
And finally, as this was a short meeting,

292
00:13:44.885 --> 00:13:46.005
I made my announcement short.

293
00:13:46.145 --> 00:13:49.205
The bright spot tonight is that we were recently informed

294
00:13:49.205 --> 00:13:52.565
that our finance and budget team received the 20 25 26

295
00:13:53.005 --> 00:13:55.325
Emeritus Budget award from the Association

296
00:13:55.425 --> 00:13:57.525
of School Business Officials International,

297
00:13:57.615 --> 00:13:59.845

which is the main organization association

298
00:13:59.845 --> 00:14:01.565
that looks at school budgets.

299
00:14:01.565 --> 00:14:03.045
And we received this award

300
00:14:03.045 --> 00:14:05.245
because of our sound financial management

301
00:14:05.425 --> 00:14:07.285
and business practices that were put in place

302
00:14:07.475 --> 00:14:10.045
with the adoption of the last fiscal year budget.

303
00:14:10.425 --> 00:14:12.485
So kudos to Mr. Hopkins and his team

304
00:14:12.505 --> 00:14:13.605
and to everyone

305
00:14:13.625 --> 00:14:16.045
who is engaged in this are receiving this award.

306
00:14:16.185 --> 00:14:17.525
And with that, I, with my announcements.

307
00:14:23.855 --> 00:14:26.245
Thank you. Um, I'll go,

308
00:14:26.955 --> 00:14:28.565
I'll see if colleagues have questions.

309
00:14:29.035 --> 00:14:31.045
It's not a question, but just a comment that, um,

310
00:14:31.485 --> 00:14:33.285
I have been really interested in the ways

311
00:14:33.285 --> 00:14:35.685
that we've been learning about and piloting ai

312
00:14:36.065 --> 00:14:38.805
and we talked specifically tonight about generative AI

313
00:14:38.805 --> 00:14:40.765
and its uses and instruction in schools.

314
00:14:41.265 --> 00:14:42.365
And I think another area

315
00:14:42.365 --> 00:14:44.165
that I am particularly interested in

316
00:14:44.165 --> 00:14:47.005
that I hope we will be exploring are also the operational

317
00:14:47.275 --> 00:14:48.965
uses of AI in our school division.

318
00:14:49.105 --> 00:14:50.365
And when I read about

319
00:14:50.365 --> 00:14:52.165
and think about the other uses of AI

320
00:14:52.165 --> 00:14:53.965
to make our operations more efficient

321
00:14:53.965 --> 00:14:57.045
and more financially, uh, fiscally conscious,

322
00:14:57.125 --> 00:14:59.245
I think about things like whether AI can help us

323
00:14:59.245 --> 00:15:02.805
with master scheduling in our schools, whether we can use AI

324
00:15:02.825 --> 00:15:04.965

to, um, optimize our bus routes.

325
00:15:05.065 --> 00:15:07.765
So things like that where I feel like we in parallel

326
00:15:07.765 --> 00:15:08.885
with the instructional uses,

327
00:15:08.885 --> 00:15:10.565
I hope we're looking at it in that way as well.

328
00:15:11.045 --> 00:15:12.125
Absolutely. We are looking at that.

329
00:15:12.125 --> 00:15:15.205
We did prioritize the use in the classroom by the pilot

330
00:15:15.235 --> 00:15:16.805
that we engaged in last year,

331
00:15:16.805 --> 00:15:18.165
but we are looking at all the ways

332
00:15:18.165 --> 00:15:19.885
that it could better support our school system.

333
00:15:19.895 --> 00:15:20.895
Thank you,

334
00:15:23.025 --> 00:15:24.025
Ms. Clark. Any

335
00:15:24.025 --> 00:15:27.325
questions? No, Mr. No. Okay.

336
00:15:28.265 --> 00:15:29.845
Um, thank you.

337
00:15:30.085 --> 00:15:33.725
I, um, I'd like to add a few words, um, to finish out our,

338
00:15:33.865 --> 00:15:35.885
our announcements and comments.

339
00:15:36.105 --> 00:15:38.125
Um, I, I'd like to add a few words to Dr.

340
00:15:38.195 --> 00:15:40.325
Duran's comments, uh, regarding Title IX

341
00:15:40.385 --> 00:15:41.565
and transgender students.

342
00:15:42.185 --> 00:15:43.805
Um, first of all, just to say thank you.

343
00:15:44.145 --> 00:15:46.725
Um, the school board appreciates your leadership

344
00:15:46.865 --> 00:15:48.645
and the work that you and your team are doing

345
00:15:49.105 --> 00:15:51.205
to ensure our students are able to learn

346
00:15:51.385 --> 00:15:52.485
and thrive in school.

347
00:15:54.105 --> 00:15:56.765
One of the things that I appreciate about our LinkedIn

348
00:15:56.765 --> 00:15:59.845
public schools is that we focus on the academic success,

349
00:16:00.265 --> 00:16:03.805
social emotional development and wellness of each

350
00:16:04.065 --> 00:16:06.325
and every student in our system.

351
00:16:08.575 --> 00:16:11.255

I often talk about how I value diversity in our schools,

352
00:16:11.955 --> 00:16:15.535
and by that I mean that we appreciate the differences

353
00:16:15.825 --> 00:16:19.335
among our students and employees without judgment.

354
00:16:20.925 --> 00:16:24.295
When a student or staff member feels that they belong

355
00:16:24.675 --> 00:16:26.695
and that who they are is important

356
00:16:26.915 --> 00:16:29.415
and valuable, they will be successful.

357
00:16:31.115 --> 00:16:33.255
As we head into this next school year,

358
00:16:34.235 --> 00:16:36.535
the school board will keep our systems

359
00:16:36.835 --> 00:16:38.615
vision in sharp focus.

360
00:16:39.695 --> 00:16:44.015
A PS ensures all students learn, thrive

361
00:16:44.235 --> 00:16:48.735
and excel in high quality, safe and supportive schools.

362
00:16:59.735 --> 00:17:03.765
Thank you. We are now at public comment on

363
00:17:03.765 --> 00:17:05.005
agenda and non agenda items.

364
00:17:05.065 --> 00:17:08.285
Before we begin, I am going to read some of the guidelines

365
00:17:08.345 --> 00:17:10.725
for public comment because they are important to reiterate.

366
00:17:12.065 --> 00:17:15.205
The Arlington School Board welcomes public comment at most

367
00:17:15.205 --> 00:17:17.205
regular meetings and at public hearings.

368
00:17:17.865 --> 00:17:19.045
The school board expects

369
00:17:19.045 --> 00:17:21.125
that each speaker will be courteous modeling

370
00:17:21.185 --> 00:17:24.005
for our students, how one can respectfully disagree

371
00:17:24.005 --> 00:17:25.045
with views.

372
00:17:26.065 --> 00:17:27.845
The school board encourages speakers

373
00:17:27.865 --> 00:17:29.765
to also provide their comments in writing.

374
00:17:30.025 --> 00:17:32.365
Please email written comments to school

375
00:17:32.975 --> 00:17:35.725
board at APS va us.

376
00:17:36.955 --> 00:17:38.885
Each speaker may speak for up to two minutes.

377
00:17:39.705 --> 00:17:42.365
The clerk will start the timer when the speaker begins,

378
00:17:42.785 --> 00:17:44.965

and the speakers should conclude their remarks

379
00:17:45.035 --> 00:17:46.125
when the buzzer sounds.

380
00:17:47.265 --> 00:17:48.965
Please be sure to state your name

381
00:17:49.105 --> 00:17:51.685
and the topic you will speak about when you begin.

382
00:17:52.795 --> 00:17:55.125
Speaker substitutions are not permitted.

383
00:17:55.645 --> 00:17:58.325
A speaker may not yield their time to another individual

384
00:17:58.545 --> 00:18:00.565
before or during their remarks.

385
00:18:02.065 --> 00:18:03.805
Ms. Mercado, please announce the speakers.

386
00:18:05.065 --> 00:18:07.485
Yes. I'll ask the first five speakers to line up

387
00:18:07.485 --> 00:18:12.045
by Ms. Mejia, Morgan Sexton, Nathaniel Green, Lisa Jacobs,

388
00:18:12.195 --> 00:18:16.765
June Prakash, Marin Horan, first speaker Morgan Sexton.

389
00:18:37.995 --> 00:18:39.175
Uh, Hello.

390
00:18:39.195 --> 00:18:43.855
My name is Morgan and uh, I'm here to talk about, um,

391
00:18:44.115 --> 00:18:47.455
the, like a PS policies on transgender issues.

392
00:18:47.955 --> 00:18:50.575
Um, I'm a rising 10th grader in a PS

393
00:18:50.595 --> 00:18:53.935
and as I told you when I spoke here several months ago, um,

394
00:18:54.155 --> 00:18:56.615
I'm non-binary and under federal law,

395
00:18:57.015 --> 00:18:58.935
I like literally don't exist.

396
00:18:59.115 --> 00:19:00.895
My body exists, but I don't,

397
00:19:01.335 --> 00:19:03.055
I can't change my social security records

398
00:19:03.195 --> 00:19:04.415
to reflect my gender marker.

399
00:19:04.675 --> 00:19:06.855
It is unclear whether I can get a passport

400
00:19:06.855 --> 00:19:08.415
that shows who I actually am.

401
00:19:09.335 --> 00:19:12.895
I would like that not to extend a school where I spend most

402
00:19:12.895 --> 00:19:15.255
of my waking life 10 months out the

403
00:19:15.255 --> 00:19:16.655
year I would like to exist.

404
00:19:17.285 --> 00:19:19.695
When the Department of Education tells a PS

405
00:19:19.695 --> 00:19:21.455

to recognize two sexes, male

406
00:19:21.455 --> 00:19:24.575
and female, the Trump administration is literally asking you

407
00:19:24.575 --> 00:19:26.175
to declare, I don't exist.

408
00:19:27.125 --> 00:19:30.135
When trans people talk about being trapped in the wrong

409
00:19:30.165 --> 00:19:33.095
body, it is because they, that is actually how it feels.

410
00:19:34.355 --> 00:19:35.415
You, who you are

411
00:19:35.415 --> 00:19:37.735
as a person is different from the shell of the skin.

412
00:19:37.795 --> 00:19:41.255
You have to wear. Having to use gendered bathroom

413
00:19:41.485 --> 00:19:44.855
that is not mine is like being a cat thrown into water.

414
00:19:44.995 --> 00:19:46.375
It is not where I'm meant to be

415
00:19:46.835 --> 00:19:48.375
and is extremely uncomfortable.

416
00:19:48.815 --> 00:19:53.415
I do not belong there. Having my actual self recognized is

417
00:19:53.415 --> 00:19:55.215
like, is like being seen.

418
00:19:55.365 --> 00:19:58.495
Like I'm acknowledged that I exist as the person who I am.

419
00:19:59.205 --> 00:20:01.855
That is what current a PS policy does for me

420
00:20:01.855 --> 00:20:02.935
and others like me.

421
00:20:03.475 --> 00:20:04.935
It acknowledges that we exist

422
00:20:05.035 --> 00:20:07.415
and that we are in a PS classrooms,

423
00:20:07.445 --> 00:20:08.655
that we can be ourselves.

424
00:20:09.045 --> 00:20:10.815
This is who I am, this is who I am.

425
00:20:10.815 --> 00:20:12.255
Whether or not the federal government

426
00:20:12.255 --> 00:20:15.375
or a PS policies recognize that or not.

427
00:20:15.655 --> 00:20:17.535
I am asking you to keep acknowledging me

428
00:20:17.535 --> 00:20:20.175
and others like me for who we really are, so

429
00:20:20.175 --> 00:20:23.455
that way we can do more in EPS than just try to exist.

430
00:20:24.545 --> 00:20:27.295
Thank you. Hold on.

431
00:20:31.985 --> 00:20:33.935
Thank you. In, in order to make sure

432
00:20:33.935 --> 00:20:35.815

that each person's comments are fully heard,

433
00:20:35.915 --> 00:20:38.855
and, um, in order to keep the public comment period moving

434
00:20:38.855 --> 00:20:42.055
along, we ask for silent, um, uh,

435
00:20:42.715 --> 00:20:44.095
no sorry.

436
00:20:44.105 --> 00:20:48.165
Signs. Signs of signs of support such as raising your hands.

437
00:20:48.305 --> 00:20:50.445
Um, thank you. We really appreciate your cooperation.

438
00:20:51.355 --> 00:20:52.725
Next speaker, Nathaniel Green.

439
00:20:57.545 --> 00:20:58.765
My name is Nathaniel Green.

440
00:20:59.345 --> 00:21:01.845
I'm an a PS parent of a rising fourth grader

441
00:21:01.865 --> 00:21:03.205
and a rising kindergartner.

442
00:21:03.875 --> 00:21:07.405
Both of them are boys, neither of them are trans,

443
00:21:08.105 --> 00:21:09.925
but I'm raising them to value the dignity

444
00:21:10.065 --> 00:21:11.285
and rights of everyone.

445
00:21:11.835 --> 00:21:14.405
That is one reason why I come here today to urge you

446
00:21:14.405 --> 00:21:16.885
to maintain policies that affirm the dignity

447
00:21:17.025 --> 00:21:19.645
and rights of trans students, even in the face

448
00:21:19.645 --> 00:21:22.645
of a department of education, so-called investigation

449
00:21:23.155 --> 00:21:26.245
into a PS and four other Northern Virginia school districts,

450
00:21:26.405 --> 00:21:28.965
accusing them of policies that amount to discrimination.

451
00:21:29.555 --> 00:21:30.925
This accusation by the Office

452
00:21:30.945 --> 00:21:33.765
of Civil Rights is rooted in a bigoted belief

453
00:21:33.765 --> 00:21:35.405
that trans students pose a threat

454
00:21:35.405 --> 00:21:36.605
to their cisgendered peers.

455
00:21:37.275 --> 00:21:40.205
They do not do not agree to the Department

456
00:21:40.205 --> 00:21:41.885
of Education's proposed resolution.

457
00:21:41.885 --> 00:21:43.125
Agreement In whole

458
00:21:43.225 --> 00:21:46.085
or in part, no matter what threats the Department

459
00:21:46.085 --> 00:21:48.645

of Education or anti-trans bigots throw at you,

460
00:21:49.155 --> 00:21:52.325
keep the policies a PS currently has and enforce them.

461
00:21:53.085 --> 00:21:54.525
Whatever assistance I can provide you,

462
00:21:55.045 --> 00:21:57.325
whatever support you need to stand up for trans students,

463
00:21:57.525 --> 00:21:59.165
I will do everything I can to provide.

464
00:21:59.885 --> 00:22:02.765
I know that I speak for many others in this community when I

465
00:22:02.765 --> 00:22:04.645
tell you that however loud

466
00:22:04.645 --> 00:22:08.205
and angry anti-trans bigots are, they are vastly outnumbered

467
00:22:08.205 --> 00:22:11.285
by those of us who see trans students as human beings

468
00:22:11.585 --> 00:22:13.565
and expect our leaders to protect them.

469
00:22:14.325 --> 00:22:15.965
I wouldn't be here if I didn't

470
00:22:15.965 --> 00:22:17.325
believe you were up to that task.

471
00:22:17.865 --> 00:22:19.885
You do not have to be trans

472
00:22:20.225 --> 00:22:23.725
or have a child who is trans to recognize that trans

473
00:22:24.245 --> 00:22:25.725
students are human beings

474
00:22:26.065 --> 00:22:28.485
and that they deserve to be able to use facilities

475
00:22:28.485 --> 00:22:29.925
that reflect their gender identity.

476
00:22:30.435 --> 00:22:33.245
This investigation by the OCR has nothing to do

477
00:22:33.245 --> 00:22:34.365
with protecting students.

478
00:22:34.785 --> 00:22:37.405
It has everything to do with attacking a group of students

479
00:22:37.425 --> 00:22:39.325
who are not a threat to anyone.

480
00:22:39.725 --> 00:22:43.245
Agreeing to any of its demands will make you complicit.

481
00:22:43.905 --> 00:22:47.365
No group of students is expendable, not at a PS.

482
00:22:51.155 --> 00:22:52.685
Next speaker, Lisa Jacobs.

483
00:23:02.085 --> 00:23:05.495
Good evening. I'm Lisa Lynn Jacobs.

484
00:23:05.815 --> 00:23:07.775
I probably have the unique distinction,

485
00:23:08.015 --> 00:23:10.295
although I only have one child in a PS

486
00:23:10.795 --> 00:23:13.455

of having had a child in a PS the longest.

487
00:23:13.715 --> 00:23:16.295
My child is a rising senior at WNL

488
00:23:16.635 --> 00:23:19.655
and when he graduates, he will have been at a PS

489
00:23:19.715 --> 00:23:20.775
for 15 years

490
00:23:21.165 --> 00:23:24.735
because he joined Jamestown when he was three in the

491
00:23:24.735 --> 00:23:26.015
special ed class.

492
00:23:27.395 --> 00:23:30.255
Um, I wanna express a lot of gratitude for

493
00:23:30.255 --> 00:23:32.655
what I heard the ch the superintendent say

494
00:23:32.655 --> 00:23:35.215
and the chair say about Title IX.

495
00:23:35.595 --> 00:23:39.935
As somebody who has a kid who has an IEP, um,

496
00:23:40.395 --> 00:23:44.175
we have had the great privilege of my son being seen

497
00:23:44.835 --> 00:23:46.645
and his needs being met

498
00:23:47.105 --> 00:23:52.005
and him being supported full stop by a PS.

499
00:23:53.035 --> 00:23:56.605
That is what I have seen with respect to the policy

500
00:23:56.715 --> 00:23:59.725
that is now under siege by the Department

501
00:23:59.725 --> 00:24:01.525
of Education's Office of Civil Rights.

502
00:24:01.745 --> 00:24:04.805
As I read it, as a lawyer, this is a policy

503
00:24:04.835 --> 00:24:08.085
that has been in place for six years, right?

504
00:24:08.835 --> 00:24:09.885
It's not broken.

505
00:24:11.005 --> 00:24:14.405
I beg of you not to fix it, right?

506
00:24:15.085 --> 00:24:19.885
I think that all students deserve the respect that I heard

507
00:24:20.675 --> 00:24:23.285
this body offered to this room

508
00:24:23.665 --> 00:24:25.565
and to everybody who needs that support.

509
00:24:26.145 --> 00:24:28.805
Um, and I wanna associate myself particularly

510
00:24:29.075 --> 00:24:31.925
with the remarks of the gentleman immediately before me

511
00:24:31.925 --> 00:24:34.805
because I too am an ally, right?

512
00:24:35.705 --> 00:24:39.645
If anybody needs any support or a cranky civil rights lawyer

513
00:24:40.185 --> 00:24:42.205

or a longtime a PS mom,

514
00:24:43.465 --> 00:24:46.165
you could find me a WLW and L anytime,

515
00:24:46.425 --> 00:24:49.765
but continue to shear, to steer the ship

516
00:24:49.765 --> 00:24:51.365
of state in this direction

517
00:24:51.555 --> 00:24:53.285
because you're doing the right thing

518
00:24:53.465 --> 00:24:55.725
and not falling prey to the bigotry

519
00:24:56.025 --> 00:24:59.085
and the short term political expediency.

520
00:24:59.495 --> 00:25:00.495
Thank you.

521
00:25:02.475 --> 00:25:03.885
Next speaker. June Prakash.

522
00:25:10.105 --> 00:25:12.955
Good evening. I'm June Prakash, president

523
00:25:12.955 --> 00:25:15.035
of the Arlington Education Association,

524
00:25:15.095 --> 00:25:17.715
and I'm speaking tonight as a concerned community member,

525
00:25:17.995 --> 00:25:20.115
a PS parent and advocate for all students,

526
00:25:20.165 --> 00:25:21.795
especially those whose rights

527
00:25:22.495 --> 00:25:25.235
and dignity are most at risk right now.

528
00:25:25.235 --> 00:25:27.155
Transgender students across the country

529
00:25:27.375 --> 00:25:30.235
and right here in Arlington are being told implicitly

530
00:25:30.255 --> 00:25:33.395
and explicitly that their existence is up for debate.

531
00:25:34.865 --> 00:25:37.795
They're being sexualized and criminalized to cause fear.

532
00:25:38.285 --> 00:25:41.595
There are threats to withhold federal funding if schools

533
00:25:41.995 --> 00:25:44.395
continue to affirm their rights of transgender students.

534
00:25:44.775 --> 00:25:47.955
But let's be clear, civil rights are not conditional,

535
00:25:48.055 --> 00:25:49.675
and our commitment to student safety

536
00:25:49.775 --> 00:25:52.075
and belonging should never be up for negotiation.

537
00:25:52.785 --> 00:25:55.555
Transgender students are entitled to the same protections

538
00:25:55.695 --> 00:25:58.115
as any other child, as is their civil rights

539
00:25:58.295 --> 00:26:00.155
and basic human decency.

540
00:26:01.225 --> 00:26:03.955

Backing away from these protections, whether out of fear

541
00:26:04.015 --> 00:26:05.115
of losing funding

542
00:26:05.215 --> 00:26:08.115
or political pressure sends a devastating message

543
00:26:08.185 --> 00:26:10.675
that some students are less worthy of safety,

544
00:26:10.945 --> 00:26:12.235
respect, and belonging.

545
00:26:13.205 --> 00:26:16.475
Every a PS student deserves to feel, seen, deserves

546
00:26:16.475 --> 00:26:19.035
to feel safe, and deserves to feel supported.

547
00:26:19.615 --> 00:26:22.755
We know the data. Transgender youth face higher rates

548
00:26:22.755 --> 00:26:26.115
of bullying, mental health crises, and suicide, not

549
00:26:26.115 --> 00:26:27.355
because of who they are, but

550
00:26:27.355 --> 00:26:28.555
because of how they are treated.

551
00:26:29.375 --> 00:26:31.955
Our schools must continue to be safe.

552
00:26:32.025 --> 00:26:34.995
Harbors not battlegrounds for ideological rights.

553
00:26:35.595 --> 00:26:39.075
I urge this board to stay firm, hold the line,

554
00:26:39.735 --> 00:26:42.635
defend policies that affirm transgender students, names,

555
00:26:43.245 --> 00:26:44.605
pronouns, restroom access,

556
00:26:45.185 --> 00:26:47.645
and right to participate fully in school life,

557
00:26:48.235 --> 00:26:50.205
show every student they, they are seen,

558
00:26:50.345 --> 00:26:51.525
valued and protected.

559
00:26:51.665 --> 00:26:53.485
No matter what threats come from above,

560
00:26:53.965 --> 00:26:55.045
I will stand with you.

561
00:26:55.535 --> 00:26:56.535
Thank you.

562
00:26:58.385 --> 00:26:59.765
Before I call the next speaker,

563
00:26:59.915 --> 00:27:03.565
I'll ask the next five speakers to line up Austin Locke,

564
00:27:03.615 --> 00:27:06.965
Brian Atkins, Bridget Weston, Laura Tinter,

565
00:27:08.665 --> 00:27:10.205
and Alex Oand.

566
00:27:10.675 --> 00:27:12.325
Next speaker Horran.

567
00:27:20.125 --> 00:27:23.015

Good evening. Thank you so much for your statements

568
00:27:23.015 --> 00:27:25.175
of support for transgender students tonight.

569
00:27:25.645 --> 00:27:28.415
It's really moving. Uh, my name is Mene Horan.

570
00:27:28.475 --> 00:27:29.575
I'm an Arlington resident

571
00:27:29.675 --> 00:27:32.095
and the parent of two a PS graduates.

572
00:27:32.655 --> 00:27:35.135
I am grateful for every caring, thoughtful,

573
00:27:35.155 --> 00:27:38.255
and nurturing teacher and staff person who put the growth

574
00:27:38.255 --> 00:27:39.335
and wellbeing of our kids

575
00:27:39.435 --> 00:27:41.375
as their top priority during all those years.

576
00:27:42.525 --> 00:27:44.695
Tonight I'm asking that the school board continue

577
00:27:44.695 --> 00:27:45.895
that tradition of excellence

578
00:27:45.895 --> 00:27:47.255
and reject the US Department

579
00:27:47.255 --> 00:27:49.895
of Education's attack on our transgender students.

580
00:27:50.765 --> 00:27:52.935
Over the years, the Arlington community came together

581
00:27:52.955 --> 00:27:55.775
to develop our policy that supports transgender students

582
00:27:56.155 --> 00:27:58.695
and which seeks to ensure equal access for all students

583
00:27:58.995 --> 00:28:01.815
to the high quality education a PS provides.

584
00:28:02.635 --> 00:28:04.895
It is a thoughtful, balanced, equitable,

585
00:28:04.895 --> 00:28:07.535
and well-researched community policy policy

586
00:28:07.965 --> 00:28:09.255
that can still be strengthened,

587
00:28:09.755 --> 00:28:11.775
but that is now threatened by the US Department

588
00:28:11.775 --> 00:28:13.175
of Education's intrusive

589
00:28:13.235 --> 00:28:16.295
and legally unfounded demands that it be abandoned.

590
00:28:17.125 --> 00:28:19.455
This is a challenging time on so many fronts,

591
00:28:19.875 --> 00:28:22.695
and there is, it is so important for us to stand united

592
00:28:22.795 --> 00:28:25.575
as a community and reject a politically

593
00:28:25.575 --> 00:28:27.175
motivated federal overreach.

594
00:28:27.285 --> 00:28:30.015

Targeting some of our most vulnerable community members.

595
00:28:30.995 --> 00:28:33.735
As we have seen transgender students, were not the first

596
00:28:34.035 --> 00:28:35.415
and will not be the last targets.

597
00:28:36.165 --> 00:28:38.455
When we defend transgender students rights,

598
00:28:38.455 --> 00:28:41.255
we set a standard which will protect all students' rights.

599
00:28:41.965 --> 00:28:43.895
Take a quick look at why the Arlington policy

600
00:28:43.915 --> 00:28:44.975
should be protected.

601
00:28:45.855 --> 00:28:48.815
Research shows that students whose schools have supportive

602
00:28:49.095 --> 00:28:52.495
educators and inclusive school policies succeeded.

603
00:28:52.525 --> 00:28:54.895
They were less likely to miss school, more likely

604
00:28:54.915 --> 00:28:56.375
to plan on college

605
00:28:56.755 --> 00:28:58.895
and reported better psychological wellbeing

606
00:28:58.895 --> 00:29:00.895
and higher es higher self-esteem.

607
00:29:01.805 --> 00:29:04.335
This is particularly important given their vulnerability.

608
00:29:05.125 --> 00:29:08.455
More than 40% of young L-G-B-T-Q people are reported

609
00:29:08.515 --> 00:29:10.415
to have seriously considered suicide

610
00:29:10.515 --> 00:29:12.375
and they need are complete support.

611
00:29:13.255 --> 00:29:16.335
Research estimates that there are over 6,000 transgender

612
00:29:16.615 --> 00:29:19.135
students in Virginia, not a small number,

613
00:29:19.755 --> 00:29:22.655
and every one of them deserves the same full access

614
00:29:22.995 --> 00:29:25.855
as every other Virginia student to an excellent education.

615
00:29:26.105 --> 00:29:27.375
Thank you very much. Thank you

616
00:29:27.375 --> 00:29:28.375
For your comments. Next

617
00:29:28.375 --> 00:29:30.175
speaker, Austin Lockey.

618
00:29:35.975 --> 00:29:38.385
Good evening. I'm Austin Locke, speaking.

619
00:29:38.445 --> 00:29:40.585
On behalf of the good people of Arlington Pac

620
00:29:40.585 --> 00:29:44.205
regarding Title ix, the good people of Arlington was founded

621
00:29:44.225 --> 00:29:46.325

to stand up for progress, inclusion

622
00:29:46.585 --> 00:29:50.045
and truth values that are currently under attack.

623
00:29:50.905 --> 00:29:54.125
As someone who grew up gay in Alabama, I know what it means

624
00:29:54.265 --> 00:29:56.405
for your government to put a target on your back

625
00:29:56.785 --> 00:30:00.925
and walk into school terrified, terrified

626
00:30:00.925 --> 00:30:03.245
of being called out, terrified

627
00:30:03.265 --> 00:30:07.405
of being cornered in the hallway, terrified of being seen

628
00:30:08.465 --> 00:30:09.725
and what's happening now.

629
00:30:10.315 --> 00:30:12.165
This campaign to erase transgender

630
00:30:12.185 --> 00:30:14.085
and non-binary students from our schools

631
00:30:14.785 --> 00:30:15.845
is all too familiar.

632
00:30:17.095 --> 00:30:20.885
Let's be clear, the students being targeted have done

633
00:30:20.885 --> 00:30:22.245
nothing wrong.

634
00:30:23.615 --> 00:30:26.005
Their only crime is being honest about

635
00:30:26.105 --> 00:30:28.085
who they are and existing.

636
00:30:29.275 --> 00:30:32.005
Meanwhile, the federal government's guidance amounts

637
00:30:32.005 --> 00:30:33.805
to state sanctioned cruelty.

638
00:30:34.515 --> 00:30:37.445
It's dehumanizing, it's dangerous,

639
00:30:38.705 --> 00:30:41.045
it isn't about fairness or parental rights.

640
00:30:41.715 --> 00:30:42.885
It's about controlling

641
00:30:42.905 --> 00:30:46.405
and bullying your kids into silence while telling you how

642
00:30:46.405 --> 00:30:47.405
to raise your children.

643
00:30:48.635 --> 00:30:53.045
It's wrong, period. I urge this board to refuse compliance.

644
00:30:53.625 --> 00:30:56.885
Do not let this community become complicit and cruelty.

645
00:30:57.615 --> 00:30:59.325
Don't play pretend with neutrality.

646
00:30:59.325 --> 00:31:02.725
When our students are under siege, what we need

647
00:31:02.725 --> 00:31:06.245
to be saying is, we see you, we love you,

648
00:31:06.985 --> 00:31:08.045

you belong.

649
00:31:08.995 --> 00:31:12.085
Members of the school board, call a spade a spade.

650
00:31:12.595 --> 00:31:17.445
Call insanity. Insanity. Don't be complicit. Thank you.

651
00:31:20.195 --> 00:31:21.845
Next speaker, Brian Atkins.

652
00:31:27.395 --> 00:31:31.045
Good, a good afternoon. My name is Brian Atkins.

653
00:31:31.205 --> 00:31:33.085
I am the president. I serve as the president

654
00:31:33.085 --> 00:31:34.885
of the Arlington Young Democrats.

655
00:31:35.145 --> 00:31:39.085
And I rise today in strong support of the actions requested

656
00:31:39.085 --> 00:31:40.365
by Equality Arlington

657
00:31:40.425 --> 00:31:42.645
and the Arlington Gender Identity Alliance.

658
00:31:42.745 --> 00:31:44.885
In response to the politically motivated

659
00:31:45.845 --> 00:31:47.965
investigation into Arlington Public Schools,

660
00:31:48.265 --> 00:31:49.805
the demands coming from the Department

661
00:31:49.805 --> 00:31:51.845
of Education are not only Alice Step.

662
00:31:51.845 --> 00:31:53.525
With the values of Arlington County,

663
00:31:53.835 --> 00:31:55.605
they directly undermined the will

664
00:31:55.605 --> 00:31:57.645
of our community and our legal.

665
00:31:57.645 --> 00:32:02.565
According to Grim versus Gloucester County, um,

666
00:32:02.945 --> 00:32:05.605
the transgender non-discrimination policies

667
00:32:05.605 --> 00:32:06.805
and our schools were developed

668
00:32:06.805 --> 00:32:08.885
through a transparent community driven process

669
00:32:08.985 --> 00:32:11.845
of inputs from parents, students, school members,

670
00:32:11.975 --> 00:32:14.365
local policy makers and residents.

671
00:32:14.675 --> 00:32:16.525
This top down federal edict

672
00:32:16.585 --> 00:32:19.685
to dismantle those protections is not only just unlawful,

673
00:32:19.985 --> 00:32:21.685
it violates the very principles of

674
00:32:21.705 --> 00:32:24.325
how public education should operate in this country.

675
00:32:25.175 --> 00:32:27.445

Let's be clear, these actions are cruel.

676
00:32:27.625 --> 00:32:31.365
If implemented, they will cause long-term harm to students',

677
00:32:31.365 --> 00:32:34.405
mental health, safety, and over well all wellbeing.

678
00:32:34.905 --> 00:32:37.205
As a member of the L-G-B-T-Q community

679
00:32:37.465 --> 00:32:39.845
who experienced similar attacks under a Republican

680
00:32:39.845 --> 00:32:42.525
administration, I can personally attest

681
00:32:42.825 --> 00:32:44.885
to the damage these policies inflict.

682
00:32:45.865 --> 00:32:47.005
We know this playbook.

683
00:32:47.145 --> 00:32:48.965
It is fear, it is intimidation,

684
00:32:49.145 --> 00:32:50.925
but Arlington must stand firm.

685
00:32:51.725 --> 00:32:54.085
A PS should refuse to comply with this directive,

686
00:32:54.115 --> 00:32:55.645
even if a risk federal funding

687
00:32:56.105 --> 00:32:58.645
and should all explore all legal

688
00:32:58.795 --> 00:33:00.285
avenues to quash it as well.

689
00:33:00.505 --> 00:33:03.765
If necessary, the county should draw from emergency rever

690
00:33:04.045 --> 00:33:06.005
reserves to fill any funding gaps.

691
00:33:06.035 --> 00:33:07.085
Because our values

692
00:33:07.225 --> 00:33:10.005
and the lives of young people most affected are,

693
00:33:10.005 --> 00:33:12.205
were far more than any budget threat.

694
00:33:12.625 --> 00:33:15.125
We must fight this to the very end. Thank you.

695
00:33:15.695 --> 00:33:16.765
Thank you For your comments.

696
00:33:19.395 --> 00:33:21.165
Next speaker, Bridgette Weston.

697
00:33:25.055 --> 00:33:27.005
Hello, my name is Bridget Weston.

698
00:33:27.165 --> 00:33:31.085
I am the proud parent of a cisgender child who attends a PS.

699
00:33:31.505 --> 00:33:34.165
And I am here tonight because like the other speakers,

700
00:33:34.925 --> 00:33:36.845
I believe deeply in the values

701
00:33:36.915 --> 00:33:38.525
that our district has committed to

702
00:33:38.525 --> 00:33:40.965

and that I heard you recommit to tonight.

703
00:33:41.065 --> 00:33:44.765
So thank you. Those values protect every child,

704
00:33:44.765 --> 00:33:47.845
including my own from bullying and discrimination.

705
00:33:48.675 --> 00:33:49.845
Arlington, you've done the work.

706
00:33:49.845 --> 00:33:52.725
You've developed those thoughtful, inclusive policies

707
00:33:53.115 --> 00:33:56.125
that ensure all students, regardless of gender identity,

708
00:33:56.625 --> 00:33:59.725
can feel safe, respected, and ready to learn.

709
00:34:00.215 --> 00:34:02.485
These policies weren't rushed or forced.

710
00:34:02.785 --> 00:34:06.885
You had a thoughtful process with parents, educators, people

711
00:34:06.885 --> 00:34:08.045
of the community, local leaders,

712
00:34:08.625 --> 00:34:11.685
and more importantly, they reflect existing law.

713
00:34:12.585 --> 00:34:15.045
But you know, this board is now being threatened.

714
00:34:15.045 --> 00:34:17.685
You're being bullied by the current administration,

715
00:34:18.535 --> 00:34:21.645
which is demanding that you rescind these protections

716
00:34:21.745 --> 00:34:22.845
or face enforcement.

717
00:34:22.905 --> 00:34:25.165
And let's be clear, the law has not changed.

718
00:34:25.385 --> 00:34:27.845
We know that the protection exists with Title ix,

719
00:34:28.485 --> 00:34:30.725
Virginia Human Rights Act, equal protection clause,

720
00:34:31.025 --> 00:34:34.045
and the binding court precedents what's being asked

721
00:34:34.045 --> 00:34:36.125
of you is not just legally questionable,

722
00:34:36.505 --> 00:34:37.965
it is morally wrong.

723
00:34:39.285 --> 00:34:41.845
I am proud that my son goes to a school

724
00:34:41.845 --> 00:34:44.565
where he knows bullying is not tolerated,

725
00:34:44.855 --> 00:34:47.045
where every student, trans, cis,

726
00:34:47.045 --> 00:34:49.045
non-binary is treated with dignity.

727
00:34:49.865 --> 00:34:52.125
If this board caves to the political pressure

728
00:34:52.125 --> 00:34:54.005
and abandons what we all know is right,

729
00:34:54.435 --> 00:34:56.685

what message are we sending to our kids?

730
00:34:57.635 --> 00:34:59.445
That discrimination is negotiable.

731
00:34:59.445 --> 00:35:01.085
That the loudest bully wins.

732
00:35:02.275 --> 00:35:03.965
This isn't about transgender students,

733
00:35:03.965 --> 00:35:06.605
it's about every child's right to learn without fear.

734
00:35:07.745 --> 00:35:10.445
PO policing students' bodies doesn't just harm trans kids.

735
00:35:10.445 --> 00:35:12.765
It violates everyone's privacy

736
00:35:13.025 --> 00:35:14.525
and puts all students at risk.

737
00:35:15.345 --> 00:35:16.365
You are the firewall.

738
00:35:16.985 --> 00:35:20.165
Please continue to stand up, recommit

739
00:35:20.165 --> 00:35:21.845
to those non-discrimination policies

740
00:35:22.025 --> 00:35:24.045
and protect every student in our schools.

741
00:35:24.215 --> 00:35:26.885
Thank you. Thank you for your comments.

742
00:35:29.395 --> 00:35:30.845
Next speaker, Laura, tender.

743
00:35:40.745 --> 00:35:42.045
My name's Laura Tinter.

744
00:35:42.825 --> 00:35:44.205
Uh, you see they pronouns

745
00:35:44.425 --> 00:35:47.245
and I am here to urge you to stand by your commitment

746
00:35:47.245 --> 00:35:50.125
to vulnerable Arlington students, including the

747
00:35:50.635 --> 00:35:53.445
LGBTQIA plus community and particularly transgender

748
00:35:53.445 --> 00:35:54.565
and non-binary students.

749
00:35:55.315 --> 00:35:58.005
I've lived and worked in Arlington for almost 30 years.

750
00:35:58.155 --> 00:35:59.525
Both my children came up

751
00:35:59.525 --> 00:36:01.845
through the Arlington Public School system, um,

752
00:36:01.845 --> 00:36:04.925
attending Chelon Kenmore and Washington Liberty.

753
00:36:05.505 --> 00:36:07.805
Uh, I'm here today with our equality Arlington

754
00:36:07.945 --> 00:36:09.725
and as a member of Arlington's,

755
00:36:09.725 --> 00:36:12.445
L-G-B-T-Q-I-A advisory committee to the county board.

756
00:36:13.585 --> 00:36:17.125

Um, I'd like to read a statement from Peter who's a parent

757
00:36:17.305 --> 00:36:21.005
in Arlington whose transgender daughter was repeated,

758
00:36:21.385 --> 00:36:22.645
I'm gonna get emotional, sorry.

759
00:36:23.575 --> 00:36:27.165
Whose transgender daughter was repeatedly bullied at

760
00:36:27.165 --> 00:36:29.245
Jamestown Elementary School a few years ago.

761
00:36:30.305 --> 00:36:31.845
Um, she was physically assaulted

762
00:36:31.905 --> 00:36:35.285
by male classmates on at least two occasions, um,

763
00:36:35.305 --> 00:36:36.685
for using the girl's bathroom.

764
00:36:37.745 --> 00:36:39.485
School staff and administrators

765
00:36:39.505 --> 00:36:41.405
who are now former employees failed

766
00:36:41.425 --> 00:36:42.765
to respond and protect her.

767
00:36:43.185 --> 00:36:45.965
She still suffers from significant trauma from that year.

768
00:36:45.965 --> 00:36:49.845
At Jamestown, uh, Peter's daughter presents as female

769
00:36:50.185 --> 00:36:52.565
and if she didn't tell someone, they would never guess

770
00:36:52.565 --> 00:36:53.725
that she's transgender.

771
00:36:54.425 --> 00:36:57.005
If she's forced to use the boys' bathroom at school,

772
00:36:57.315 --> 00:36:59.565
they feared that the high likelihood

773
00:36:59.565 --> 00:37:01.045
that she will be persecuted

774
00:37:01.045 --> 00:37:04.045
or assaulted again for going in the wrong bathroom.

775
00:37:04.985 --> 00:37:07.565
Please stand up and stop this level of cruelty.

776
00:37:08.145 --> 00:37:10.925
The Trump administration will eventually go away,

777
00:37:11.305 --> 00:37:13.925
but the pain that they're causing to these most innocent

778
00:37:14.025 --> 00:37:17.245
and vulnerable fellow human beings will persist.

779
00:37:18.865 --> 00:37:21.845
So we are urging the board to, um,

780
00:37:22.405 --> 00:37:26.165
continue your non-discrimination policy, uh, to stand up

781
00:37:26.165 --> 00:37:28.925
for the rights of lgbtqia plus students

782
00:37:29.145 --> 00:37:32.925
by taking every legal and other appropriate action to oppose

783
00:37:32.985 --> 00:37:35.805

and resist the Department of Education's demands

784
00:37:36.065 --> 00:37:37.645
to abandon a marginalized

785
00:37:37.905 --> 00:37:40.525
and vulnerable student population. Thank you.

786
00:37:41.375 --> 00:37:45.005
Thank you for your comments. Before I call the next

787
00:37:45.005 --> 00:37:47.045
speaker, I'll ask the next five speakers

788
00:37:47.045 --> 00:37:51.685
to line up Kate Alexander, Lindsay Schwartz, Daniel Grant,

789
00:37:52.415 --> 00:37:54.365
Susan Carlton, Nora, Dick.

790
00:37:54.795 --> 00:37:56.805
Next speaker Alex Os Strand.

791
00:38:04.335 --> 00:38:06.115
Hi everyone. I'm a staff member here

792
00:38:06.455 --> 00:38:09.835
and I know there are quite a few of us today who are here

793
00:38:09.835 --> 00:38:11.915
to talk about supporting our transgender students

794
00:38:11.985 --> 00:38:13.755
with a threat of the current administration.

795
00:38:14.575 --> 00:38:17.755
As a staff member, I wanna recognize all the past support

796
00:38:17.975 --> 00:38:19.915
for trans and LGBTQ plus students

797
00:38:20.025 --> 00:38:22.115
that has been implemented into the school system.

798
00:38:22.465 --> 00:38:24.035
That is so huge. Thank you.

799
00:38:24.295 --> 00:38:25.435
And thank you for your statements.

800
00:38:26.355 --> 00:38:29.835
I want to specifically thank Ty Beard, Kristen Koman

801
00:38:29.895 --> 00:38:30.915
and Darryl Sampson

802
00:38:31.175 --> 00:38:33.755
and all the other staff members who have created space for

803
00:38:33.755 --> 00:38:35.765
and directly supported transgender students.

804
00:38:36.425 --> 00:38:39.285
We have been able to offer resources and trainings to staff.

805
00:38:40.105 --> 00:38:42.925
We have provided protections for gender expansive students.

806
00:38:43.655 --> 00:38:45.645
We've provided access to name change forms

807
00:38:45.865 --> 00:38:47.245
and removed barriers for one

808
00:38:47.245 --> 00:38:48.845
of our most marginalized populations.

809
00:38:49.945 --> 00:38:51.765
How many of the school districts are

810
00:38:52.045 --> 00:38:53.285

fighting for those rights?

811
00:38:54.305 --> 00:38:57.205
And so just 10 years ago when I was in high school, most

812
00:38:57.205 --> 00:38:59.165
of my friends who transitioned did not have

813
00:38:59.165 --> 00:39:00.205
the space in our high school.

814
00:39:00.555 --> 00:39:02.845
Many students did not feel safe to explore

815
00:39:02.905 --> 00:39:05.045
or even think about transitioning as it seemed

816
00:39:05.105 --> 00:39:06.725
so inaccessible and unsafe.

817
00:39:07.425 --> 00:39:09.525
Our jobs as educators is

818
00:39:09.525 --> 00:39:12.285
to make sure our youth feel safe enough to discover

819
00:39:12.345 --> 00:39:14.325
who they are and come into their own.

820
00:39:14.985 --> 00:39:17.205
By creating the supports our students have

821
00:39:17.345 --> 00:39:18.485
the space they need to grow.

822
00:39:19.335 --> 00:39:22.545
When I think back to my first year at a PS seeing three

823
00:39:22.545 --> 00:39:24.305
excited students jumping up and down

824
00:39:24.305 --> 00:39:28.065
after a theater performance yelling us three ch us three

825
00:39:28.065 --> 00:39:30.345
transgender boys did it trans joy.

826
00:39:31.145 --> 00:39:33.225
It was just so incredibly heartwarming.

827
00:39:33.765 --> 00:39:34.865
So I wanna say thank you.

828
00:39:35.405 --> 00:39:37.185
We know the threats from the federal government.

829
00:39:37.445 --> 00:39:39.705
We know the research that shows that transforming care

830
00:39:39.885 --> 00:39:41.625
and support improves mental health

831
00:39:41.685 --> 00:39:42.985
and reduces suicide rates.

832
00:39:43.405 --> 00:39:45.945
And so I am asking you to continue these efforts

833
00:39:46.205 --> 00:39:48.465
so we can see your joy and safety

834
00:39:48.525 --> 00:39:52.105
and a PS I'm going to end this with a quote from a student

835
00:39:52.745 --> 00:39:54.185
I received after they graduated.

836
00:39:55.355 --> 00:39:58.265
First off counselor, thank you for your presence.

837
00:39:58.415 --> 00:40:01.105

I've said it before and I'll say it a million times more.

838
00:40:01.565 --> 00:40:03.545
You're infinitely helpful to both myself

839
00:40:03.605 --> 00:40:05.705
and your other students from hearing you.

840
00:40:05.705 --> 00:40:07.705
Introduce yourself as a counselor

841
00:40:09.125 --> 00:40:10.465
and thank you for your presence.

842
00:40:11.085 --> 00:40:13.265
And so thank you a PS for allowing me

843
00:40:13.365 --> 00:40:15.385
to also express myself as a staff member.

844
00:40:16.155 --> 00:40:18.865
Thank you for your comments. Next

845
00:40:18.865 --> 00:40:20.105
speaker, Kate Alexander.

846
00:40:25.155 --> 00:40:27.095
Hi, um, my name is Kate.

847
00:40:27.235 --> 00:40:30.375
I'm a trans woman and Arlington County is my adopted home.

848
00:40:30.975 --> 00:40:32.975
I actually wanted to start by commending you

849
00:40:32.975 --> 00:40:34.455
for the protections already in place

850
00:40:34.465 --> 00:40:35.615
today for trans students.

851
00:40:35.905 --> 00:40:38.575
These policies keep them safe from bullying and harassment.

852
00:40:38.765 --> 00:40:40.695
They make sure trans students get basic dignity,

853
00:40:40.915 --> 00:40:42.695
simple things like being called by the right name

854
00:40:42.915 --> 00:40:45.575
and it lets them fully participate in school life.

855
00:40:46.255 --> 00:40:48.295
I transitioned after I graduated from school,

856
00:40:48.515 --> 00:40:49.975
but like, let me tell you,

857
00:40:49.975 --> 00:40:51.415
when I saw my chosen name starting

858
00:40:51.415 --> 00:40:53.135
to show up in my works computer system,

859
00:40:53.475 --> 00:40:55.735
it felt like a huge weight was lifted off my shoulder.

860
00:40:55.995 --> 00:40:57.695
It makes a huge difference.

861
00:40:58.315 --> 00:40:59.815
You put protections like these in place

862
00:40:59.815 --> 00:41:01.495
because you understood that they were vital

863
00:41:01.495 --> 00:41:04.575
and necessary that trans students, like all students,

864
00:41:04.715 --> 00:41:06.775

do their best when they're safe and supported at school.

865
00:41:07.195 --> 00:41:09.135
It was right then to implement those policies

866
00:41:09.155 --> 00:41:11.375
and the fact that they're now under attack is proof

867
00:41:11.375 --> 00:41:12.655
they're still desperately needed.

868
00:41:13.025 --> 00:41:15.695
Other educational institutions have cow to pressure

869
00:41:15.695 --> 00:41:17.575
and illegal demands from this administration,

870
00:41:17.875 --> 00:41:20.375
but any of your high school history students should be able

871
00:41:20.375 --> 00:41:22.575
to tell you appeasement doesn't work.

872
00:41:23.025 --> 00:41:25.855
Every concession has been taken as license to demand more,

873
00:41:26.165 --> 00:41:28.815
more threats and fearmongering, more aggressive policies

874
00:41:28.815 --> 00:41:30.415
and more rollbacks to protections

875
00:41:30.415 --> 00:41:32.215
for vulnerable students of all kinds.

876
00:41:32.715 --> 00:41:35.605
It may start with the trans community, my community,

877
00:41:35.745 --> 00:41:37.045
but it won't end with us.

878
00:41:37.425 --> 00:41:38.765
It won't end with us.

879
00:41:39.175 --> 00:41:41.325
These threats though to students, to funding.

880
00:41:41.595 --> 00:41:42.805
They can end with us.

881
00:41:42.875 --> 00:41:46.085
They can end with us in here if we all hold fast against

882
00:41:46.085 --> 00:41:48.365
this campaign of federally mandated bullying.

883
00:41:49.095 --> 00:41:51.845
Trans students are watching what happens here tonight.

884
00:41:52.155 --> 00:41:53.685
Make sure they hear that they're strong,

885
00:41:53.715 --> 00:41:56.645
that they have power, that they have each other allies

886
00:41:56.645 --> 00:41:58.645
and a community that will always have their back.

887
00:41:58.955 --> 00:42:01.245
Make sure they hear that no one can take their transness

888
00:42:01.245 --> 00:42:03.205
from them or force them back in the closet.

889
00:42:03.415 --> 00:42:04.415
Thank you.

890
00:42:05.255 --> 00:42:06.325
Thank you for your comments.

891
00:42:07.515 --> 00:42:09.125

Next speaker, Lindsay Schwartz.

892
00:42:14.935 --> 00:42:17.045
Hello, my name's Lindsay Schwartz.

893
00:42:17.225 --> 00:42:20.365
Um, I'm a former a PS student. I'm also transgender.

894
00:42:20.705 --> 00:42:23.285
Um, guess I'll hop into it then.

895
00:42:23.875 --> 00:42:25.205
Imagine being 12 years old

896
00:42:25.205 --> 00:42:26.405
and feeling like the world would be

897
00:42:26.405 --> 00:42:27.445
better without you in it.

898
00:42:28.235 --> 00:42:29.605
That was my reality,

899
00:42:30.425 --> 00:42:33.565
and it's the reality for far too many transgender students

900
00:42:33.655 --> 00:42:35.125
today, not just in AP.

901
00:42:35.305 --> 00:42:38.885
Ps I'm here to address an issue of urgent importance,

902
00:42:38.885 --> 00:42:41.725
the harmful impact of policies that target transgender

903
00:42:41.745 --> 00:42:44.005
and LGBTQ plus individuals

904
00:42:44.005 --> 00:42:45.845
and youth specifically in our schools.

905
00:42:46.515 --> 00:42:48.485
When schools disregard the identities

906
00:42:48.485 --> 00:42:51.325
of lgbtq plus students, especially transgender youth,

907
00:42:51.595 --> 00:42:54.725
they expose us to harassment, bullying, and emotional harm.

908
00:42:54.905 --> 00:42:58.445
And I know this firsthand by age nine.

909
00:42:58.445 --> 00:43:01.565
While attending Nottingham Elementary, I felt

910
00:43:01.665 --> 00:43:03.405
so uncomfortable in my own skin

911
00:43:03.435 --> 00:43:05.085
that I wished I was not alive

912
00:43:05.115 --> 00:43:08.545
live at 12.

913
00:43:08.795 --> 00:43:10.705
While attending Williamsburg Middle School,

914
00:43:11.105 --> 00:43:12.945
I attempted suicide for the first time

915
00:43:13.565 --> 00:43:14.825
and it would not be the last.

916
00:43:15.885 --> 00:43:18.665
At 16, after multiple attempts on my life,

917
00:43:18.865 --> 00:43:19.945
I nearly succeeded.

918
00:43:20.185 --> 00:43:22.825

I had to be resuscitated and the recovery was long.

919
00:43:25.265 --> 00:43:27.905
I survived. And that makes me very lucky

920
00:43:28.175 --> 00:43:29.865
because not everybody does

921
00:43:32.185 --> 00:43:33.435
surviving taught me this.

922
00:43:33.545 --> 00:43:36.355
Schools can protect LGBTQ plus students

923
00:43:37.055 --> 00:43:38.195
or they can deepen the harm.

924
00:43:38.985 --> 00:43:42.915
When educators are forced to report a student's chosen name

925
00:43:42.915 --> 00:43:45.875
or pronouns, especially without consent,

926
00:43:46.535 --> 00:43:48.315
it can expose them to danger at home.

927
00:43:49.335 --> 00:43:51.995
For many school is the only safe haven they have.

928
00:43:53.055 --> 00:43:55.235
And removing that refuge by outing students

929
00:43:55.455 --> 00:43:58.915
or forcing them to hide who they are isn't just misguided.

930
00:43:59.105 --> 00:44:00.795
It's potentially life threatening.

931
00:44:02.535 --> 00:44:06.015
I urge you to oppose any policy that singles out transgender

932
00:44:06.035 --> 00:44:08.935
and non-binary students for differential treatment.

933
00:44:09.345 --> 00:44:10.775
Let's build schools that are safe

934
00:44:10.775 --> 00:44:12.095
and inclusive for every student.

935
00:44:17.355 --> 00:44:18.355
That's it.

936
00:44:18.985 --> 00:44:22.055
Thank you for your comments. Next speaker, Daniel gr.

937
00:44:31.975 --> 00:44:33.125
Thank you all for your time.

938
00:44:33.765 --> 00:44:35.485
I am an a PS graduate

939
00:44:35.625 --> 00:44:39.005
and a transgender elementary special education teacher

940
00:44:39.105 --> 00:44:40.325
for DC public schools

941
00:44:41.065 --> 00:44:43.725
and still a member of the Arlington community who votes.

942
00:44:45.035 --> 00:44:47.605
I've, I've noticed that in order for my students

943
00:44:47.625 --> 00:44:51.365
to be successful, they must feel loved and understood

944
00:44:51.915 --> 00:44:54.525
because my students know that they are free

945
00:44:54.585 --> 00:44:55.805

to express themselves.

946
00:44:56.715 --> 00:44:59.885
They also feel free to take risks academically.

947
00:45:00.635 --> 00:45:03.685
They try to solve the difficult problem during math,

948
00:45:04.145 --> 00:45:07.085
and they volunteer to read aloud in front of the class

949
00:45:07.085 --> 00:45:08.485
during my ELA block.

950
00:45:09.605 --> 00:45:11.805
A student that has to tolerate hundreds

951
00:45:11.805 --> 00:45:14.845
of indignities throughout the day will not be able

952
00:45:14.845 --> 00:45:19.005
to do the same and everyone else will be worse off

953
00:45:19.005 --> 00:45:21.685
because they will not hear how that student arrived

954
00:45:21.685 --> 00:45:24.285
to the answer at that with that difficult problem set.

955
00:45:24.745 --> 00:45:28.005
And they won't hear that student's take on the

956
00:45:28.005 --> 00:45:29.085
story that we read today.

957
00:45:29.955 --> 00:45:31.765
Senator Paul Wellstone said,

958
00:45:31.865 --> 00:45:34.165
we all do better when we all do better.

959
00:45:34.865 --> 00:45:37.685
We must do better for our transgender students.

960
00:45:38.605 --> 00:45:41.365
Sacrificing the dignity of our transgender students will not

961
00:45:41.365 --> 00:45:43.805
stop this administration from asking for more.

962
00:45:45.195 --> 00:45:47.965
They, they are a bully that must be stood up to.

963
00:45:48.505 --> 00:45:51.205
And if you step up to them, we will stand with you.

964
00:45:51.625 --> 00:45:53.565
But if you cower, we will stand

965
00:45:53.565 --> 00:45:55.125
with our transgender students

966
00:45:55.265 --> 00:45:58.765
and demand that you have the courage to step up. Thank you.

967
00:45:59.495 --> 00:46:04.085
Thank you for your comments. Next speaker, Susan Carlton.

968
00:46:10.695 --> 00:46:12.545
Good evening. I'm Susan Charlton.

969
00:46:13.045 --> 00:46:17.105
I'm a parent of two a PS grads, one cis, one trans,

970
00:46:17.605 --> 00:46:20.305
and I wanna talk about sports for a minute and a half.

971
00:46:21.125 --> 00:46:23.945
Um, my younger kids started playing ultimate Frisbee

972
00:46:24.015 --> 00:46:25.945

because she went to HB Woodlawn.

973
00:46:26.205 --> 00:46:28.345
That's the sport you play when you go to hb.

974
00:46:29.245 --> 00:46:33.505
Um, she started in middle school on the boys team,

975
00:46:33.715 --> 00:46:36.305
consistent with the gender she was assigned at birth.

976
00:46:37.055 --> 00:46:39.785
Then the pandemic hit. Schools were closed.

977
00:46:39.965 --> 00:46:42.305
And among all the other things that happened that year,

978
00:46:42.765 --> 00:46:44.665
she came out as trans at home.

979
00:46:45.205 --> 00:46:46.225
She wasn't in school yet.

980
00:46:47.365 --> 00:46:49.225
The summer before school restarted,

981
00:46:49.225 --> 00:46:51.865
we were sitting in her room signing up for Ultimate

982
00:46:52.485 --> 00:46:55.785
and she stopped and tears filled her

983
00:46:55.785 --> 00:46:57.905
eyes and I said, what's wrong?

984
00:46:57.905 --> 00:46:58.945
Do you need my credit card number?

985
00:47:00.605 --> 00:47:03.465
She said, no, I don't know which box to check

986
00:47:04.615 --> 00:47:08.705
because I'm not a boy and I don't belong on the boys team,

987
00:47:09.685 --> 00:47:11.505
but I don't know if the girls team will take me.

988
00:47:13.035 --> 00:47:16.365
Long story short, thank you hb. Thank you.

989
00:47:16.525 --> 00:47:18.085
A PS The girls team took her

990
00:47:18.945 --> 00:47:23.685
and that year, it was her senior year, they actually made it

991
00:47:24.305 --> 00:47:25.725
to nationals

992
00:47:27.745 --> 00:47:31.365
and she played against a whole bunch of other teams.

993
00:47:31.525 --> 00:47:35.445
I think there are 12 or 16 teams, um, mostly cisgender girls

994
00:47:35.985 --> 00:47:39.525
and HB Woodlawn came in 11th,

995
00:47:42.945 --> 00:47:46.525
But they won the Spirit Award.

996
00:47:48.525 --> 00:47:50.735
This is what school sports are about.

997
00:47:51.435 --> 00:47:54.935
Monica Hess, who writes for the Washington Post, said,

998
00:47:55.115 --> 00:47:56.895
the purpose of high school sports is

999
00:47:56.895 --> 00:48:00.255

to embrace physical fitness, receive a sense of community,

1000
00:48:00.485 --> 00:48:01.775
hone self-discipline,

1001
00:48:01.775 --> 00:48:05.015
and learn how to work hard, cooperate on a team, and win

1002
00:48:05.395 --> 00:48:07.455
and lose gracefully.

1003
00:48:08.825 --> 00:48:11.455
Title IX does not require schools

1004
00:48:11.555 --> 00:48:14.415
to discriminate against trans girls in order

1005
00:48:14.435 --> 00:48:17.575
to support cis girls letting trans

1006
00:48:17.795 --> 00:48:19.895
and cis kids play together.

1007
00:48:23.465 --> 00:48:25.095
Thank You. Thank you for your comments.

1008
00:48:25.965 --> 00:48:27.575
Okay, before I call the next speaker

1009
00:48:27.645 --> 00:48:31.095
with the next five speakers, please line up Liz Ion.

1010
00:48:31.485 --> 00:48:36.255
Elizabeth Fogarty, Heather sga Liz Hines.

1011
00:48:36.475 --> 00:48:39.495
Jeremy Mack. Next speaker. No, Nora. Dick.

1012
00:48:55.195 --> 00:48:57.615
Uh, good evening. My name is Nora.

1013
00:48:58.435 --> 00:49:00.495
Uh, I'm here as an Arlington resident

1014
00:49:00.755 --> 00:49:05.295
and as a member of DSA Trans and Queer Liberation Group.

1015
00:49:06.435 --> 00:49:09.295
And I'm here tonight because I'm scared for the safety

1016
00:49:09.515 --> 00:49:11.615
of trans and queer youth in Arlington

1017
00:49:11.615 --> 00:49:12.775
County public school systems.

1018
00:49:13.595 --> 00:49:15.695
Due to this cruel Title IX investigation

1019
00:49:15.915 --> 00:49:17.135
by the Trump administration.

1020
00:49:18.725 --> 00:49:22.975
Growing up, I would've been thrilled to attend a school

1021
00:49:23.515 --> 00:49:26.735
as affirming of queer youth as APS has shown itself willing

1022
00:49:26.735 --> 00:49:29.855
to be and APSs students

1023
00:49:29.955 --> 00:49:32.215
and parents have been clear that they want

1024
00:49:32.215 --> 00:49:34.055
to preserve these community freedoms.

1025
00:49:35.155 --> 00:49:39.295
And to that end, I'd like to read a, a statement submitted

1026
00:49:39.295 --> 00:49:40.815

by a student named Callie.

1027
00:49:41.345 --> 00:49:44.415
These are Callie's words I've known.

1028
00:49:44.495 --> 00:49:46.615
I wasn't cisgender since I was 16,

1029
00:49:47.635 --> 00:49:51.495
but it never clicked what I was until recently

1030
00:49:52.005 --> 00:49:53.815
when I started addressing more femme

1031
00:49:54.755 --> 00:49:56.455
and getting out of my comfort zone.

1032
00:49:57.385 --> 00:49:59.815
Since then, I've asked people to use she her,

1033
00:49:59.995 --> 00:50:01.175
or they them pronouns

1034
00:50:01.315 --> 00:50:04.455
and they respect that I have been bullied about my gender,

1035
00:50:04.715 --> 00:50:06.615
but it's only little things I can ignore.

1036
00:50:07.515 --> 00:50:09.535
And with what they plan on implementing,

1037
00:50:10.195 --> 00:50:13.745
I'm scared I won't be able to be myself, a bunch

1038
00:50:13.745 --> 00:50:15.905
of my friends and I would have worse lives

1039
00:50:16.485 --> 00:50:18.545
and be more at risk if gender inclusive

1040
00:50:19.065 --> 00:50:20.225
policies disappeared.

1041
00:50:21.805 --> 00:50:24.945
So the inclusive policies allowing the student

1042
00:50:24.945 --> 00:50:27.405
to be themselves are under attack.

1043
00:50:28.585 --> 00:50:31.325
We ask that you fight this administration's demands

1044
00:50:31.625 --> 00:50:34.165
and know that the community is behind you in this fight.

1045
00:50:34.915 --> 00:50:36.845
This will certainly not be the last time

1046
00:50:38.465 --> 00:50:40.715
that this administration seeks to force us

1047
00:50:40.715 --> 00:50:43.035
to compromise our values in Arlington or elsewhere.

1048
00:50:43.975 --> 00:50:46.435
And if others has, as others have said,

1049
00:50:46.435 --> 00:50:47.875
there is no appeasing them,

1050
00:50:48.685 --> 00:50:50.875
let's make schools a safe environment

1051
00:50:50.895 --> 00:50:52.555
for all students. Thank you.

1052
00:50:52.965 --> 00:50:57.275
Thank you for your comments. Next speaker, Liz Ariel.

1053
00:51:03.785 --> 00:51:05.755

Good evening. My name is Liz Arian.

1054
00:51:05.775 --> 00:51:07.555
My pronouns are she her and they them.

1055
00:51:07.895 --> 00:51:10.435
And I'm the proud and very worried parent

1056
00:51:10.435 --> 00:51:12.595
of a transgender a PS high school student.

1057
00:51:13.175 --> 00:51:15.635
You may remember that I have spoken here several times

1058
00:51:15.655 --> 00:51:16.915
before in support of trans

1059
00:51:16.915 --> 00:51:18.235
and non-binary students and staff.

1060
00:51:19.635 --> 00:51:21.235
Although I'm completely exhausted

1061
00:51:21.255 --> 00:51:24.275
and disheartened by the relentless attacks against the trans

1062
00:51:24.275 --> 00:51:26.595
community and the use of kids like mine

1063
00:51:26.655 --> 00:51:28.035
as political scapegoats.

1064
00:51:28.935 --> 00:51:30.115
I'm here to speak again tonight

1065
00:51:30.115 --> 00:51:31.115
because I have no other choice.

1066
00:51:31.395 --> 00:51:33.475
I have to once again speak up for my child

1067
00:51:33.895 --> 00:51:36.915
who does not feel comfortable speaking in public to try

1068
00:51:36.915 --> 00:51:40.195
and defend her and her trans classmates against attacks,

1069
00:51:40.695 --> 00:51:43.675
the likes of which we have witnessed spreading

1070
00:51:43.675 --> 00:51:45.115
around the country over recent years,

1071
00:51:45.135 --> 00:51:48.035
and which have now reached our own beloved school system.

1072
00:51:48.835 --> 00:51:50.635
A school system that felt like a safe haven

1073
00:51:50.735 --> 00:51:52.355
but now feels precarious.

1074
00:51:53.475 --> 00:51:55.795
I wanna explain what complying to the demands

1075
00:51:55.795 --> 00:51:58.755
of the DOE would mean for my daughter who has lived

1076
00:51:58.755 --> 00:52:00.195
as her true authentic self.

1077
00:52:00.195 --> 00:52:01.315
For over half her life,

1078
00:52:02.095 --> 00:52:04.195
she would suddenly have her identity declared

1079
00:52:04.195 --> 00:52:06.075
non-existence existent.

1080
00:52:06.335 --> 00:52:08.435

Her gender marker and synergy reverted back

1081
00:52:08.435 --> 00:52:10.275
to one she hasn't used since first grade

1082
00:52:10.575 --> 00:52:12.995
and which would cause her emotional pain and dysphoria.

1083
00:52:13.655 --> 00:52:14.675
No assurance that teachers

1084
00:52:14.675 --> 00:52:16.435
and staff would respect her pronouns,

1085
00:52:16.975 --> 00:52:19.555
no protection against transphobic bullying from other

1086
00:52:19.795 --> 00:52:23.195
students who right to use the correct bathroom taken away.

1087
00:52:24.105 --> 00:52:25.355
Some might say that it's okay

1088
00:52:25.355 --> 00:52:27.275
to throw trans kids under the bus in order

1089
00:52:27.295 --> 00:52:29.035
to preserve federal funding for the rest

1090
00:52:29.035 --> 00:52:30.635
of our students, but they are wrong.

1091
00:52:31.375 --> 00:52:32.475
My daughter deserves safety

1092
00:52:32.535 --> 00:52:34.875
and respect at school just as much as any other student.

1093
00:52:35.335 --> 00:52:37.995
And she should not be blamed for the hateful actions

1094
00:52:37.995 --> 00:52:39.115
of a fascist government.

1095
00:52:40.115 --> 00:52:42.955
I know that none of you want to comply with these demands

1096
00:52:42.985 --> 00:52:44.875
because you care about all our students,

1097
00:52:44.875 --> 00:52:46.355
including the trans ones.

1098
00:52:47.135 --> 00:52:48.755
I'm pleading with you to stand firm

1099
00:52:49.095 --> 00:52:50.355
and find a way to resist.

1100
00:52:51.095 --> 00:52:52.835
If a PS complies,

1101
00:52:52.895 --> 00:52:55.715
it will mean a PS does not actually support trans students

1102
00:52:55.935 --> 00:52:57.995
and cannot continue to claim that it does.

1103
00:52:58.785 --> 00:53:00.355
There's no middle ground here.

1104
00:53:00.935 --> 00:53:03.995
Please remember, trans rights are human rights

1105
00:53:04.095 --> 00:53:05.315
and inclusion benefits.

1106
00:53:05.555 --> 00:53:06.555
Everyone. Thank you.

1107
00:53:07.685 --> 00:53:09.755

Thank you for your comments. Next speaker,

1108
00:53:09.755 --> 00:53:10.875
Elizabeth Fogerty.

1109
00:53:19.075 --> 00:53:21.435
I am Elizabeth Fogarty, she her pronouns.

1110
00:53:21.575 --> 00:53:22.995
I'm an Arlington resident

1111
00:53:23.055 --> 00:53:25.845
and proud parent of two a PS graduates.

1112
00:53:26.195 --> 00:53:28.365
Tonight I'm reading a statement on behalf

1113
00:53:28.365 --> 00:53:30.925
of a family seeking to protect their child's privacy.

1114
00:53:32.305 --> 00:53:33.805
Our child was young when they started

1115
00:53:33.825 --> 00:53:34.925
to question their gender

1116
00:53:35.255 --> 00:53:38.005
after a few years to explore what that meant for them

1117
00:53:38.105 --> 00:53:40.565
and plenty of advice from medical professionals.

1118
00:53:40.945 --> 00:53:43.885
We decided as a family that it would be okay for them

1119
00:53:43.945 --> 00:53:45.245
to start in their new school

1120
00:53:45.385 --> 00:53:48.325
as the gender they knew they were in a PS.

1121
00:53:48.425 --> 00:53:51.805
It was not a big deal. Appropriate documents were filed.

1122
00:53:52.185 --> 00:53:54.165
We met with a couple of administrators

1123
00:53:54.185 --> 00:53:56.125
and a counselor and that was it.

1124
00:53:56.465 --> 00:53:59.085
Our child started at the school without being hassled

1125
00:53:59.085 --> 00:54:01.805
by anyone over their gender identity, their name

1126
00:54:02.145 --> 00:54:03.245
or their clothing choices.

1127
00:54:04.275 --> 00:54:06.085
This is possible in a PS

1128
00:54:06.085 --> 00:54:08.365
because of the non-discrimination policy.

1129
00:54:08.985 --> 00:54:10.485
The policy allows students

1130
00:54:10.505 --> 00:54:12.685
who might have struggled every day with harassment

1131
00:54:12.685 --> 00:54:16.085
and bullying to instead be present in school ready to learn.

1132
00:54:16.705 --> 00:54:19.125
The J two PIP two allows trans

1133
00:54:19.145 --> 00:54:23.045
and non-binary students to attend classes without wondering

1134
00:54:23.045 --> 00:54:24.445

where they will go to the bathroom

1135
00:54:24.465 --> 00:54:26.645
or whether they can change for PE and privacy.

1136
00:54:27.425 --> 00:54:30.965
And about PE A PS figured out how to solve one

1137
00:54:30.965 --> 00:54:33.285
of the biggest struggles of secondary school for

1138
00:54:33.305 --> 00:54:36.085
so many students changing in the school locker room.

1139
00:54:36.805 --> 00:54:40.165
A PS simply said, changing is not required for pe

1140
00:54:41.425 --> 00:54:44.085
Now no student non-binary, transgender

1141
00:54:44.185 --> 00:54:47.405
or cisgender has to deal with that barrier to participation.

1142
00:54:48.095 --> 00:54:49.805
These practices are all in place

1143
00:54:49.805 --> 00:54:52.405
because a PS chose to include affirm

1144
00:54:52.505 --> 00:54:55.005
and welcome all students, including those

1145
00:54:55.005 --> 00:54:57.005
who are transgender and non-binary.

1146
00:54:57.675 --> 00:54:59.645
This is what the Trump administration wants

1147
00:54:59.645 --> 00:55:02.885
to take away from our schools and our community.

1148
00:55:03.225 --> 00:55:05.565
Please continue to stand strong for kids

1149
00:55:05.865 --> 00:55:08.885
and keep Arlington inclusive. Thank you so much.

1150
00:55:09.775 --> 00:55:13.405
Thank you for your comments. Next speaker, Heather Showga.

1151
00:55:22.055 --> 00:55:23.705
Good evening. I'm Heather Shiga.

1152
00:55:23.765 --> 00:55:25.505
I'm a longtime Arlington resident

1153
00:55:25.605 --> 00:55:27.705
and mother of three young adult children

1154
00:55:28.005 --> 00:55:30.985
who have each spent some years in a PS schools.

1155
00:55:31.865 --> 00:55:34.545
A PS has a responsibility to all of its students,

1156
00:55:34.815 --> 00:55:37.625
including its transgender and non-binary students.

1157
00:55:38.205 --> 00:55:40.385
It would be wrong to change policy

1158
00:55:40.565 --> 00:55:42.345
to allow discrimination against them.

1159
00:55:42.925 --> 00:55:45.465
It would be especially wrong to do so in response

1160
00:55:45.485 --> 00:55:47.985
to overreach by the federal government into

1161
00:55:47.985 --> 00:55:49.345

what should be a local issue.

1162
00:55:49.995 --> 00:55:52.345
These demands are driven by a radical

1163
00:55:52.565 --> 00:55:56.785
and dehumanizing agenda to deny the existence of transgender

1164
00:55:56.845 --> 00:55:58.105
and non-binary people.

1165
00:55:58.805 --> 00:56:01.625
But transgender and non-binary people do exist.

1166
00:56:01.885 --> 00:56:04.385
We have decades of research as well as centuries

1167
00:56:04.385 --> 00:56:08.385
of human history demonstrating that an inclusive environment

1168
00:56:08.385 --> 00:56:10.065
that allows everyone to thrive

1169
00:56:10.065 --> 00:56:12.985
and cont contribute will benefit us all.

1170
00:56:14.015 --> 00:56:16.665
Many people do not understand the experience

1171
00:56:16.685 --> 00:56:17.825
of being transgender,

1172
00:56:18.525 --> 00:56:21.825
but we do not need to understand every experience

1173
00:56:22.085 --> 00:56:24.165
to stand up for basic human rights.

1174
00:56:24.825 --> 00:56:28.165
In the United States, we have always prided ourselves on our

1175
00:56:28.165 --> 00:56:29.285
individual freedoms.

1176
00:56:29.585 --> 00:56:32.485
And the freedom to be different is one of those rights

1177
00:56:32.485 --> 00:56:33.965
that needs to be protected.

1178
00:56:34.695 --> 00:56:38.045
Given the administration's statements denying the existence

1179
00:56:38.045 --> 00:56:41.085
of transgender and non-binary people, the Department

1180
00:56:41.325 --> 00:56:44.685
of Education's current demands are likely only an

1181
00:56:44.685 --> 00:56:45.725
opening salvo.

1182
00:56:46.225 --> 00:56:47.325
We have seen repeatedly

1183
00:56:47.715 --> 00:56:50.245
that when institutions give into these types

1184
00:56:50.245 --> 00:56:53.245
of overreaching demands, they do not resolve the issues,

1185
00:56:53.625 --> 00:56:55.805
but just open themselves up to more demands.

1186
00:56:56.215 --> 00:56:58.925
Today the government is targeting transgender people,

1187
00:56:59.265 --> 00:57:01.165
but I do not expect it to stop there.

1188
00:57:01.745 --> 00:57:04.925

We are strongest if we stand together to affirm the dignity

1189
00:57:05.105 --> 00:57:06.445
and rights of all students.

1190
00:57:07.535 --> 00:57:11.645
There is so much cynicism in our politics today, cynicism

1191
00:57:11.645 --> 00:57:13.605
that pits us against each other

1192
00:57:13.865 --> 00:57:16.845
and says that we have to sacrifice some people's rights

1193
00:57:16.945 --> 00:57:18.565
to maintain the rights of others.

1194
00:57:19.235 --> 00:57:20.645
That is absolutely wrong.

1195
00:57:21.285 --> 00:57:24.005
I think a PS is full of creative smart people.

1196
00:57:24.305 --> 00:57:26.885
You can and must stand up for everyone. Thank you.

1197
00:57:27.015 --> 00:57:30.205
Thank you for your comments. Next speaker Liz Hines.

1198
00:57:37.335 --> 00:57:38.465
Good evening. Um,

1199
00:57:38.845 --> 00:57:41.425
and thanks to the board for affirming, I think

1200
00:57:41.425 --> 00:57:44.185
and supporting our transgender students over the many years,

1201
00:57:44.325 --> 00:57:45.905
uh, that these policies have been in place.

1202
00:57:46.805 --> 00:57:48.585
Uh, I'm a mother of two at a PS

1203
00:57:48.585 --> 00:57:50.985
and I'm a graduate of the a PS school system.

1204
00:57:51.485 --> 00:57:52.945
Um, but I went to school in the nineties

1205
00:57:53.845 --> 00:57:57.265
and I was bullied, um, uh, very,

1206
00:57:57.335 --> 00:57:59.185
very much in a homophobic nature.

1207
00:57:59.445 --> 00:58:01.145
During my middle school experience.

1208
00:58:01.625 --> 00:58:03.945
I did not have a teacher step in to defend me.

1209
00:58:04.185 --> 00:58:06.385
I did not have a counselor step in to defend me.

1210
00:58:06.535 --> 00:58:09.185
This was during a time of the AIDS crisis

1211
00:58:09.365 --> 00:58:10.865
during Matthew Shepherd's murder.

1212
00:58:11.165 --> 00:58:13.585
And what I wanna say is that we don't wanna go back there.

1213
00:58:14.245 --> 00:58:15.265
Um, there were many,

1214
00:58:15.295 --> 00:58:19.185
many children in the nineties in a PS in the two thousands

1215
00:58:19.185 --> 00:58:21.465

that suffered from queer and transphobic bullying.

1216
00:58:21.925 --> 00:58:24.425
We have adopted policies to address those things.

1217
00:58:24.845 --> 00:58:27.545
And as I see my son who wears pink shoes to school

1218
00:58:27.645 --> 00:58:29.105
and whose favorite color is purple,

1219
00:58:29.565 --> 00:58:31.825
and my other son who is in second grade watching

1220
00:58:31.825 --> 00:58:34.025
what is going on around him, they notice

1221
00:58:34.405 --> 00:58:36.945
and we should continue to support these policies.

1222
00:58:37.565 --> 00:58:39.825
All of our elementary schools have signs all

1223
00:58:39.825 --> 00:58:42.465
around them saying, be kind, be yourself.

1224
00:58:42.875 --> 00:58:45.065
These are common sense pieces of advice

1225
00:58:45.645 --> 00:58:47.585
and they are things that we should uphold in our school

1226
00:58:47.585 --> 00:58:50.145
system, in both our non-discrimination policies

1227
00:58:50.145 --> 00:58:51.985
and in the way we conduct our everyday business.

1228
00:58:52.285 --> 00:58:55.225
The teacher that takes a kid aside, the teacher

1229
00:58:55.295 --> 00:58:57.625
that supports somebody, a counselor, all

1230
00:58:57.625 --> 00:58:58.785
of these things are critical

1231
00:58:58.885 --> 00:59:01.025
to having a positive education experience

1232
00:59:01.045 --> 00:59:02.585
and for all of our children to thrive.

1233
00:59:03.005 --> 00:59:04.745
So I encourage all of us also

1234
00:59:04.765 --> 00:59:06.625
to exercise our self-determination

1235
00:59:06.925 --> 00:59:10.105
as a school system in a state when the Department

1236
00:59:10.105 --> 00:59:12.305
of Education is apparently being dismantled.

1237
00:59:12.565 --> 00:59:14.665
We have the right to determine our own policies,

1238
00:59:14.925 --> 00:59:16.265
the environments that we are in,

1239
00:59:16.265 --> 00:59:17.625
and that our students are learning in.

1240
00:59:17.885 --> 00:59:20.065
And we have your back as long as you have ours.

1241
00:59:20.475 --> 00:59:22.005
Thank you very much and have a good evening.

1242
00:59:22.735 --> 00:59:25.565

Thank you for your comments. Before I call the next

1243
00:59:25.565 --> 00:59:29.205
speaker, I'll ask the last six speakers to line up Kelly

1244
00:59:30.065 --> 00:59:34.045
mcm, Katie Ro, Arnie Nelson,

1245
00:59:34.505 --> 00:59:37.725
Ray Anderson, Josh Rahel, Audrey m.

1246
00:59:37.875 --> 00:59:40.045
Next speaker Jeremy Mack.

1247
00:59:46.675 --> 00:59:48.485
Good evening Esteem School board members.

1248
00:59:48.665 --> 00:59:50.965
My name is Jeremy Mack, they them pronouns

1249
00:59:50.965 --> 00:59:53.805
and I'm speaking about APSs, uh, policies

1250
00:59:53.805 --> 00:59:56.925
concerning transgender and non-binary non-binary students.

1251
00:59:57.415 --> 00:59:59.405
Thank you all for your statements of support.

1252
00:59:59.705 --> 01:00:02.125
As a queer and gender non-conforming,

1253
01:00:02.625 --> 01:00:04.125
non-conforming candidate

1254
01:00:04.125 --> 01:00:05.885
for a county board here in Arlington,

1255
01:00:06.325 --> 01:00:08.205
I am very concerned about the way we have been

1256
01:00:08.205 --> 01:00:09.925
politicizing our children.

1257
01:00:10.565 --> 01:00:12.925
K through 12 was just a few years ago for me.

1258
01:00:13.145 --> 01:00:16.565
And whether our the child is queer or hetero, cis

1259
01:00:16.565 --> 01:00:19.965
or transgender, the children in our education system should

1260
01:00:19.965 --> 01:00:21.365
feel safe and protected.

1261
01:00:22.025 --> 01:00:24.205
The aca, the attacks on our schools

1262
01:00:24.625 --> 01:00:27.005
and on our children by the extremist regime

1263
01:00:27.065 --> 01:00:28.245
are just unacceptable.

1264
01:00:28.625 --> 01:00:30.965
The federal government has targeted transgender

1265
01:00:31.065 --> 01:00:34.845
and non-binary, the non-binary community with a campaign

1266
01:00:34.845 --> 01:00:36.365
to dehumanize and hurt them.

1267
01:00:36.905 --> 01:00:39.005
But they will not stop at this community.

1268
01:00:39.375 --> 01:00:40.765
Stand strong for our values.

1269
01:00:41.305 --> 01:00:44.405

Not only, not only protects transgender

1270
01:00:44.405 --> 01:00:45.645
and non-binary students,

1271
01:00:45.945 --> 01:00:48.165
but it protects every marginalized group

1272
01:00:48.225 --> 01:00:50.085
who has been threatened by this administration.

1273
01:00:50.825 --> 01:00:52.605
If this were really about protecting girls,

1274
01:00:52.985 --> 01:00:54.845
we would be focusing on real threats,

1275
01:00:55.425 --> 01:00:57.645
not scapegoating transgender students.

1276
01:00:58.535 --> 01:01:00.565
Every parent wants their child to be safe.

1277
01:01:00.745 --> 01:01:03.605
But the biggest threats to our children in schools bullying,

1278
01:01:03.905 --> 01:01:05.565
online harassment, and physical

1279
01:01:05.565 --> 01:01:07.645
and sexual violence are not coming

1280
01:01:07.645 --> 01:01:08.885
from transgender students.

1281
01:01:09.355 --> 01:01:12.445
This regime is willing to hurt our communities

1282
01:01:12.445 --> 01:01:15.725
to target the vulnerable, the threat threaten loss

1283
01:01:15.725 --> 01:01:17.685
of federal funding is a deliberate attempt

1284
01:01:17.785 --> 01:01:19.925
to P pit communities against each other.

1285
01:01:20.385 --> 01:01:22.925
The funding at stake is unrelated to Title IX

1286
01:01:23.185 --> 01:01:24.605
or protecting children.

1287
01:01:24.875 --> 01:01:28.125
Transgender and non-binary students are threatening,

1288
01:01:28.465 --> 01:01:30.325
are not threatening to take away

1289
01:01:31.065 --> 01:01:32.285
any school and federal funding.

1290
01:01:32.705 --> 01:01:36.525
The Trump regime is, I'm imploring this board to continue

1291
01:01:36.525 --> 01:01:39.085
to stand up for the future of America

1292
01:01:39.505 --> 01:01:41.605
and to stick to their comm commitment

1293
01:01:41.625 --> 01:01:43.045
for L-G-B-T-Q students.

1294
01:01:43.415 --> 01:01:44.605
Thank you all for your time.

1295
01:01:45.775 --> 01:01:48.365
Thank you for your comments. Next

1296
01:01:48.365 --> 01:01:49.805

speaker, Kellen Macbeth.

1297
01:01:55.735 --> 01:01:57.885
Hello, my name is Kellen Macbeth

1298
01:01:57.885 --> 01:02:00.405
and I'm the president of Equality Arlington, a nonprofit

1299
01:02:00.435 --> 01:02:02.805
that advocates for the lgbtq plus community.

1300
01:02:03.385 --> 01:02:05.925
Two weeks ago, the US Department of Education sought

1301
01:02:05.925 --> 01:02:07.245
to weaponize the power of the federal

1302
01:02:07.245 --> 01:02:08.565
government against our schools.

1303
01:02:08.995 --> 01:02:11.845
They have demanded in violation of federal law

1304
01:02:12.155 --> 01:02:14.805
that Arlington public schools begin discriminating against

1305
01:02:14.805 --> 01:02:17.845
transgender students or face the might of the US Department

1306
01:02:17.845 --> 01:02:19.765
of Justice and the loss of federal funding.

1307
01:02:20.535 --> 01:02:23.125
Since their demands were made, we've heard from many parents

1308
01:02:23.145 --> 01:02:25.325
of transgender students who are terrified

1309
01:02:25.835 --> 01:02:27.805
that our schools will no longer be safe,

1310
01:02:28.285 --> 01:02:29.605
a safe place for their kids.

1311
01:02:29.635 --> 01:02:32.685
When school starts in just a few weeks, they're worried

1312
01:02:32.685 --> 01:02:35.325
that school staff will begin checking their child's gender

1313
01:02:35.625 --> 01:02:38.205
and then determine which bathroom they're allowed to use.

1314
01:02:38.835 --> 01:02:41.125
They're worried that the protections in place

1315
01:02:41.185 --> 01:02:42.725
to stop their kids from being bullied

1316
01:02:42.785 --> 01:02:44.365
and harassed will be taken away.

1317
01:02:44.955 --> 01:02:47.205
They're worried that their kids will have to go

1318
01:02:47.205 --> 01:02:48.885
through each day no longer called

1319
01:02:48.905 --> 01:02:50.645
by their own names and pronouns.

1320
01:02:51.145 --> 01:02:53.885
The leaders of school districts in Alexandria, Fairfax,

1321
01:02:54.065 --> 01:02:57.325
prince William, and Loudoun are all facing the same demands

1322
01:02:57.325 --> 01:03:00.245
that you are and the eyes of the nation are on you all

1323
01:03:00.505 --> 01:03:02.685

for the decision that you will make in the next few days

1324
01:03:03.185 --> 01:03:04.885
to either comply with illegal

1325
01:03:05.145 --> 01:03:07.885
and discriminatory demands from a despotic federal

1326
01:03:07.885 --> 01:03:10.165
government, or to fight for the civil rights

1327
01:03:10.225 --> 01:03:11.685
and protection of all students.

1328
01:03:12.315 --> 01:03:15.125
There's only one choice that aligns with the law

1329
01:03:15.305 --> 01:03:17.285
and only one choice that aligns with the values

1330
01:03:17.305 --> 01:03:18.485
of the Arlington community.

1331
01:03:18.905 --> 01:03:20.085
You must not comply.

1332
01:03:20.585 --> 01:03:23.005
You must not sell out the wellbeing of our children.

1333
01:03:23.385 --> 01:03:25.285
You must fight. Thank you.

1334
01:03:26.215 --> 01:03:28.725
Thank you for your comments. Next speaker,

1335
01:03:28.975 --> 01:03:30.365
Katie p Peguero.

1336
01:03:35.915 --> 01:03:39.135
Hi, good evening. I'm Katie Ro. My pronouns are she her.

```
1337
01:03:40.135 --> 01:03:42.295
I wanna thank the school board and the superintendent

1338
01:03:42.435 --> 01:03:46.815
and all the staff for the 2019 J two PIP

1339
01:03:47.435 --> 01:03:49.335
and the numerous declarations of support.

1340
01:03:49.335 --> 01:03:53.975
Since then, inclusion isn't about special treatment.

1341
01:03:54.005 --> 01:03:55.295
It's about fair treatment.

1342
01:03:56.535 --> 01:03:59.265
It's about creating an environment where every student,

1343
01:03:59.585 --> 01:04:01.985
regardless of their gender identity, physical ability,

1344
01:04:02.285 --> 01:04:05.105
or language spoken at home, can focus on the learning,

1345
01:04:05.985 --> 01:04:08.705
building friendships and simply being themselves.

1346
01:04:09.855 --> 01:04:11.465
Take this shirt with the progress flag.

1347
01:04:12.255 --> 01:04:14.385
This version of the Pride flag was created

1348
01:04:14.405 --> 01:04:17.065
by Daniel Quasar in 2018

1349
01:04:17.805 --> 01:04:19.985
as some in the queer community felt excluded.

1350
01:04:20.605 --> 01:04:23.465
```

By the 1978 Pride Flag designed by Gilbert Baker,

1351
01:04:24.325 --> 01:04:27.785
the progress flag has stripes to include people of color

1352
01:04:28.125 --> 01:04:29.825
and trans and non-binary people.

1353
01:04:30.805 --> 01:04:33.825
And the most modern version of this flag has the addition

1354
01:04:33.825 --> 01:04:36.905
of a purple circle to include the intersex community.

1355
01:04:37.545 --> 01:04:38.785
I had to draw that one on myself

1356
01:04:38.785 --> 01:04:40.825
with purple sharpie 'cause I wanted to be inclusive.

1357
01:04:43.355 --> 01:04:45.145
Trans and gay people have always been around.

1358
01:04:45.895 --> 01:04:47.425
They just haven't always been included.

1359
01:04:49.175 --> 01:04:51.065
Many trans people have hidden themselves

1360
01:04:51.125 --> 01:04:52.425
and it comes at a great cost.

1361
01:04:53.455 --> 01:04:54.745
Keeping up a veneer

1362
01:04:55.205 --> 01:04:57.665
and not being your authentic self is exhausting.

1363
01:04:59.095 --> 01:05:00.675
We have research saying that states

1364
01:05:00.865 --> 01:05:04.155
that have passed anti-trans gender laws aimed at minors,

1365
01:05:04.625 --> 01:05:06.675
such suicide attempts by transgender

1366
01:05:06.735 --> 01:05:10.435
and gender non-conforming teenagers increase by as much

1367
01:05:10.435 --> 01:05:13.275
as 72% two years after those laws passed.

1368
01:05:15.135 --> 01:05:16.955
My son tells me that he's not,

1369
01:05:16.965 --> 01:05:18.365
not hurting anyone by existing.

1370
01:05:19.385 --> 01:05:23.485
The unknown can be scary and the antidote is to learn more.

1371
01:05:24.345 --> 01:05:27.085
The open mindset is something that's been taught at a PS

1372
01:05:27.085 --> 01:05:29.565
and I encourage everyone to learn more about trans folks

1373
01:05:30.065 --> 01:05:32.245
by reading, following their accounts on your preferred

1374
01:05:32.245 --> 01:05:34.485
social media or books and,

1375
01:05:35.025 --> 01:05:37.725
and, um, learning just as I have done.

1376
01:05:37.855 --> 01:05:40.525
Thank you. Thank you for your comments.

1377
01:05:41.715 --> 01:05:43.165

Next speaker, Arne Nelson.

1378
01:05:48.905 --> 01:05:50.905
Gracious. Good evening. My name is Arne Nelson.

1379
01:05:51.225 --> 01:05:53.265
I use he him pronouns. I live in Pentagon City.

1380
01:05:53.485 --> 01:05:55.025
I'm gonna call the Arlington board member.

1381
01:05:55.165 --> 01:05:56.505
I'm a former IEP kid

1382
01:05:56.605 --> 01:05:58.185
and I look forward to being a father someday.

1383
01:05:59.695 --> 01:06:02.225
That letter investigation threatened lawsuit on behalf

1384
01:06:02.225 --> 01:06:05.185
of the DOE Don't feel right, quite frankly.

1385
01:06:05.365 --> 01:06:07.305
In the words of my great Aunt Marie, it's me.

1386
01:06:07.305 --> 01:06:10.785
It's mean as dirt. We judge a society by

1387
01:06:10.785 --> 01:06:12.345
how it treats its most vulnerable members.

1388
01:06:13.115 --> 01:06:14.985
Queer and trans students are so much today,

1389
01:06:14.985 --> 01:06:17.105
the neglected citizen that Marie Montessori spoke

1390
01:06:17.105 --> 01:06:18.185
about decades ago.

1391
01:06:18.955 --> 01:06:22.185
These demands to stand, to stand to these demands, stand

1392
01:06:22.185 --> 01:06:25.425
to turn neglect into state sanctioned and funded oppression.

1393
01:06:26.435 --> 01:06:29.345
Trans and immigrant students might be the first

1394
01:06:29.345 --> 01:06:30.905
that the administration comes after,

1395
01:06:30.905 --> 01:06:32.225
but they will not be the last.

1396
01:06:33.635 --> 01:06:36.045
Parents of trans kids are already talking about putting

1397
01:06:36.045 --> 01:06:37.085
their kids in private schools.

1398
01:06:37.105 --> 01:06:38.965
If hate is given a freer hand in our schools,

1399
01:06:40.345 --> 01:06:42.645
no monies are worth letting children be bullied

1400
01:06:43.345 --> 01:06:44.365
and being denied the ability

1401
01:06:44.365 --> 01:06:45.645
to live up to their full potential.

1402
01:06:46.225 --> 01:06:47.695
As Leon Bloom said,

1403
01:06:47.695 --> 01:06:49.575
morality may solely consist in the

1404
01:06:49.575 --> 01:06:50.775

courage of making a choice.

1405
01:06:53.035 --> 01:06:54.975
As a young child, my mother had a choice

1406
01:06:55.155 --> 01:06:57.215
and chose to have all my curls cut off.

1407
01:06:57.955 --> 01:07:00.575
Rather than confront the people, mistaking me for a girl

1408
01:07:01.075 --> 01:07:04.385
and projecting their notions onto a 3-year-old,

1409
01:07:08.075 --> 01:07:10.395
I shall firmly hope that the board chooses the courage

1410
01:07:10.395 --> 01:07:11.995
of Arlington and its trans students

1411
01:07:13.025 --> 01:07:15.155
over the fear-mongering coming across the Potomac.

1412
01:07:15.875 --> 01:07:17.155
I hope I'm not remiss saying

1413
01:07:17.155 --> 01:07:18.315
that I will hold the board in the light

1414
01:07:18.335 --> 01:07:19.715
as my Quaker faith provides.

1415
01:07:19.845 --> 01:07:20.845
Thank you.

1416
01:07:22.335 --> 01:07:23.365
Thank you for your comments.

1417
01:07:25.315 --> 01:07:27.895
Next speaker, Ray Anderson.

1418
01:07:33.705 --> 01:07:35.165
Hi, my name's Ray Anderson

1419
01:07:35.465 --> 01:07:38.445
and I really have enjoyed these presentations

1420
01:07:39.065 --> 01:07:42.605
and the superintendent's initial response to the, uh,

1421
01:07:42.605 --> 01:07:44.365
education department, so that's terrific.

1422
01:07:44.625 --> 01:07:48.485
And to the parent who liked the HP Woodlawn Frisbee team

1423
01:07:50.345 --> 01:07:54.085
and its role in development, uh, I'm actually here

1424
01:07:54.085 --> 01:07:57.045
to talk about healthcare for retirees

1425
01:07:57.705 --> 01:07:59.845
and I'm a retired administrator

1426
01:08:00.745 --> 01:08:03.165
and I have two things I'd like to mention.

1427
01:08:03.745 --> 01:08:08.365
One is you'll be setting up a plan

1428
01:08:08.385 --> 01:08:11.925
for an RFP next year for healthcare

1429
01:08:12.185 --> 01:08:13.725
for your retirees,

1430
01:08:14.265 --> 01:08:16.405
and I hope you are willing to continue

1431
01:08:16.405 --> 01:08:18.165

to provide the support you do now.

1432
01:08:19.105 --> 01:08:21.885
And, uh, so that's, uh, important to have those folks

1433
01:08:22.645 --> 01:08:24.485
represented in the RFP process.

1434
01:08:25.425 --> 01:08:29.525
And my other comment is about, uh, the past RFP process,

1435
01:08:30.215 --> 01:08:31.845
which in the way that it was written,

1436
01:08:33.245 --> 01:08:34.925
excluded Kaiser Permanente

1437
01:08:35.385 --> 01:08:37.845
for the current employees a couple years ago,

1438
01:08:38.145 --> 01:08:40.965
and they all had to switch and leave their HMO.

1439
01:08:41.305 --> 01:08:43.125
And I've had Kaiser for decades,

1440
01:08:43.825 --> 01:08:47.925
and I like the fact that at an HMOI have one organization

1441
01:08:48.195 --> 01:08:50.925
that covers every bit of healthcare I might need.

1442
01:08:51.745 --> 01:08:56.485
So I hope that the outcome will be a continuation of,

1443
01:08:56.585 --> 01:08:59.085
uh, an option for an HMO.

1444
01:09:00.215 --> 01:09:01.215
Thank you very much.

1445
01:09:02.095 --> 01:09:05.805
Thank you for your comments. Next speaker, Josh Raho.

1446
01:09:14.205 --> 01:09:16.455
Good evening. My name is Josh Helm.

1447
01:09:16.965 --> 01:09:19.295
None of you thought that you would face the challenges

1448
01:09:19.295 --> 01:09:20.295
that you're facing right now.

1449
01:09:20.875 --> 01:09:23.335
You've already faced a tough budget cycle this year,

1450
01:09:23.515 --> 01:09:25.095
and it must be daunting to see

1451
01:09:25.095 --> 01:09:27.775
that we might have more funding withheld if we don't give in

1452
01:09:27.775 --> 01:09:30.095
to the demands of a hateful administration.

1453
01:09:31.145 --> 01:09:32.335
We've seen this trend before.

1454
01:09:32.695 --> 01:09:35.335
Marginalized people are victimized by those

1455
01:09:35.335 --> 01:09:36.375
with bad intentions.

1456
01:09:36.725 --> 01:09:40.455
Currently, those in power have trained their ire on our

1457
01:09:40.465 --> 01:09:42.015
trans students, students

1458
01:09:42.015 --> 01:09:44.535

who make up only 3% of the population.

1459
01:09:45.105 --> 01:09:48.215
These students just want to exist as who they are

1460
01:09:48.515 --> 01:09:49.855
and participate freely

1461
01:09:49.875 --> 01:09:52.975
and opening openly in any activities that they choose.

1462
01:09:53.905 --> 01:09:55.855
Trans kids already face increased

1463
01:09:55.855 --> 01:09:57.095
discrimination and bullying.

1464
01:09:57.485 --> 01:10:01.095
They deserve our love and affirmation, not the bullying

1465
01:10:01.235 --> 01:10:03.215
and discrimination by those who hold power.

1466
01:10:03.955 --> 01:10:05.895
If the education department run

1467
01:10:05.895 --> 01:10:08.615
by an unqualified professional wrestling executive,

1468
01:10:08.695 --> 01:10:13.095
I might add, uh, once to withhold funding, dare them

1469
01:10:13.115 --> 01:10:14.975
to like most bullies.

1470
01:10:14.975 --> 01:10:17.495
We have seen that this administration backs down when they

1471
01:10:17.495 --> 01:10:19.895
are pressed, show them that our commitment

1472
01:10:19.895 --> 01:10:22.095
to protecting our students is stronger than

1473
01:10:22.095 --> 01:10:23.175
their will to hold them back.

1474
01:10:23.835 --> 01:10:25.215
Martin Luther King Jr.

1475
01:10:25.245 --> 01:10:27.815
Said that the arc of the moral universe is long,

1476
01:10:28.035 --> 01:10:29.255
but it bends towards justice.

1477
01:10:30.025 --> 01:10:33.455
Stand stand strong for our LGBTQ plus students.

1478
01:10:33.955 --> 01:10:37.415
Uh, this sign behind me says that every student counts.

1479
01:10:37.955 --> 01:10:40.135
Uh, uh, this includes our trans students.

1480
01:10:40.735 --> 01:10:43.575
I urge you to stand up to bullies and protect our students.

1481
01:10:43.945 --> 01:10:44.945
Thank you.

1482
01:10:45.825 --> 01:10:48.575
Thank you for your comments. And the last

1483
01:10:48.575 --> 01:10:49.895
speaker, Audrey Om.

1484
01:10:57.625 --> 01:11:00.655
Hello, my name is Audrey Om.

1485
01:11:00.795 --> 01:11:04.175

I'm a former student of a PS class of 2023,

1486
01:11:05.035 --> 01:11:06.175
and I'm a trans woman.

1487
01:11:08.175 --> 01:11:09.215
I just have to express

1488
01:11:09.245 --> 01:11:13.685
what my experience was at a PSI have memories

1489
01:11:13.785 --> 01:11:16.205
as a child of being bullied into not growing

1490
01:11:16.265 --> 01:11:17.325
out my hair for years.

1491
01:11:18.165 --> 01:11:19.525
I have memories of being forced

1492
01:11:20.105 --> 01:11:22.805
to use men's rooms even if I didn't feel comfortable

1493
01:11:22.805 --> 01:11:24.885
with it, and even if I didn't understand why.

1494
01:11:25.925 --> 01:11:27.525
I have memories of claims from students

1495
01:11:27.585 --> 01:11:29.805
and teachers alike about how it's a disappointment about the

1496
01:11:29.805 --> 01:11:32.525
fact that my hair is not on a real woman.

1497
01:11:33.275 --> 01:11:35.285
I've had people accuse me of mental issues

1498
01:11:35.305 --> 01:11:37.765
for simply stating the fact that I am a woman.

1499
01:11:38.845 --> 01:11:40.765
I have memories of being told that I am wrong

1500
01:11:40.785 --> 01:11:44.245
for expressing myself in the way that I have always existed.

1501
01:11:46.685 --> 01:11:49.705
And I have memories of talking to my friends who are crying

1502
01:11:49.705 --> 01:11:51.385
because they could not be recognized

1503
01:11:51.565 --> 01:11:53.465
by their preferred names, their pronouns,

1504
01:11:53.465 --> 01:11:55.865
and they were not in their correct bodies

1505
01:11:55.965 --> 01:11:57.905
and questioned for their pain and suffering.

1506
01:11:59.245 --> 01:12:01.425
And the idea of people questioning now about the fact

1507
01:12:01.425 --> 01:12:03.225
that we exist, that our pain exists

1508
01:12:03.565 --> 01:12:04.665
and that we are not right

1509
01:12:04.665 --> 01:12:06.825
for having this pain is just disgusting.

1510
01:12:08.405 --> 01:12:12.105
And I do not, and I acknowledge all of the efforts that, uh,

1511
01:12:12.105 --> 01:12:15.385
people at a PS do towards, uh, making people feel inclusive

1512
01:12:15.775 --> 01:12:18.465

because I will say there are still efforts

1513
01:12:18.725 --> 01:12:21.985
and I have been able to have some meaningful conversations

1514
01:12:22.015 --> 01:12:24.825
with my friends at a younger age about topics

1515
01:12:24.855 --> 01:12:26.385
that I don't think many other places

1516
01:12:26.395 --> 01:12:27.705
would be able to have them.

1517
01:12:28.595 --> 01:12:33.335
But I just wanna specify, I do not want

1518
01:12:33.335 --> 01:12:35.655
to settle for good enough peace

1519
01:12:35.835 --> 01:12:37.655
or for good enough representation

1520
01:12:38.115 --> 01:12:41.055
or for good enough acknowledgement about the right that I

1521
01:12:41.055 --> 01:12:42.735
and so many other people get to exist.

1522
01:12:43.815 --> 01:12:46.495
I want it to simply be a guaranteed right,

1523
01:12:46.495 --> 01:12:48.335
and to continue to be acknowledged for the fact

1524
01:12:48.445 --> 01:12:51.455
that we exist and

1525
01:12:53.685 --> 01:12:56.895
just, yeah, the idea of being questioned is just saying

1526
01:12:56.895 --> 01:12:58.935
to me, and this is the first step towards fascism.

1527
01:12:58.955 --> 01:13:00.935
We must work towards stopping that. Thank you.

1528
01:13:02.545 --> 01:13:03.815
Thank you for your comments.

1529
01:13:06.545 --> 01:13:08.415
Thank you to all of our speakers

1530
01:13:08.555 --> 01:13:09.655
for your comments this evening.

1531
01:13:10.435 --> 01:13:12.775
We appreciate that you took the time to join us

1532
01:13:13.275 --> 01:13:14.935
and share your perspectives with us.

1533
01:13:15.795 --> 01:13:17.215
We will work with the superintendent

1534
01:13:17.275 --> 01:13:19.095
to coordinate any necessary follow up

1535
01:13:19.095 --> 01:13:20.295
to any questions or comments.

1536
01:13:21.635 --> 01:13:23.055
The sign up to speak form

1537
01:13:23.315 --> 01:13:26.015
for the August 21st school board meeting will be posted

1538
01:13:26.045 --> 01:13:27.375
between August 15

1539
01:13:27.515 --> 01:13:31.055

and August 20th at 4:00 PM Uh,

1540
01:13:31.055 --> 01:13:32.895
before we move to our next agenda item,

1541
01:13:33.195 --> 01:13:36.015
the board will take a three minute recess

1542
01:13:36.515 --> 01:13:38.335
and we will convene at eight 18.

1543
01:13:38.595 --> 01:13:42.055
And we do, um, invite those who are going to exit

1544
01:13:42.075 --> 01:13:44.735
to please exit and take conversations out into the hallway

1545
01:13:44.875 --> 01:13:46.255
so we can continue the meeting.

1546
01:13:46.345 --> 01:13:46.775
Thank you.

1547
01:17:29.505 --> 01:17:31.095
Three seconds. Okay.

1548
01:17:31.115 --> 01:17:33.735
We are now, uh, at information items

1549
01:17:33.875 --> 01:17:35.175
and tonight we have one item,

1550
01:17:35.275 --> 01:17:37.215
the ERP update and funding needs.

1551
01:17:37.235 --> 01:17:38.895
Dr. Dra, will you please introduce the staff

1552
01:17:38.915 --> 01:17:39.975
who will be presenting this item?

1553
01:17:40.155 --> 01:17:41.935
Yes, I'd like to introduce rasuli,

1554
01:17:41.935 --> 01:17:43.815
our assistant superintendent of information services,

1555
01:17:43.955 --> 01:17:45.575
who will give us an update and

1556
01:17:45.575 --> 01:17:47.415
before he gives us an update, I want to thank him

1557
01:17:47.755 --> 01:17:49.415
and his team and so many others.

1558
01:17:49.755 --> 01:17:51.815
Worked very hard on our ERP system,

1559
01:17:51.815 --> 01:17:55.015
which we had a very successful launch, uh, in July.

1560
01:17:55.155 --> 01:17:56.855
And thank you, sir, for your leadership

1561
01:17:57.275 --> 01:17:58.815
and making sure that we've moved.

1562
01:17:58.815 --> 01:18:00.375
This has been a topic that this board

1563
01:18:00.395 --> 01:18:02.775
and previous board members have been asking about

1564
01:18:02.835 --> 01:18:05.815
for quite some time, and so we're really pleased to see

1565
01:18:05.815 --> 01:18:06.975
that we have this in place.

1566
01:18:07.475 --> 01:18:10.135

We do have a couple additional needs as we continue forward

1567
01:18:10.135 --> 01:18:12.655
that, uh, uh, Raj will present at this time.

1568
01:18:12.715 --> 01:18:13.935
So thank you, sir. Alright,

1569
01:18:14.475 --> 01:18:15.695
Uh, good evening everybody.

1570
01:18:15.825 --> 01:18:17.295
First, thank you for the opportunity

1571
01:18:17.395 --> 01:18:20.255
to talk about this very important, very successful project.

1572
01:18:20.515 --> 01:18:23.455
Um, as I said, I'm standing here on, on behalf

1573
01:18:23.455 --> 01:18:25.295
of the Department of Human Services,

1574
01:18:25.625 --> 01:18:28.215
human Resources Finance, um, and,

1575
01:18:28.275 --> 01:18:29.655
and actually information services.

1576
01:18:30.055 --> 01:18:33.415
I think it was a huge collective effort from all three

1577
01:18:33.415 --> 01:18:35.335
of our departments for the last two years.

1578
01:18:35.495 --> 01:18:38.135
I would actually say, um, for us to actually get

1579
01:18:38.155 --> 01:18:39.695
to have an extremely smooth

1580
01:18:39.715 --> 01:18:44.335
and a very, uh, successful implementation of, um, stars Plus

1581
01:18:44.435 --> 01:18:46.615
as we are calling that the new implementation

1582
01:18:46.635 --> 01:18:49.655
of the cloud version of the ERP

1583
01:18:49.655 --> 01:18:51.495
and all the HR systems, right?

1584
01:18:52.315 --> 01:18:54.655
As I said, I think the go live was on July 1st.

1585
01:18:54.755 --> 01:18:56.695
You all actually have been experiencing that

1586
01:18:56.755 --> 01:18:57.975
as users yourself.

1587
01:18:57.995 --> 01:19:00.375
So obviously you already know how the new system looks

1588
01:19:01.035 --> 01:19:04.935
and, uh, they, uh, actually have been a lot of things

1589
01:19:04.935 --> 01:19:06.655
that we've incorporated in the system

1590
01:19:07.005 --> 01:19:08.735
that have been paper-based processes

1591
01:19:08.735 --> 01:19:10.215
that we've actually transferred over

1592
01:19:10.235 --> 01:19:11.695
to the new system leave.

1593
01:19:11.695 --> 01:19:13.335

And absence management is just one

1594
01:19:13.335 --> 01:19:14.575
example of that one, right?

1595
01:19:14.575 --> 01:19:17.295
Obviously we want to actually look at all corners

1596
01:19:17.295 --> 01:19:19.255
and kind of move them over into the new system.

1597
01:19:20.235 --> 01:19:23.695
The other benefit, as I was actually pointing out was, um,

1598
01:19:23.875 --> 01:19:27.535
the, um, the ability to keep up with regulations and safety

1599
01:19:27.555 --> 01:19:30.735
and security of the most important asset of our employees,

1600
01:19:30.735 --> 01:19:32.375
their personal information and their data.

1601
01:19:32.935 --> 01:19:35.015
I think it allows us to actually put that with,

1602
01:19:35.015 --> 01:19:38.135
with some really tight, um, protection behind it.

1603
01:19:38.835 --> 01:19:41.495
Um, I wish I actually had qualified the first bullet

1604
01:19:41.495 --> 01:19:42.935
that I was actually talking about.

1605
01:19:43.235 --> 01:19:44.895
We spent more than 10,000 hours.

1606
01:19:45.095 --> 01:19:47.895
I would actually see in the last few months of that.

1607
01:19:48.095 --> 01:19:50.095
I actually have come here multiple times

1608
01:19:50.155 --> 01:19:51.455
to give you a couple of updates.

1609
01:19:51.925 --> 01:19:55.015
This was just to make sure that the system was tested right,

1610
01:19:55.355 --> 01:19:57.055
and then we've actually rolled it out.

1611
01:19:57.315 --> 01:20:00.055
And also we have actually monitored the first two payroll

1612
01:20:00.275 --> 01:20:02.135
cycles extremely closely.

1613
01:20:02.395 --> 01:20:04.495
Um, I have to give you an example.

1614
01:20:04.695 --> 01:20:06.895
I think there were days where our teams actually worked

1615
01:20:06.965 --> 01:20:09.765
continuously for 22 hours, um, just

1616
01:20:09.765 --> 01:20:13.005
before the, uh, payroll, uh, actually has been, uh, run

1617
01:20:13.005 --> 01:20:16.365
through to just ensure that everything is in place, that,

1618
01:20:16.365 --> 01:20:17.405
that everybody's being paid.

1619
01:20:17.405 --> 01:20:19.085
And then the actual calculations,

1620
01:20:19.085 --> 01:20:21.605

everything have been accurate as we wanted it to be.

1621
01:20:21.705 --> 01:20:24.685
So I want to thank everybody for that one more time,

1622
01:20:25.145 --> 01:20:27.925
but just want to point out that this has not been just a,

1623
01:20:28.365 --> 01:20:31.125
a kind of a shift from a system A to system B.

1624
01:20:31.125 --> 01:20:33.365
It actually has been a truly, uh, thought through

1625
01:20:34.005 --> 01:20:35.805
transformational transition for the project.

1626
01:20:36.665 --> 01:20:38.725
Um, I'm not going to go through all the benefits.

1627
01:20:38.785 --> 01:20:41.525
I'm sure, like I presented this in previous presentations,

1628
01:20:41.525 --> 01:20:43.565
but I want to point out one thing, Ms.

1629
01:20:43.885 --> 01:20:45.205
Der, you actually pointed out.

1630
01:20:45.705 --> 01:20:47.485
You are talking about how do we bring AI

1631
01:20:47.485 --> 01:20:48.845
and other efficiencies, um,

1632
01:20:48.985 --> 01:20:52.645
and in focus just the new system that we rolled out actually

1633
01:20:52.645 --> 01:20:54.925
for, as part of the AP invoicing has a feature

1634
01:20:54.935 --> 01:20:57.205
where when an email is sent with an invoice,

1635
01:20:57.225 --> 01:20:59.365
it automatically reads through all of the information

1636
01:20:59.625 --> 01:21:01.165
and pre-populates that data.

1637
01:21:01.505 --> 01:21:03.565
Um, making sure that there is a redundant,

1638
01:21:03.565 --> 01:21:06.125
there is no redundant data entry part in ensuring

1639
01:21:06.125 --> 01:21:08.285
that accuracy of the information is happening.

1640
01:21:08.595 --> 01:21:09.685
This is just one example.

1641
01:21:09.965 --> 01:21:12.365
I want to say that the system is designed

1642
01:21:12.425 --> 01:21:14.605
to bring us more such kind of things

1643
01:21:14.665 --> 01:21:17.445
and we will actually focus on them as we move forward.

1644
01:21:17.605 --> 01:21:18.805
I just wanna share that example.

1645
01:21:20.025 --> 01:21:23.205
The, just reminding everybody that the original, um,

1646
01:21:23.505 --> 01:21:24.845
go live date was July,

1647
01:21:24.865 --> 01:21:27.205

and we knew right from the beginning when we brought it

1648
01:21:27.205 --> 01:21:29.965
forward as a proposal, it was a very aggressive proposal,

1649
01:21:30.025 --> 01:21:31.845
but we wanted to actually get the ball rolling.

1650
01:21:32.465 --> 01:21:33.485
Um, one

1651
01:21:33.485 --> 01:21:35.965
of the things we have been very thorough throughout the

1652
01:21:35.965 --> 01:21:38.085
project was to ensure that the testing was,

1653
01:21:38.465 --> 01:21:40.685
was done thoroughly in the sense like if, you know,

1654
01:21:40.855 --> 01:21:42.365
every corner and every nook

1655
01:21:42.365 --> 01:21:45.245
of the system was tested from the business point of view

1656
01:21:45.245 --> 01:21:46.685
to ensure that it was functional.

1657
01:21:47.025 --> 01:21:49.845
Uh, we've actually done that as part of the rollout.

1658
01:21:49.925 --> 01:21:52.645
I I mentioned this also, once they started,

1659
01:21:53.025 --> 01:21:55.245
the users started touching the system, they were able

1660
01:21:55.245 --> 01:21:58.245
to identify additional efficiencies, reports

1661
01:21:58.245 --> 01:21:59.485
that they would want to make their

1662
01:21:59.485 --> 01:22:00.645
lives easier and things like that.

1663
01:22:00.645 --> 01:22:02.285
And we've been able to incorporate all of

1664
01:22:02.285 --> 01:22:04.165
that into the, the system.

1665
01:22:04.705 --> 01:22:06.485
And one thing I also want to point out

1666
01:22:06.485 --> 01:22:07.965
that there's been a lot of, uh,

1667
01:22:07.965 --> 01:22:11.765
transition in key functional roles on departments of HR

1668
01:22:11.785 --> 01:22:14.725
and also and finance that we actually ended up having

1669
01:22:14.725 --> 01:22:16.085
to bring onboard new people

1670
01:22:16.585 --> 01:22:18.885
and, uh, thanks to them for actually stepping in

1671
01:22:19.065 --> 01:22:20.605
and doing that, learning the new job,

1672
01:22:20.625 --> 01:22:22.525
and also kind of helping us out with,

1673
01:22:22.525 --> 01:22:23.925
with the transition to the new systems.

1674
01:22:24.625 --> 01:22:26.445

Um, that is why we have actually come back

1675
01:22:26.445 --> 01:22:29.125
and told you previously, we are planning on going live, um,

1676
01:22:29.235 --> 01:22:30.805
July, that's a one year transition.

1677
01:22:30.805 --> 01:22:32.045
And then, uh, that we've been very

1678
01:22:32.045 --> 01:22:33.405
successful about doing that.

1679
01:22:34.585 --> 01:22:37.765
Um, like I said, actually, I think, um, one

1680
01:22:37.765 --> 01:22:40.805
of the things we wanted to do is to continue

1681
01:22:40.805 --> 01:22:44.085
to have this momentum of transition in the sense, like

1682
01:22:44.105 --> 01:22:46.285
as I said, um, like any other system,

1683
01:22:46.285 --> 01:22:49.445
when you start using the system, any information system,

1684
01:22:49.545 --> 01:22:50.605
I'm sure all of you're aware of it,

1685
01:22:50.605 --> 01:22:52.845
it takes you at least a calendar year to understand

1686
01:22:53.595 --> 01:22:55.925
what it can do, where are yeah, actually

1687
01:22:55.925 --> 01:22:57.845
what the other additional efficiencies are,

1688
01:22:57.845 --> 01:22:59.005
and we want to continue on that,

1689
01:22:59.505 --> 01:23:02.325
but also we want to actually understand the importance

1690
01:23:02.705 --> 01:23:05.205
of hitting different milestones through the year,

1691
01:23:05.205 --> 01:23:07.485
understanding that they're actually working properly,

1692
01:23:08.285 --> 01:23:09.965
identifying if there are any more efficiencies

1693
01:23:10.025 --> 01:23:12.245
and actually making sure that the system is rolling up.

1694
01:23:12.745 --> 01:23:14.485
Um, to give you multiple examples,

1695
01:23:14.715 --> 01:23:16.485
this will be the first time in the new system.

1696
01:23:16.485 --> 01:23:17.805
We'll, open enrollment, um,

1697
01:23:18.125 --> 01:23:19.885
benefits is actually open enrollment

1698
01:23:19.885 --> 01:23:20.925
for benefits is announced.

1699
01:23:20.945 --> 01:23:23.325
We allow people to make those kind of choices.

1700
01:23:24.025 --> 01:23:27.525
Um, the end of the year, W2 creation, you know, the 10th 99,

1701
01:23:27.525 --> 01:23:30.165

everything is actually, I, I can show you a calendar

1702
01:23:30.165 --> 01:23:33.285
where there's a new event or a milestone every month

1703
01:23:33.705 --> 01:23:35.245
and we need to make sure that the people

1704
01:23:35.305 --> 01:23:37.885
who are implementing it are also along with us there

1705
01:23:37.905 --> 01:23:40.085
to make sure that we are actually able to roll that out.

1706
01:23:40.675 --> 01:23:42.565
That was originally our plan as well

1707
01:23:42.865 --> 01:23:45.485
to when we brought forward, um, uh, the,

1708
01:23:45.545 --> 01:23:47.245
the $12 million overall cost

1709
01:23:47.265 --> 01:23:49.285
of actually supporting rolling out

1710
01:23:49.345 --> 01:23:51.565
and supporting the system for the first one year.

1711
01:23:52.155 --> 01:23:54.645
What we ended up was to actually say we, um,

1712
01:23:54.645 --> 01:23:57.165
because of the delay in the one year with the go live date,

1713
01:23:57.415 --> 01:24:00.205
we've actually kind of, um, burnt into

1714
01:24:00.365 --> 01:24:03.445
that particular reserve that we set up for the, um,

1715
01:24:03.835 --> 01:24:04.845
ongoing maintenance

1716
01:24:04.845 --> 01:24:06.085
and actually kind of ensuring

1717
01:24:06.085 --> 01:24:07.725
that the one year is actually happening.

1718
01:24:08.225 --> 01:24:11.205
Um, that is what we are actually asking, uh, for the type

1719
01:24:11.205 --> 01:24:12.365
of adjustments we had.

1720
01:24:12.425 --> 01:24:14.485
We need to have, we talked about the dates,

1721
01:24:14.505 --> 01:24:17.565
but we never brought forward any financial, um, adjustments

1722
01:24:17.625 --> 01:24:18.805
of what was required.

1723
01:24:18.835 --> 01:24:20.605
This is what we are actually bringing forward.

1724
01:24:21.155 --> 01:24:23.445
What we are requesting is that to cover us

1725
01:24:23.505 --> 01:24:26.165
for the next one year of the whole calendar cycle

1726
01:24:26.265 --> 01:24:29.165
as was originally planned for the success of the project,

1727
01:24:29.555 --> 01:24:32.605
that we would actually have $2 million additionally, so

1728
01:24:32.605 --> 01:24:35.725

that, you know, it'll allow us to ensure that the system is,

1729
01:24:36.065 --> 01:24:39.365
is functioning at every single milestone the way we have

1730
01:24:39.565 --> 01:24:40.765
actually seen in the last two months.

1731
01:24:41.425 --> 01:24:43.365
Um, just wanted to give that quick update.

1732
01:24:43.465 --> 01:24:46.365
Um, appreciate the support from the team, um,

1733
01:24:46.505 --> 01:24:48.245
and we'll be glad to answer any questions.

1734
01:24:50.095 --> 01:24:52.125
Thank you very much for that, uh, presentation.

1735
01:24:52.345 --> 01:24:54.405
Um, board colleagues questions.

1736
01:24:57.165 --> 01:24:58.295
Okay, Ms. Guera? Yeah,

1737
01:24:58.865 --> 01:25:00.015
Thank you for this update.

1738
01:25:00.135 --> 01:25:02.895
I just wanna echo your appreciation to our staff

1739
01:25:03.035 --> 01:25:04.495
and the, the hours

1740
01:25:04.565 --> 01:25:06.935
that I know they've spent on top of their regular jobs.

1741
01:25:07.645 --> 01:25:09.575
This is not a dedicated team, uh,

1742
01:25:09.645 --> 01:25:10.855
that is spending a hundred percent

1743
01:25:10.855 --> 01:25:13.895
of its time doing this work and so to is finance

1744
01:25:13.955 --> 01:25:15.495
and HR and others.

1745
01:25:15.505 --> 01:25:17.815
Thank you so much for all you've done.

1746
01:25:18.035 --> 01:25:20.575
Um, I think I have a, I have a few questions,

1747
01:25:20.715 --> 01:25:22.055
but starting most recently

1748
01:25:22.055 --> 01:25:24.975
with the last slide you showed the request for $2 million

1749
01:25:25.275 --> 01:25:27.335
of, uh, capital reserves.

1750
01:25:27.955 --> 01:25:29.375
Um, I wanna understand,

1751
01:25:29.455 --> 01:25:31.335
I believe since you're requesting it from reserves,

1752
01:25:31.335 --> 01:25:34.375
this is a one-time expenditure of this 2 million.

1753
01:25:34.975 --> 01:25:36.095
I want to confirm that,

1754
01:25:36.155 --> 01:25:38.135
but also if you could talk a little bit about

1755
01:25:38.245 --> 01:25:40.615

what are the ongoing costs associated

1756
01:25:40.615 --> 01:25:42.935
with this new ERP system, non-personnel,

1757
01:25:42.955 --> 01:25:45.415
but in terms of licensing, upkeep, that kind of thing.

1758
01:25:46.045 --> 01:25:48.455
Yeah, I, I think when, uh, I'll answered the second part

1759
01:25:48.455 --> 01:25:50.055
of the question, but I'll defer the first part

1760
01:25:50.055 --> 01:25:51.375
of the question to Mr. Hawkins

1761
01:25:51.375 --> 01:25:52.895
because he's the one who can answer that.

1762
01:25:52.995 --> 01:25:56.295
Um, the easier answer is the ongoing cause include the

1763
01:25:56.535 --> 01:25:58.895
contractual, um, cause that we actually have with Oracle,

1764
01:25:59.115 --> 01:26:01.295
we had a very similar cost with Oracle before.

1765
01:26:01.505 --> 01:26:03.765
We're transitioning that over to the new model

1766
01:26:03.765 --> 01:26:05.045
that has actually been shared.

1767
01:26:05.065 --> 01:26:06.645
We shared that detail previously.

1768
01:26:06.945 --> 01:26:09.605
We can also follow up, um, on that detail one more time.

1769
01:26:09.675 --> 01:26:11.165
It's, it's very straightforward answer,

1770
01:26:11.505 --> 01:26:13.125
but I'll defer to Mr. Hawkins

1771
01:26:13.125 --> 01:26:14.205
for the first part of the question.

1772
01:26:16.625 --> 01:26:18.645
So what was the first part of the question? Again?

1773
01:26:19.265 --> 01:26:21.245
The $2 million that's being requested

1774
01:26:21.425 --> 01:26:23.565
and it's coming from capital Reserve. My

1775
01:26:23.565 --> 01:26:24.685
Assumption, My assumption,

1776
01:26:24.985 --> 01:26:26.605
my assumption is that's a one-time cost.

1777
01:26:26.825 --> 01:26:28.285
Yes, it is a one-time cost

1778
01:26:28.385 --> 01:26:31.725
and we've, we've paid for this project up to this point

1779
01:26:31.725 --> 01:26:33.885
through the cap, through the capital reserve account.

1780
01:26:38.915 --> 01:26:41.935
Mr. Turner, I have some Support. Okay. Okay.

1781
01:26:44.625 --> 01:26:46.575
Could you put the last slide up? Sure. Again, please.

1782
01:26:46.575 --> 01:26:51.495

Thanks. Yeah. Um, I apologies if I've missed this somewhere,

1783
01:26:51.595 --> 01:26:53.055
but could you just walk through each

1784
01:26:53.055 --> 01:26:55.415
of the bullet points in a little bit more detail

1785
01:26:55.525 --> 01:26:58.255
with respect to the original budget, the one year

1786
01:26:58.255 --> 01:27:01.015
of vendor support, what was entailed with that one year

1787
01:27:01.075 --> 01:27:04.935
and what, what that one year cost out of the 12 million,

1788
01:27:05.245 --> 01:27:06.695
what the 2 million is for

1789
01:27:06.795 --> 01:27:09.175
and what those three bullet points underneath it are?

1790
01:27:09.445 --> 01:27:11.135
Sure, I could do that actually.

1791
01:27:11.295 --> 01:27:14.455
I think when we bought forward, uh, the original plan

1792
01:27:14.455 --> 01:27:18.175
for $12 million for the actual rollout, the cost included

1793
01:27:18.875 --> 01:27:22.535
the one time cost for the vendor to actually come on board

1794
01:27:22.535 --> 01:27:24.935
and do the whole implementation of the new project.

1795
01:27:25.515 --> 01:27:29.615
We also factored in a 365 day support from the vendor for us

1796
01:27:29.715 --> 01:27:32.055
to support the actual milestones at

1797
01:27:32.055 --> 01:27:33.175
different different points of time.

1798
01:27:33.235 --> 01:27:35.855
And we also projected what the actual cost was.

1799
01:27:36.435 --> 01:27:38.775
We, that is basically what we did and right.

1800
01:27:39.355 --> 01:27:41.935
And then this was for a period of, um,

1801
01:27:42.385 --> 01:27:44.095
where the vendor would be engaged with us,

1802
01:27:44.125 --> 01:27:46.935
with their whole force with us by the,

1803
01:27:46.995 --> 01:27:48.655
um, by July last year.

1804
01:27:48.655 --> 01:27:49.935
Right. That was the original plan.

1805
01:27:50.115 --> 01:27:51.815
But the vendor, because of our needs

1806
01:27:51.815 --> 01:27:54.455
and actually various kind of situations like I shared

1807
01:27:54.455 --> 01:27:58.495
before, had to move the go live date from July that to,

1808
01:27:58.715 --> 01:28:00.055
to July this year.

1809
01:28:00.875 --> 01:28:03.615

During this one year, the vendor ended up having to stay

1810
01:28:03.615 --> 01:28:06.215
through with all of the resources and this process.

1811
01:28:06.635 --> 01:28:08.615
We also actually added some more functionality,

1812
01:28:08.615 --> 01:28:10.415
some more things associated with that,

1813
01:28:10.715 --> 01:28:13.415
but the cost that the vendor actually extra cost

1814
01:28:13.415 --> 01:28:18.295
that they ended up picking up was almost $1.89 million,

1815
01:28:18.835 --> 01:28:19.975
$1.8 million

1816
01:28:19.975 --> 01:28:20.975
because that was the whole,

1817
01:28:21.315 --> 01:28:22.975
for the whole year they have been with us.

1818
01:28:23.095 --> 01:28:26.295
I mean we, as I brought forward this, we brought, I mean,

1819
01:28:26.295 --> 01:28:28.535
while I'm presenting it as a one time decision to go

1820
01:28:28.535 --> 01:28:30.895
for a whole year, we talked about moving it for six months

1821
01:28:30.895 --> 01:28:33.055
and then we did another rollout for six months.

1822
01:28:33.435 --> 01:28:37.015
So those costs added up to 1.89, that is

1823
01:28:37.015 --> 01:28:39.615
what we have actually been able to, um, consume

1824
01:28:39.615 --> 01:28:41.615
because we originally planned for support

1825
01:28:41.615 --> 01:28:45.815
that was also paid off as part of the implementation itself.

1826
01:28:46.155 --> 01:28:50.495
Now for the support, we need that 1.89, which we burnt out

1827
01:28:50.515 --> 01:28:53.855
as part of the shift to go live is what we are asking

1828
01:28:54.115 --> 01:28:55.655
for the new project.

1829
01:28:55.785 --> 01:28:57.615
Right. One of the things happened was

1830
01:28:58.135 --> 01:28:59.375
a few more additional reports

1831
01:28:59.405 --> 01:29:02.285
that they actually have identified that they wanted

1832
01:29:02.345 --> 01:29:05.525
and some more functionality that they wanted to add as part

1833
01:29:05.525 --> 01:29:07.885
of this through the school year to make sure that, uh,

1834
01:29:07.905 --> 01:29:09.405
we are actually able to roll it out.

1835
01:29:09.685 --> 01:29:11.445
I hope I've answered your question. Yeah.

1836
01:29:12.055 --> 01:29:13.685

Could, could you give me some examples,

1837
01:29:15.185 --> 01:29:16.525
Uh, of, of functional,

1838
01:29:16.995 --> 01:29:18.845
Well, I mean, what, what is the support

1839
01:29:18.845 --> 01:29:20.125
through the calendar?

1840
01:29:20.685 --> 01:29:21.725
I can give a perfect example,

1841
01:29:22.005 --> 01:29:23.325
A second bullet point that Yeah,

1842
01:29:23.325 --> 01:29:24.325
Sure. Um,

1843
01:29:24.325 --> 01:29:26.525
I, I think, um, open enrollment, like

1844
01:29:26.725 --> 01:29:30.285
whenever you actually say, like right now we have done, um,

1845
01:29:30.605 --> 01:29:32.365
employees were able to go into the old system

1846
01:29:32.385 --> 01:29:34.925
and actually choose their employee benefits

1847
01:29:35.105 --> 01:29:36.885
and open enrollment period was announced

1848
01:29:36.885 --> 01:29:37.965
in the old system, right?

1849
01:29:37.965 --> 01:29:40.205
Mm-hmm. This is the first time we are doing it in

1850
01:29:40.205 --> 01:29:41.365
the new system, right?

1851
01:29:41.945 --> 01:29:43.605
So, and as part of the new system,

1852
01:29:43.705 --> 01:29:47.085
we also had created interfaces where all of our vendors

1853
01:29:47.595 --> 01:29:51.245
receive our information from the new system automatically

1854
01:29:51.265 --> 01:29:53.245
to their, their websites and all of that stuff.

1855
01:29:53.265 --> 01:29:55.325
All of that was developed by the vendors

1856
01:29:55.905 --> 01:29:57.405
and they actually created these

1857
01:29:57.405 --> 01:29:58.725
interfaces for the first time.

1858
01:29:59.065 --> 01:30:02.245
So what happens is now as we hit that particular one,

1859
01:30:02.245 --> 01:30:03.285
we've tested it out,

1860
01:30:03.545 --> 01:30:06.125
but we have not tested it out with 8,000 employees.

1861
01:30:06.145 --> 01:30:09.125
Uh, all of that with being onboard at the same time

1862
01:30:09.185 --> 01:30:11.405
and actually sending all of that information to, to,

1863
01:30:11.425 --> 01:30:14.205

to these vendors, we would prefer that they actually,

1864
01:30:14.505 --> 01:30:16.365
we not only we monitor it ourselves,

1865
01:30:16.385 --> 01:30:19.085
but the developers who actually have done those interfaces

1866
01:30:19.585 --> 01:30:22.565
are available to support us during those two month periods

1867
01:30:22.865 --> 01:30:25.085
to ensure that that process is actually

1868
01:30:25.195 --> 01:30:26.325
working out smoothly.

1869
01:30:26.825 --> 01:30:28.365
And then they roll out

1870
01:30:28.425 --> 01:30:31.725
and then we actually take another example right

1871
01:30:31.725 --> 01:30:34.045
after we close this window, we have

1872
01:30:34.045 --> 01:30:36.565
to issue W twos to employees.

1873
01:30:36.585 --> 01:30:39.045
Now that's again, a new time, uh, thing

1874
01:30:39.045 --> 01:30:40.925
that we are doing in the system very first time.

1875
01:30:41.385 --> 01:30:43.085
We want to bring those developers

1876
01:30:43.085 --> 01:30:45.765
who have actually worked on that functionality to support us

1877
01:30:45.825 --> 01:30:48.925
to, uh, to do that milestone, make sure

1878
01:30:48.925 --> 01:30:50.045
that it is also smooth.

1879
01:30:50.235 --> 01:30:52.765
That was originally the plan, and that is how the county

1880
01:30:52.865 --> 01:30:54.765
and everybody has actually originally planned

1881
01:30:55.115 --> 01:30:58.085
with the ERP projects 'cause of the, the scale

1882
01:30:58.105 --> 01:30:59.125
and magnitude of that.

1883
01:30:59.525 --> 01:31:01.765
I hope I've answered your question, the examples, ma'am.

1884
01:31:02.435 --> 01:31:03.925
Yeah, I appreciate the examples

1885
01:31:04.065 --> 01:31:08.365
and, um, I, I, I should have led

1886
01:31:08.365 --> 01:31:11.285
by complimenting what is so far a very smooth rollout,

1887
01:31:11.285 --> 01:31:12.365
so I do appreciate that.

1888
01:31:12.765 --> 01:31:17.365
I guess I'm asking a little bit, um, we already,

1889
01:31:17.625 --> 01:31:20.605
or we always contemplated paying for a year

1890
01:31:20.605 --> 01:31:22.245

of support post rollout

1891
01:31:22.345 --> 01:31:25.285
and then the rollout was simply delayed by a year and

1892
01:31:25.285 --> 01:31:27.365
therefore we are paying for an additional year.

1893
01:31:28.305 --> 01:31:29.965
Yes. This was always the plan. Yes.

1894
01:31:29.965 --> 01:31:32.325
And we have already paid for the additional year. Yes,

1895
01:31:32.945 --> 01:31:34.245
That's exactly right, ma'am.

1896
01:31:34.875 --> 01:31:36.725
Okay, and go ahead, Mary.

1897
01:31:38.165 --> 01:31:39.685
A quick follow up to that is, um,

1898
01:31:40.045 --> 01:31:43.125
I think I remember in a previous report we talked about the

1899
01:31:43.125 --> 01:31:46.645
fact that we will not have vendor support indefinitely.

1900
01:31:46.715 --> 01:31:49.245
That the plan is that they are helping with setup

1901
01:31:49.345 --> 01:31:51.445
and customization and training, and

1902
01:31:51.445 --> 01:31:53.765
after this initial period of handholding

1903
01:31:53.955 --> 01:31:57.005
that in house we will be doing the necessary maintenance.

1904
01:31:57.005 --> 01:31:58.965
You're right, Mr. That's exactly the plan.

1905
01:32:02.515 --> 01:32:03.515
I think Ms. Cera,

1906
01:32:03.515 --> 01:32:04.755
if you have additional questions and then I'm

1907
01:32:04.755 --> 01:32:05.835
gonna go to Ms. Tapia Hadley.

1908
01:32:06.625 --> 01:32:07.915
Sure. Just a quick question.

1909
01:32:08.015 --> 01:32:10.635
Um, I have one more, which is from an employee's

1910
01:32:10.635 --> 01:32:14.035
perspective, since July 1st, if I'm an a PS staff member

1911
01:32:14.055 --> 01:32:15.275
and I'm using the new system

1912
01:32:15.615 --> 01:32:17.275
and something's not quite right for me

1913
01:32:17.275 --> 01:32:19.875
or I can't figure something out, can you walk us

1914
01:32:19.875 --> 01:32:21.955
through the steps that employees take in order

1915
01:32:22.015 --> 01:32:23.155
to raise their hand

1916
01:32:23.175 --> 01:32:26.235
and ask for help, how that helps comes to them

1917
01:32:26.335 --> 01:32:28.115

and how quickly they can expect that help?

1918
01:32:28.915 --> 01:32:31.115
Absolutely. I, I'm glad you're actually bringing that up

1919
01:32:31.115 --> 01:32:32.435
and I have to thank Dr. Duran

1920
01:32:32.435 --> 01:32:34.275
for actually supporting us through that process.

1921
01:32:34.975 --> 01:32:36.995
All of the messages Dr. Duran sent

1922
01:32:36.995 --> 01:32:39.955
to staff actually have been constantly talking about the

1923
01:32:39.955 --> 01:32:42.715
upgrade and actually prepping them as to say,

1924
01:32:42.715 --> 01:32:44.435
what are the resources that are available

1925
01:32:44.615 --> 01:32:47.435
for staff in case they have actually questions about how

1926
01:32:47.435 --> 01:32:48.475
to do certain things.

1927
01:32:48.885 --> 01:32:51.795
Where the documentation is related to that particular one,

1928
01:32:51.795 --> 01:32:53.875
where the recordings of the training have actually been

1929
01:32:53.875 --> 01:32:57.475
available, but also there's a website internally on the a

1930
01:32:57.515 --> 01:33:00.235
PS, um, internet that actually has been dedicated

1931
01:33:00.255 --> 01:33:01.715
for the stars upgrade page,

1932
01:33:01.965 --> 01:33:05.355
which clearly while I talked about, has a clear repository

1933
01:33:05.375 --> 01:33:09.115
of the trainings offered, the documentation that the how to,

1934
01:33:09.535 --> 01:33:11.795
um, documentation, also detailed presentation.

1935
01:33:12.335 --> 01:33:16.235
And also, um, there is a clear description of how

1936
01:33:16.235 --> 01:33:20.355
to reach out specifically to hr if there is a HR functional

1937
01:33:20.995 --> 01:33:22.635
question that they actually have or how to reach out

1938
01:33:22.635 --> 01:33:24.555
to finance if they actually have a finance question

1939
01:33:24.895 --> 01:33:26.915
or is all in one place so

1940
01:33:26.915 --> 01:33:28.435
that if they really have a question

1941
01:33:28.435 --> 01:33:29.715
that they will be able to do that.

1942
01:33:29.975 --> 01:33:31.475
That's one model to do that.

1943
01:33:31.655 --> 01:33:35.395
And we are also actually, um, through the admin conference,

1944
01:33:35.405 --> 01:33:37.555

we've trained quite a few people, um,

1945
01:33:37.665 --> 01:33:38.835
with respect to the leaders.

1946
01:33:38.855 --> 01:33:41.035
Administrators have also been trained, uh,

1947
01:33:41.055 --> 01:33:43.355
and a lot of other additional staff have been trained

1948
01:33:43.695 --> 01:33:45.715
to be prepared to actually hold the hands

1949
01:33:45.715 --> 01:33:48.995
because we know for sure, for example, we've gone to, um,

1950
01:33:49.615 --> 01:33:51.915
the, you know, to, to talk to the drivers.

1951
01:33:52.045 --> 01:33:54.595
We've actually worked with the director of transportation

1952
01:33:54.775 --> 01:33:58.515
and actually had a session there to talk to them about how

1953
01:33:58.515 --> 01:33:59.515
to do those kind of things.

1954
01:33:59.535 --> 01:34:02.275
And we've also done targeted trainings like that,

1955
01:34:02.295 --> 01:34:04.995
but we'll continue to provide the same thing as well, ma'am.

1956
01:34:05.165 --> 01:34:07.035
Thank you. That sounds super comprehensive

1957
01:34:07.055 --> 01:34:08.195
and I'm glad there are all those

1958
01:34:08.555 --> 01:34:09.675
reference materials available.

1959
01:34:10.195 --> 01:34:11.835
I think I would just encourage all of us,

1960
01:34:12.245 --> 01:34:14.795
we've heard from our staff, particularly working in schools,

1961
01:34:14.905 --> 01:34:17.435
that sometimes they have six minutes in order

1962
01:34:17.495 --> 01:34:19.355
to do something and get an answer.

1963
01:34:19.535 --> 01:34:22.435
And the extent to which they could do the deep dive

1964
01:34:22.495 --> 01:34:23.755
by watching the presentation

1965
01:34:23.755 --> 01:34:25.035
or reading through the reference material,

1966
01:34:25.035 --> 01:34:27.595
but having those, whether it's an email address

1967
01:34:27.655 --> 01:34:29.995
or some way that I can get the very specific

1968
01:34:30.675 --> 01:34:31.875
question answered quickly feels

1969
01:34:31.875 --> 01:34:33.315
to me like it's pretty important.

1970
01:34:33.805 --> 01:34:36.995
Thank you, Ms. Tapia. Hadley, do you have questions?

1971
01:34:39.655 --> 01:34:44.235

Um, yes. Just, just to confirm is so, so stars will be

1972
01:34:44.915 --> 01:34:47.915
utilized differently across different departments depending

1973
01:34:47.915 --> 01:34:52.675
on the need so departments can, can customize functionality.

1974
01:34:52.935 --> 01:34:54.235
Is that, is that correct?

1975
01:34:54.495 --> 01:34:55.955
And is that why this has taken longer?

1976
01:34:56.115 --> 01:35:00.325
I guess I'm still just trying to be clear on, on sort

1977
01:35:00.325 --> 01:35:03.485
of why the, uh, uh, it, it's taken us a little bit longer

1978
01:35:03.865 --> 01:35:05.565
to get the, the training.

1979
01:35:05.995 --> 01:35:07.565
Sure, ma'am. I, I, I think the,

1980
01:35:07.585 --> 01:35:09.965
the why is when I actually took it back to one

1981
01:35:09.965 --> 01:35:12.325
of the slides I kind of shared with us, um,

1982
01:35:12.545 --> 01:35:13.765
why if you really go back

1983
01:35:13.765 --> 01:35:16.725
and look at the, the whole timeline

1984
01:35:16.725 --> 01:35:20.085
and where the most delay was, the testing period was the one

1985
01:35:20.085 --> 01:35:22.205
that actually was the reason why we ended up

1986
01:35:22.305 --> 01:35:23.485
having to extend it.

1987
01:35:23.545 --> 01:35:25.205
And when we were talking about testing,

1988
01:35:25.815 --> 01:35:27.725
staff was actually learning the new

1989
01:35:27.725 --> 01:35:29.085
system also for the same time.

1990
01:35:29.085 --> 01:35:31.405
And there were new people who came on board,

1991
01:35:31.405 --> 01:35:33.165
the functional leaders of the business

1992
01:35:33.305 --> 01:35:36.085
who were looking at the system for the first time had

1993
01:35:36.085 --> 01:35:38.325
to understand what the requirements were, has to understand

1994
01:35:38.325 --> 01:35:40.445
what the system was, and making sure

1995
01:35:40.445 --> 01:35:42.485
that the functionality was working

1996
01:35:42.585 --> 01:35:44.565
to the way they wanted to run the offices.

1997
01:35:44.745 --> 01:35:45.885
And then the processes,

1998
01:35:46.365 --> 01:35:47.885

I would actually say testing was the one

1999
01:35:47.885 --> 01:35:49.485
that really took us more time.

2000
01:35:49.985 --> 01:35:52.245
Um, and during the testing, obviously we had

2001
01:35:52.565 --> 01:35:54.405
to pause on any more development,

2002
01:35:54.465 --> 01:35:56.685
but we actually had the vendor make sure

2003
01:35:56.685 --> 01:35:58.565
that they were walking us through every scenario,

2004
01:35:58.905 --> 01:36:00.645
making sure it was working properly.

2005
01:36:00.995 --> 01:36:03.125
That was really the reason why it got delayed.

2006
01:36:06.355 --> 01:36:07.525
Okay, thank you.

2007
01:36:08.185 --> 01:36:11.045
Any additional questions, colleagues? Yes, Ms. Turner.

2008
01:36:11.865 --> 01:36:14.925
Um, was there an initial budget for this

2009
01:36:15.025 --> 01:36:16.885
and is there a budget for this one year?

2010
01:36:18.065 --> 01:36:19.845
We, we actually have a plan for that.

2011
01:36:19.865 --> 01:36:21.885
We can do a follow up. Mr. Atkins, do,

2012
01:36:21.885 --> 01:36:23.085
if you want to say something about that.

2013
01:36:23.905 --> 01:36:26.525
So I think the original budget was $12 million, so we're,

2014
01:36:26.525 --> 01:36:30.285
what we're asking for is an additional $2 million to make it

2015
01:36:30.285 --> 01:36:33.525
for one more year for support with, uh, with our vendors

2016
01:36:33.625 --> 01:36:36.925
to keep them with us as we do things for the first time

2017
01:36:37.455 --> 01:36:41.445
where he, he mentioned going through the, um, uh,

2018
01:36:42.515 --> 01:36:45.685
open enrollment, but we'll also be the first time

2019
01:36:45.685 --> 01:36:48.725
that we've issued, uh, w twos in 10 90 nines.

2020
01:36:48.745 --> 01:36:52.325
And we will have, this whole year will be a, a whole year

2021
01:36:52.345 --> 01:36:53.925
of first that will happen

2022
01:36:54.065 --> 01:36:56.725
and once we make it through this first year with end

2023
01:36:56.725 --> 01:36:59.485
of the year reports and reports to the state,

2024
01:36:59.915 --> 01:37:01.845
then we'll feel confident that we'll be able

2025
01:37:01.845 --> 01:37:03.925

to handle it all in-house from there, uh,

2026
01:37:04.835 --> 01:37:05.885
forward after that.

2027
01:37:06.545 --> 01:37:09.645
And, and is there a budget for the support piece?

2028
01:37:09.825 --> 01:37:11.765
The one additional year that we already paid

2029
01:37:11.785 --> 01:37:14.485
for essentially the one year going forward, the,

2030
01:37:14.665 --> 01:37:16.285
the persons working on it,

2031
01:37:16.285 --> 01:37:17.805
the hours, anything of that nature?

2032
01:37:18.665 --> 01:37:21.125
So the budget is the, the budget additional amount

2033
01:37:21.125 --> 01:37:23.325
that we're asking for tonight is for the $2 million

2034
01:37:23.785 --> 01:37:26.725
for the extra for the extra year of support

2035
01:37:28.115 --> 01:37:29.115
You're Looking for? Is

2036
01:37:29.115 --> 01:37:30.175
that your question? Yes.

2037
01:37:31.115 --> 01:37:33.575
Is there anything broken down beyond $2 million

2038
01:37:34.515 --> 01:37:36.135
and is it 2 million all in

2039
01:37:36.135 --> 01:37:39.015
or is that your estimate of what it might wind up?

2040
01:37:39.155 --> 01:37:40.575
No, that's 2 million all in

2041
01:37:40.575 --> 01:37:41.735
and we can give you a breakdown.

2042
01:37:41.735 --> 01:37:43.895
We'll send you a, a breakdown of it if you,

2043
01:37:44.515 --> 01:37:45.935
uh, after the meeting.

2044
01:37:46.245 --> 01:37:48.415
Okay. Thank you. And, and was there ever a breakdown

2045
01:37:48.755 --> 01:37:51.575
of last year's additional work compared

2046
01:37:51.575 --> 01:37:53.215
to the other services and,

2047
01:37:53.315 --> 01:37:55.325
and things that were entailed in the

2048
01:37:55.845 --> 01:37:56.845
Contract? Yes, we could do that as a

2049
01:37:56.845 --> 01:37:57.565
follow up, yes.

2050
01:38:02.065 --> 01:38:06.085
Ms. Clark, Is there not a way to be able

2051
01:38:06.085 --> 01:38:08.765
to break it down in terms of not just a breakdown

2052
01:38:08.765 --> 01:38:12.325

of the numbers, but um, for the targeted areas

2053
01:38:12.355 --> 01:38:14.685
that we really think that we might need support for?

2054
01:38:15.705 --> 01:38:19.605
Uh, so that we are not necessarily spending $2 million,

2055
01:38:19.905 --> 01:38:22.885
but we could target it towards the areas that we think

2056
01:38:23.425 --> 01:38:24.645
we may need help

2057
01:38:24.985 --> 01:38:28.765
or additional support with more at is a consulting. Okay.

2058
01:38:29.635 --> 01:38:33.325
Well, the $2 million is if is we are buying an an

2059
01:38:33.685 --> 01:38:35.125
allocation number of hours.

2060
01:38:35.555 --> 01:38:39.205
Okay. We, we may not need all of those hours,

2061
01:38:39.425 --> 01:38:42.205
but that's what the estimate is for right now, right?

2062
01:38:42.745 --> 01:38:46.445
We have to keep the vendor on for, uh, additional support.

2063
01:38:46.895 --> 01:38:49.085
We're buying X number of hours

2064
01:38:49.505 --> 01:38:53.045
and at the end of the year, we will reconcile that out

2065
01:38:53.105 --> 01:38:55.165
and whether or not we have used all

2066
01:38:55.165 --> 01:38:56.725
of our allocated hours or not.

2067
01:38:58.905 --> 01:39:01.605
Ms. Clark, can I actually add to what Mr. Hawkins said?

2068
01:39:01.965 --> 01:39:03.045
Actually, I think this was done.

2069
01:39:03.205 --> 01:39:05.285
I I maybe I want to actually expand on

2070
01:39:05.285 --> 01:39:06.325
what Mr. Hawkins is saying.

2071
01:39:06.975 --> 01:39:10.325
We've developed the proposed, uh, support hours working

2072
01:39:10.325 --> 01:39:12.485
with the functional leaders of each area.

2073
01:39:13.155 --> 01:39:14.685
They are not exactly the same.

2074
01:39:14.685 --> 01:39:16.925
They're dependent upon the specific needs

2075
01:39:17.065 --> 01:39:18.285
of those specific areas.

2076
01:39:18.465 --> 01:39:19.725
For example, EPM

2077
01:39:19.725 --> 01:39:22.645
or the budgeting office had, uh, a different module

2078
01:39:22.645 --> 01:39:24.405
that they're rolling out as part of this one.

2079
01:39:24.655 --> 01:39:28.165

There was an estimate from them for a specific set of hours

2080
01:39:28.265 --> 01:39:30.445
or things that they would need at different points of time

2081
01:39:30.945 --> 01:39:32.005
for the budgeting process.

2082
01:39:32.185 --> 01:39:34.765
The same way we did that with, um, HR office

2083
01:39:34.765 --> 01:39:37.525
and HR staff that they have identified the power, um,

2084
01:39:37.865 --> 01:39:40.365
the varying supports that they would want.

2085
01:39:40.585 --> 01:39:43.605
And this is a collective, uh, uh, effort of all of that is

2086
01:39:43.605 --> 01:39:44.605
what they estimate is

2087
01:39:44.605 --> 01:39:47.285
that Mr. Hawkins is talking about those collectively pulled

2088
01:39:47.445 --> 01:39:50.205
together to say this is what the support contract

2089
01:39:50.345 --> 01:39:53.925
of the vendor to actually support us for all of these

2090
01:39:53.945 --> 01:39:55.245
for the next one year looks like.

2091
01:39:55.545 --> 01:39:57.005
And we can provide that detail.

2092
01:39:58.765 --> 01:40:00.565
I think my assumption listening to you is just

2093
01:40:00.565 --> 01:40:02.885
that we have, um, we have asked for an estimate

2094
01:40:02.885 --> 01:40:04.005
for a certain number of hours.

2095
01:40:04.345 --> 01:40:05.685
We will be tracking those hours.

2096
01:40:06.105 --> 01:40:08.365
If we don't use all those hours, we're not paying,

2097
01:40:08.365 --> 01:40:09.845
we're not, we're not paying out that money.

2098
01:40:09.845 --> 01:40:12.565
That's correct. Yes. And I would suggest that perhaps, um,

2099
01:40:12.625 --> 01:40:15.645
it may be appropriate for halfway through this year Sure.

2100
01:40:15.665 --> 01:40:17.165
For us to have a little check in on

2101
01:40:17.165 --> 01:40:20.045
where we compared in terms of estimated hours and actuals.

2102
01:40:20.465 --> 01:40:21.685
We can do That. Could do that.

2103
01:40:26.555 --> 01:40:29.805
Okay. Seeing no other questions, thank you so much, uh,

2104
01:40:29.825 --> 01:40:31.205
for sharing this information with us.

2105
01:40:31.385 --> 01:40:34.445
Um, the school board will act on this item at the

2106
01:40:34.445 --> 01:40:35.805

August 21st meeting.

2107
01:40:36.095 --> 01:40:37.605
Thank you. Have a good evening.

2108
01:40:39.385 --> 01:40:42.125
The school board would now convene in a closed meeting.

2109
01:40:42.145 --> 01:40:44.045
On the consideration of admission, I move

2110
01:40:44.075 --> 01:40:46.485
that the board immediately convene in Enclo meeting

2111
01:40:46.585 --> 01:40:51.245
to consider a transfer appeal SY 25 dash 26

2112
01:40:51.315 --> 01:40:52.645
dash one as authorized

2113
01:40:52.645 --> 01:40:57.365
by Virginia Code 2.2 dash 3 7 1 1 a two.

2114
01:40:57.625 --> 01:40:59.125
Is there a second? Second,

2115
01:40:59.825 --> 01:41:01.405
Ms. Mercado, will you please call the roll

2116
01:41:03.105 --> 01:41:04.105
All in favor? Please say

2117
01:41:04.105 --> 01:41:07.005
yes. Those opposed say no. Ms. Clark? Yes. Ms.

2118
01:41:07.195 --> 01:41:09.325
Cera? Yes. Ms. Tapia Hadley.

2119
01:41:12.665 --> 01:41:13.725
Ms. Tapia Hadley?

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2120
01:41:14.865 --> 01:41:18.005
Yes. Can you hear Me? Yes. Ms. Turner? Yes.

2121
01:41:18.005 --> 01:41:19.245
Okay. Ms. Seker Sutton?

2122
01:41:19.825 --> 01:41:22.245
Yes. Motion passes. Five to zero.

2123
02:49:33.900 --> 02:49:38.665
Alright. We are now back in an open session.

2124
02:49:41.025 --> 02:49:45.305
I move to certify that pursuant to 2.2 dash 3 7 12 D

2125
02:49:45.325 --> 02:49:47.265
of the code of Virginia to the best knowledge

2126
02:49:47.265 --> 02:49:50.345
of each school board member, only public business matters,

2127
02:49:50.345 --> 02:49:52.585
lawfully exempted from open meeting requirements

2128
02:49:52.645 --> 02:49:55.265
by Virginia Law were discussed in the closed meeting just

2129
02:49:55.295 --> 02:49:57.985
held and only such public business matters.

2130
02:49:58.085 --> 02:50:01.145
As were identified in the motion convene convening this

2131
02:50:01.145 --> 02:50:03.345
closed meeting were heard, discussed or considered.

2132
02:50:03.525 --> 02:50:04.865
Is there a second? Second,

2133
02:50:05.885 --> 02:50:07.225
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Ms. Mercado, please call the roll.

2134
02:50:09.005 --> 02:50:11.305
All in favor. Please say yes. Those opposed say no.

2135
02:50:11.645 --> 02:50:16.625
Ms. Clark? Yes. Ms. Cera? Yes. Ms. Tapia Hadley.

2136
02:50:18.725 --> 02:50:23.505
Yes. Ms. Turner? Yes. Ms. Ger Sutton? Yes. Motion passes.

2137
02:50:23.535 --> 02:50:24.535
Five to zero.

2138
02:50:25.215 --> 02:50:26.825
Okay. Thank you. We are now at new business

2139
02:50:27.205 --> 02:50:28.785
and I have a motion for new business.

2140
02:50:29.985 --> 02:50:33.065
I move that the school board overturn the superintendent's

2141
02:50:33.065 --> 02:50:36.745
recommendation on transfer appeal SY 25 dash

2142
02:50:36.745 --> 02:50:38.825
26 dash one. Is there a second?

2143
02:50:39.525 --> 02:50:44.505
Second. Are there any questions? No. Okay.

2144
02:50:44.505 --> 02:50:45.985
Ms. Mercado, will you please call the roll

2145
02:50:47.405 --> 02:50:48.405
All in favor? Please say

2146
02:50:48.405 --> 02:50:52.785
yes. Those opposed say no. Ms. Clark? Yes. Ms.

2147
02:50:53.055 --> 02:50:56.855
Cera? Yes. Ms. Tapia Hadley? Yes.

2148
02:50:57.755 --> 02:51:00.575
Ms. Turner? Yes. Ms. Seker Sutton? Yes.

2149
02:51:00.835 --> 02:51:02.295
Motion passes. 5 2 0.

2150
02:51:03.265 --> 02:51:04.855
Board members. Is there any other new business?

2151
02:51:06.155 --> 02:51:07.895
Seeing none. This meeting is adjourned.