



MACHINE TRANSCRIPT • CORAGGIO CONSULTING

Loudoun County School Board, Special School Board Meeting - FY25 Operating Budget Public Hearing and School Board Adoption, Tuesday, February 6, 2024

Date Tuesday, February 6, 2024
Place Loudoun County Public Schools / School Board meeting (see BoardDocs / LCPS-TV)
Length 2h 39m (video)

- Official meeting video (Vimeo / LCPS-TV): <https://player.vimeo.com/video/910529508?rel=0>
- BoardDocs (School Board): <https://go.boarddocs.com/vsba/loudoun/Board.nsf/Public>

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Speech-to-text: whisper.cpp, model large-v3-turbo. Produced 2026-10-19. Each paragraph starts with its time [HH:MM:SS] in the meeting video.

[00:02:13] February 6, 2024, Special School Board Meeting, FY25, Operating Budget Adoption and Public Hearing. We will first start, actually, we're having a little technical difficulty, so we will move on to disclosures, which is item 2.01, and I will start.

[00:02:39] As a member of the Loudoun County School Board, I make the following disclosure to the school board and to the general public in connection with the item on tonight's agenda regarding the budget and or health insurance and related benefits and any other discussion that may include or affect benefits for LCPS employees. Specifically as a school board member I'm eligible to receive health insurance and related benefits as an LCPS employee. These benefits however affect thousands of employees as well in excess of the statutory three employees whose interest may also be affected of which I am included. I can and will participate fairly objectively and in the

[00:03:18] public interest. This disclosure will be reflected in the public in the public records of the clerk of the school board for five years. Ms. Chandler. Thank you Madam Chair. As a member of the Loudoun County School Board I make the following disclosure to the school board and to the general public in connection with an item on tonight's agenda regarding the budget and or health insurance and related benefits, and any other discussion that may include or affect benefits for LCPS employees.

[00:03:46] Specifically, as a school board member, I am eligible to receive health insurance and related benefits as an LCPS employee. These benefits, however, affect thousands of employees well in excess of the statutory three employees whose interests may also be affected, of which I am included. I can and will participate fairly, objectively, and in the public interest. This disclosure will be reflected in the public records of the clerk of the school board for five years.

[00:04:11] Thank you. Thank you. Ms. Donohue. As a member of the Loudoun County School Board, I make the following disclosure to the school board and to the general public in connection with the item on tonight's agenda regarding employee salaries, the budget, and or health insurance, and any other discussion that may include or affect salary and benefits for LCPS employees. Specifically, my spouse and I are enrolled in LCPS health insurance that may be affected by any potential changes to employee salaries, the budget, and or health insurance. Additionally, my sister-in-law is an LCPS employee who does not reside with me and is not dependent on me. These subjects include

[00:04:48] thousands of employees well in excess of the statutory three employees whose interests may be affected, of which my spouse, my sister-in-law, and I am included. I can and will participate fairly objectively and in the public interest. This disclosure will be reflected in the public records of the clerk of the school board for five years. Thank you. I think we can pause here since i think we have miss labelle and um before we continue on to our disclosures um i have been notified that uh miss carrie labelle would like to remotely participate in tonight's school board

[00:05:23] meeting miss labelle please state your location anytime you unmute yourself i'm sorry wait a minute i have two people talking to me um i am in my home i'm by myself in this room my husband's on the other side of the house. So can you please state your location and whether this is a medical or personal matter? I'm at my home in Lovettsville, Virginia, and this is a medical matter. And is anyone present with you at this location? If so, please state their names. My husband, Michael

[00:06:01] Seidelman, is at home with me, but he is not in the room. He's at the other end of the house. Therefore, I will entertain in motion that Ms. LaBelle request that Ms. LaBelle that Ms. LaBelle request to participate remotely be granted. I so move. It's moved by Ms. Donahue. Is there a second?

[00:06:24] Second. Seconded by Ms. Chandler. It's been properly moved and seconded to approve Ms. LaBelle's request to participate remotely. Is there any discussion? Seeing no, seeing none. Let's go ahead and vote. Clerk, please open the vote. Board members, please record your vote.

[00:06:46] Clerk, please close and display the vote.

[00:07:13] The motion passes with seven with Dr. Deans absent for the vote. Welcome to the meeting, Ms. LaBelle. Thank you. All right, and we will continue on with our disclosures. Ms. Griffiths. Thank you, Madam Chair. As a member of the Loudoun County Board, I make the following disclosure to the school board and to the general public in connection with the item on tonight's agenda.

[00:07:36] Regarding the budget and or health insurance and related benefits in any other discussion that may include or affect benefits for LCPS employees Specifically as a school board member. I am eligible to receive health insurance and related benefits as an LCPS employee These benefits however affect thousands of employees Well in the excess of statutory three employees whose interests interests may also be affected or of which I am included i can and will participate fairly objectively and in the public interest

this disclosure will be reflected in the public records of the clerk for the school board for five years thank you

[00:08:14] madam chair thank you ms lovell um madam chair i do not have a copy of the disclosure here at home in this room may i go get it will you excuse me for that yes and we will move on to ms shirnoff and come back thank you ms shirnoff thank you madam chair as a member of the loudon county school board I make the following disclosure to the school board and to the general public in connection with the item on tonight's agenda regarding the budget and/or health insurance and related benefits and any other discussion that may include or affect benefits for LCPS employees specifically

[00:08:51] as a school board member I am eligible to receive health insurance and related benefits as an LCPS employee these benefits however affect thousands of employees well in excess of the statutory three employees whose interest may also be affected of which i am included i can and will participate fairly objectively and in the public interest this disclosure will be reflected in the public records of the clerk of the school

[00:09:14] board for five years thank you ms shurnoff we'll just wait a few minutes for ms labelle all right

[00:09:57] ms labelle i'm back thank you as a member of the laden county school board i make the following disclosure to the school board and to the general public in connection with this items on tonight's agenda regarding the budget, and or health insurance and related benefits, and any other discussion that may include or affect the benefits for LCPS employees. Specifically, as a board member, I am eligible to receive health insurance and related benefits as an employee of LCPS.

[00:10:27] These benefits, however, affect thousands of employees, well in excess of statutory three employees whose interests may also be affected, of which I am included. I can and I will participate fairly objectively and in the public interest this disclosure will be reflected in the public records of the clerk of the school board for five years thank you at this time we will move to item 3.01 which is public comment thank you for engaging with the school board through the public comment process the school board welcomes comments from loudon county residents and believes that strong

[00:11:06] community engagement and outreach are important components of a successful school system speakers must limit comments to the time allotted. Based on the number of speakers in the agenda this evening, all speakers have been allotted one minute each for public comment. However, speakers requiring an interpreter will be allowed two minutes. Please be advised that the speakers who miss their time slot will not be called at a later time. All audience members shall maintain civility, decorum, and respect for the functioning and dignity of the school board at all times. Please remain seated

[00:11:42] unless arriving, departing, speaking at the podium, or during a break. Shouting, heckling, jeering, applause, or other noise. Violations of civility, decorum, and respect include shouting, heckling, jeering, applause, or other noise which disrupts or dislays the meeting.

[00:12:02] Obstructing speakers from being able to see the school board and vice versa. Interrupting speakers. Attempting to speak when not called to do so by the chair. and approaching a speaker or otherwise attempting to intimidate, disparage, or distract a speaker, staff member, or other meeting attendees.

[00:12:24] Speakers should refrain from vulgarity, obscenities, defamation, profanity, and other like breaches of respect, nor may speakers target, criticize, or attack individual students and or individual

division employees during public comment.

[00:12:41] Speakers should communicate those concerns to their school principal or an appropriate school official. The school board requests that comments on an individual student or employee-related matter not be shared at public meetings where the disclosure could violate applicable confidentiality requirements.

[00:13:00] Speakers should face the dais and direct their comments to the school board. Per LCPS Policy 2520, members of the school board will not answer questions or respond directly to the public during the public comment period. Violations of decorum or civility by any meeting attendee may result in the chair directing staff to remove the attendee from the remainder of the meeting.

[00:13:23] Repeated or persistent violations of decorum or civility by the audience may result in, on the decision of the chair, public comment being tabled until a later point in the meeting's agenda, limiting the number of attendees in the meeting room during public comment for safety reasons, or the public comment period ending for the evening.

[00:13:45] Copies of materials for board members should be given to the public information officer in the media box at the back of the boardroom prior to the start of the meeting. Please provide 12 copies of the materials. Under no circumstances may a speaker approach the dais.

[00:14:00] The public is reminded that access to school board meetings is available through LCPS-TV on Comcast Channel 18 and Verizon Fios Channel 43. The live stream of the meeting may be viewed on the website. We look forward to hearing your comments.

[00:14:18] We will start with our virtual speakers. We'll start with Scott Pacula and then Mary McClintock.

[00:14:43] Good evening. I'm here to ask the school board to please reinstate the virtual distance learning elementary program.

[00:15:01] This program stands out as the only program which offers full-day synchronous education. The virtual distance learning program is cost-effective with the total expenditure tied directly to the number of teachers. Unlike traditional in-person schooling, it doesn't involve physical assets and can be easily scaled to support the demand.

[00:15:21] Please reinstate the virtual distance learning elementary program and please make this program accessible to all LCPS students who wish to participate in it. Thank you very much. Thank you. Next is Mary McClintock followed by Tim McClintock. Please reinstate Virtual Distance Learning Elementary.

[00:15:43] Two of my kids have attended VDLE and have excelled. My middle child moved from VDLE to VDLE secondary and has an IEP.

[00:16:05] She has transformed from a struggling child with multiple learning disabilities, reading years below grade level, to reading on grade level, earning honors. Our youngest has an ADA medical accommodation and excelled in BDL in first and second grade. She was excited to wake up and share with her peers and teachers in this loving environment.

[00:16:22] When the program ended, we were denied ADA accommodations and doctor's orders at her homeschool. We had to withdraw her and put her in VELPA K-12. She now only gets 80 minutes of

instruction per week. She doesn't get to interact with teachers or peers. She is very isolated. Our once eager, happy, loving kid becomes frustrated, sad, and will cry.

[00:16:41] She misses her teachers, her friends, her school. BDLE is amazing for kids with both learning disabilities and medical disabilities as an insurer. LRE FAPE is inclusive and accessible. Stan with Equity is him with BDLE. Thank you very much. We'll move to the next one. Tim McClintock followed by William M. Good evening. Tonight you'll hear from parents asking to reinstate virtual distance learning elementary and its impact. Parents have been advocating for two years for this program despite being denied a method to

[00:17:15] contact other families. Parents requested surveys for its successors and studies advertised and for the test score shares. All these requests were denied as well. Despite all the obstacles these parents have persevered, they know how successful, how impactful, how empowering, how inclusive and accessible this program is. These families are not rich. Many parents like us rotate shifts because one parent has to be home for medical reasons. Many spend over a thousand a month on medical bills. These children are diverse. They are kids with 504s, IOPs, who have

[00:17:54] anxiety and were succeeding for the first time. Virtual is not for everyone, but it is inclusive and accessible to our children who have a right to FAPE and LRE. We do not need millions to reinstate the program. Thank you very much. The next one is William M. followed by Jenny Cho.

[00:18:13] We don't have a caller by that name. Which caller? Which name? William M. Okay, so we'll move on to Jenny Cho and followed by Kipan. Hello, can you hear me? Yes, we can hear you. Okay, good evening.

[00:18:44] I have been coming to each school board meeting for the past two years to let you know that I'm here to request for the VDLE program to be brought back. The reasons why it has worked for our family is because it frees up from bullying. My oldest son encountered bullying in his elementary school.

[00:19:01] We were not aware of it until my son did not want to attend school anymore. When my husband and I investigated on what was going on, he had a few classmates smashing his lunch, making racial comments, and other comments about his physical appearance. Unfortunately, a school that he had attended, did not mention ever about these occurrences. With VDLE, life normalized for him.

[00:19:25] My son improved in his grades, became more social, improved his confidence, and became less anxious, which later improved his mental health from being bullied. In addition to support his IEP, he has been awesome and he has been excelling. Please support VDLE program. Thank you.

[00:19:41] Thank you. Kipan, followed by Sundas Ahmad. I'm here to ask for the virtual distance learning elementary program to be reinstated.

[00:19:59] This program supports our most vulnerable students, including those struggling with medical issues and mental health challenges. It also caters to students who find they can learn more effectively in the virtual environment.

[00:20:19] Please reinstate the Virtual Distance Learning Elementary and make the program accessible to all LCPS students who wish to participate. Thank you. Thank you.

[00:20:36] Sundas Ahmad, followed by Elisa Ahmad. We don't have those two. Then we'll be Meredith Ray, followed by Heather Hughes.

[00:21:00] Good evening.

[00:21:14] Research from the Center for American Progress shows that schools with dedicated DEI staff see significant improvements in student achievement and graduation rates. Imagine a learning environment where every student feels seen, supported, and empowered to succeed.

[00:21:31] DEI staff play a crucial role in making this vision a reality. They provide invaluable guidance, resources, and training to educators, ensuring that they have the tools to cultivate a culture of belonging in our classrooms. Investing in DEI staff isn't just about meeting quotas or checking boxes. It's about fostering a culture of empathy, understanding, and respect. Thank you. Thank you. Heather Hughes, followed by Candice Tuck.

[00:22:00] Coming from a mom with immune-compromised children, virtual elementary was a safe place for my child to learn. Virtual elementary made my child feel included and gave them accessibility to an education that they deserved. Since sending back my elementary child, they have missed a lot of school due to being ill. It has been hard for them to keep up with their peers. I know that virtual school isn't for everyone, but it was important for the kids that needed it. There are other virtual options like virtual Virginia or VAVA, but they are not equal and don't help children with IEPs or 504s. When these children have things taken away from them, they have less options to

[00:22:39] learn. I have children also in the secondary program and they are in honors classes and testing above average. The teachers in virtual are amazing and they care about our kids. Please remember our kids matter. Please reinstate virtual elementary. Thank you. Thank you. Candice Tuck followed by Lynn Davis. Path of Equality Loudoun to remind our public servants that the citizens of Loudoun County overwhelmingly voted to support school board members who would champion inclusive and equitable practices and policies that support our students. Despite misguided narratives,

[00:23:17] DEIA is recognized in the business community as a benefit to productivity, success, harmonious employees, and opportunity. Research shows that when implemented in schools, DEIA can create the same positive effect for our students. It is a net positive for all students, and we ask that you continue to support such policies and the LCPS Office of DEIA. Thank you, and welcome to our

[00:23:42] new school board members. Thank you. Lynn Davis. Years ago, some states removed sex education from their curriculum. Those states began to see increases in teen pregnancies. An article in the Journal of Adolescent Health published in 2008 had research that showed teens who had sex education curriculum are half as likely to experience a teen pregnancy as those who

[00:24:18] attended abstinence-only programs. A study published in Research in Higher Education found that students with more experiences with diversity, particularly enrollment in diversity courses and positive interactions with diverse peers, are more likely to score higher in academic self-confidence, social agency, and critical thinking disposition. I realize we're not talking about higher education settings, but for most of our graduating students, they will pursue a post-secondary path. Wouldn't it make sense for them to be prepared? If a rising teen pregnancy was an

[00:24:54] unfavorable outcome, what's the outcome if you remove DEI? Thank you. Now we'll move on to our in-person, starting with Sandy Sullivan and followed by Erin Kunkel. Good evening. As you make changes to the superintendent's proposed budget, I urge you to keep in mind the employees who have dedicated and devoted their careers and years to LCPS, your educators on the top step of the scales.

[00:25:28] A one-time payment does not acknowledge their devotion to LCPS. A one-time payment does not become part of the base salary for the next year. A one-time payment does not become part of the calculation for retirement benefits. Our educators on the top step deserve better. Over the years, school boards have at times worked to address the SAG and the salary scale, The steps in the scale that were frozen during years of no salary increases.

[00:25:53] I'm not asking you to make changes tonight, but work to develop a plan to correct the SAG over the coming years. Lastly, I urge you to continue the commitment to all of our students, including our most vulnerable ones. Ensure that the budget decisions you make tonight respect and support all of our students.

[00:26:10] Thank you. Erin Kunkel, followed by Ligia Guivara. Good evening.

[00:26:27] My name is Erin Kunkel. I am the current chair of the Minority Student Achievement Advisory Committee. I'm here tonight to speak out in support of the Division of Diversity, Equity, Inclusion, and Accessibility. I have had the privilege and honor as chair to work closely alongside the entire DEIA team and Dr. Ellis Williams.

[00:26:48] And when I tell you they operate at a high level and they are about the work to the benefit of our students and families and communities, in here, it is absolutely true. MSAC has advocated for years to have a division of equity and now to have diversity, equity, inclusion, and accessibility as part of the superintendent's cabinet, as part of the LCPS strategic plan. It is disheartening to hear there's a possibility of it being defunded and abolished. No matter what happens, I'm here to say that the work will continue to be done, M-SAC will continue to do the work, and SAC will continue to partner

[00:27:27] with Dr. Ellis Williams and her team. Thank you. Thank you. Ligia, I'm sorry if I mess up your name. Is it Ligia? Ligia Guevara, followed by Ismael Perez. It's okay, thank you. Buenas tardes, Junta Escolar. Mi nombre es Ligia Guevara, vivo in Ashburn. Soy leader voluntaria de la nueva mayoría de Virginia y madre de familia. Me gustaría hablar con ustedes sobre mis preocupaciones como padre de familia, creemos que la educación de nuestros hijos es la base fundamental para involucrarnos y velar por el bienestar de cada estudiante.

[00:28:23] and ensuring the well-being of each student.

[00:28:55] We want a lot of county public schools to be fully funded. We want part of the school budget to include the needs for each student as well as the resources necessary for educational development such as free or low cost after school programs for all children living in the area regardless of their race, sex, origin and who due to their economic difficulty do not have the opportunity to develop all the skills they they possess and perform as students.

[00:29:48] - Want the introduction? - Well, I did say only two minutes. - Okay, all right. As parents, we believe that it's important focus on children with special needs because they gave great challenges in being able to perform at school. We are concerned that they do not receive the necessary attention and support to improve the standards in the special education classroom. Thank you. Thank you. Next time I'm

[00:30:14] just going to have two minutes. Okay. Ismael Perez followed by Anita Nagaraja. Good afternoon.

[00:30:47] icon representing for Ismael Perez. As parents, we always want quality education for our children. I regularly participate in school and LCPS meetings. We are concerned that public schools teachers will have to move to other jobs due to the lack of fair compensation and support for our

[00:31:18] teachers. We believe that they are fundamental basis for the economic performance for our children. You should take into account the effort and dedication they contribute to improve education in this country since the main objective of each educator to train students who are the

[00:31:48] or the future of this nation. Likewise, as a parent. Thank you. I'll remind you guys, I know it's hard, but one of our things is no applause. Next one is Anita Nagarajan, followed by Trufilia Parker. Good evening, everyone. My name is Ani Nagarajan. I'm here to share my comments regarding

[00:32:23] the school budget for the year 2025. I'm delighted to know that new teachers will be provided one-time bonuses based on their designation. However, to support our teachers better, raising their annual salaries is necessary. I'm glad to see that this year's budget does increase funding for special education. However, I'm concerned that this rise seems proportionate to the expected student enrollment for the year 2025. I would like to see more substantial investments in special education and free or low-cost after-school programs. Current after-school programs are expensive and have long wait lists. Many of our working class parents cannot afford these expensive

[00:33:01] after-school programs. On behalf of New Virginia majority parents, I would like to reiterate that we need fully funded public schools. We want our educators to be compensated well. We want expanded services for special education and low-cost after-school programs. We want to see a budget that's conducive for the most vulnerable of our children. Thank you all for your time.

[00:33:21] Tofilia Parker, followed by Renard Parker.

[00:33:33] Hi, as we reflect on the diversity within LCPS, it is clear that our success is intricately linked to the commitment to diversity, equity, inclusion, and accessibility.

[00:33:51] With 98 schools and over 80,000 students under our care, it's imperative that we create an environment where every individual feels valued, respected, and supported. The division of DEIA serves as the cornerstone of our efforts to cultivate such an environment.

[00:34:09] By prioritizing DIA, we ensure that each of our schools becomes a place where students can thrive regardless of their background, identity, or ability. We understand that by embracing diversity, promoting equity, fostering inclusion, and ensuring accessibility aren't just ideals, they're essential components of a successful education system.

[00:34:30] As vice chair of the Minority Student Achievement Advisory Committee, I hope that this board chooses to continue-- thank you to believe that deia renard parker followed by reginald parker the second hi my name is renard i am a seventh grade lcps student equity ambassador my school is like a big family and families are all different right that's what makes them awesome well my school family is super

[00:35:06] diverse too we've got people from all walks of life with different stories and abilities the division of deia is like the glue that holds my school family and lcps get together it's what makes sure every student, no matter where they come from, feels welcome and valued. When we protect this division, we're saying loud and clear that it's cool to be different. And guess what?

[00:35:28] That's what makes our school stronger. Let's keep our school family strong. Let's stand up for the division of DEIA. It's not just words on paper. It's the heart and soul of LCBS. Thank you. Thank you. Please hold your pause. Thank you. Reginald Parker II, followed by Reginald Parker.

[00:35:51] Hi, my name is Reginald Parker. I'm a student. I'm a ninth grade student. I'm here to talk about something that's pretty important to all of us. High school can be a lot. We're all figuring out who we are, where we fit in, and what we want to do with our lives. But here's the thing. We're all different, and that's what makes us awesome. The division of DEIA is like the superhero of LCPS. It's about making sure every one of us has a fair shot at success. No matter where we

[00:36:29] come from or who we are it's about making sure we're all heard respected and treated equally think about it when we protect DEIA we're saying that diversity isn't just a word it's a strength it's what makes LCPS and ultimately our world more interesting and exciting we're not just students we're future leaders innovators and change makers and guess what the LCPS division of DEIAs like our guide shows how awesome it can be. Thank you. Thank you. Reginald, please hold your

[00:37:01] pause. Reginald Parker, this Reginald Parker followed by Teran Shrikanda. Good evening. Division of DEIA serves as the cornerstone of our efforts to cultivate such an environment. By prioritizing DEIA, we assure that each of our schools becomes a place where students can thrive regardless of their background, identity, or ability.

[00:37:40] We understand that embracing diversity, promoting equity, fostering inclusion, and ensuring accessibility aren't just ideals. They are essential components of a successful educational system. The vision of DEIA is not merely just an organizational structure.

[00:37:59] It is embodiment of a commitment to excellence, equity, and inclusivity. Let us continue to work towards a future where each student has the opportunity to thrive and succeed regardless of their background or circumstance.

[00:38:15] Thank you. Thank you. Teron Shrikanda, followed by Vanessa Richardson. Good evening. My name is Teron Shrikanda, and I'm a senior at Freedom High School and a student equity ambassador and MSAC delegate.

[00:38:33] I stand before you today to advocate for the preservation of the Division of Diversity, Equity, Inclusion, and Accessibility within our county. I have witnessed firsthand the positive impact of the division within our schools. In Just Freedom High School specifically, we have organized a poster campaign that emphasizes the idea of seeing something and saying something, ensuring that every student has someone to turn to when facing racial or cultural challenges.

[00:38:53] What is more impressive, however, is that this was just done in only two months. With over 82,000 students and 12,000 employees in our county, this department has worked vigorously to ensure LCPS is as inclusive as possible. As a senior in high school, involving myself in the division this year has allowed me to finally see real change being made but the prospect of defunding and abolishing this division feels like a regression a step backward in our journey toward true equity and we can't afford to lose the progress we've made moving forward we cannot afford to dismantle this crucial division instead let us continue to invest in its mission ensuring that every student regardless of background feels valued and included let us continue to move forward together building on the progress we've made and striving for a future where equity is not just Vanessa Richardson followed by Catrice

[00:39:33] Nolan. Good evening. My name is Vanessa Richardson. I am a local activist and a parent of two Loudoun County Public School graduates. I would like to read the definition of DEIA from your own website.

[00:39:57] You say on your own DEIA page that demonstrating the courage to address inequities and remove barriers represents an integral part of our collective effort towards excellence in education. Equity is the vehicle that leads to greater access, opportunity, and equality so that each student is empowered to make meaningful contributions to the world.

[00:40:19] What could be wrong with that? I urge each of you, each and every one of you, to retain the DEIA division within LCPS. Thank you. Thank you. Catrice Nolan, followed by Katie Buckley.

[00:40:40] A quick history lesson. Five years ago yesterday, I and several others spoke before this body to create a Department of Equity Inclusion with a salary commiserate with an assistant superintendent and staffing levels of \$1.3 million.

[00:40:56] Members of the black community continuously have brought forward possible solutions for diversity recruitment, enrollment in honors courses, gifted and talented, and academies allowed. Still, we were left with the impression that those suggestions were largely ignored as we were continually told to be patient.

[00:41:12] There had been enough talk and suggestions, and it was well past time to take action. this department was needed to establish concrete implementation plans and provide the necessary accountability. There was an attempt to throw \$300K, \$200K at this issue while having a district budget of \$1.3 billion. That was further evidence that this issue was not a priority and that there was only a desire to study the problem. We need bold change to affect progress for all our children.

[00:41:39] On that day, a conservative board approved it. We have not met the goal. It should remain in place. Thank you. Katie Buckley, followed by Jan Marker.

[00:41:57] I am a middle school English aid and EL certified teacher at Farmall Station Middle School. I am also a mom and stepmom to six amazing kids here at LCPS. I have been a teacher for 23 years. I am here today to protect DEIA.

[00:42:16] I have just been named the equity lead for Farmall Station for the 24-25 school year, and I never would have accepted this position if I didn't believe deep down in my soul That is one of the most important campaigns we have. Diversity is what makes our schools amazing.

[00:42:34] All the different cultures, experiences, and perspectives has helped me, a white suburban woman, understand more, find common ground in new ways of connecting with kids I never knew existed. Equity helps to make our curriculum fair and just for every student, ensuring that all of my kids have an equal opportunity to succeed, inclusion is what all kids want. Thank you. Jan Merker followed by Ann Blackstone.

[00:43:09] Just a reminder that Moms for Liberty has been designated as a hate group by the respected Southern Poverty Law Center. So when you have a Moms for Liberty affiliated school board member calling for defunding DEI, it's not about saving money. It's a politically motivated attack on our most vulnerable students.

[00:43:37] In 2020, a Virginia Attorney General's Office investigation concluded that systemic racism in LCPS policies harmed African American and Latino students. In 2019, just four years ago, a Loudoun Elementary School made children play a runaway slave game, designating an African American student as a slave.

[00:44:02] this is not ancient history we have so much to do fully fund DEI thank you and Blackstone followed by Dorothy Roney good evening my name is Ann Blackstone I'm a parent to two Loudoun County students and I'm also a community health care provider who's had the great privilege of collaborating with your talented group of athletic trainers here at Loudoun County Public Schools when the bell rings at the end of the day the certified athletic trainers are the only health

[00:44:39] care providers on campus responsible for all the students and not just the students. They're responsible for everybody in that school building or on the fields. They're all the band members, the ROTC members, parents, coaches, spectators, co-curricular staff and participants, everybody. That's an overwhelming responsibility for just one person alone. Furthermore, schools schedule multiple events at the different fields and gyms and if an athletic trainer is not in the location of an emergency or at least in the near vicinity of an emergency they're not able to provide timely care now if it's an ankle sprain that's not a big deal but I have a child with asthma too so seconds count also in cardiac arrest

[00:45:16] seconds count or if the suspected spinal cord injury is occurring and you don't have a trained person there to do something it matters so please fund additional athletic trainers so we have at least two at every school thank you david greenspoon followed by saba bag or did i miss you i'm sorry Dorothy Roni followed by David Greenspoon. Good evening I'm here in support of the division of DEA its leadership mission and work. Since the implementation of this division I have seen positive changes in my children's schools where they have prioritized where they have

[00:45:55] prioritized equity and have focused on creating an environment a school environment where my children feel safe heard and empowered to share their own life experiences. My children have gained a more comprehensive understanding of how they can use their own strengths and points of view to contribute in a diverse school environment that directly impacts everyday learning in their classrooms. I have no doubt that these positive changes have been a direct impact of the hard work and dedication DEA brings to LCPS. They support 82,000 students and over 12,000 employees by providing invaluable tools and resources as well as accountability to ensure everyone regardless

[00:46:33] of their background is given different perspectives that promote cultural competency and empower students to be compassionate and informed leaders. LCPS is better with DEA. Thank you. Now David Greenspoon followed by Saba Baig. Saba Baig followed by Sharon Williams.

[00:46:54] Good evening. DEI benefits each student's numerous ways. It brings exposure to diverse perspective, fosters empathy and understanding, promoting a more inclusive and compassionate school community.

[00:47:25] Secondly, it addresses systemic barriers of learning and ensures equitable access to resources, leading to improved academic performances for all students. Thirdly, interactions with peers from different backgrounds teaches valuable social skills, such as communication and collaboration.

[00:47:41] Fourthly, exposure to diverse viewpoints cultivates critical thinking skills, challenges students to examine their own beliefs and biases. Finally, prioritizing diversity, equity, inclusion is essential for

success in today's globalized society, preparing students for college, career, and civic life.

[00:47:59] Overall, DEI has created a more welcoming, supportive, and enriching learning environment, benefiting each student by preparing them for success in an increasingly diverse and interconnected world. LCPS is better with DEIA. Thank you. Thank you.

[00:48:15] Sharon Williams, followed by Robin Reeves-Burke.

[00:48:28] Robin Reeves-Burke, followed by Tanya Denison. My name is Robin Burke, and I serve as the first vice president of the NAACP Loudon branch.

[00:48:46] I stand before you today to address a concerning motion put forth by one of our esteemed members to eliminate the Office of Diversity, Equity, Inclusion, and Accessibility within our schools. Let me be clear. This motion is nothing but a political distraction, much like the controversy surrounding critical race theory.

[00:49:07] It is the latest shiny object that the GOP is using to divert attention from the real issues at hand while pushing their own agenda. We can't afford to be swayed by such distractions. Let us not allow ourselves to be divided by political rhetoric or misguided agendas.

[00:49:26] Instead, let us come together as a community to reaffirm our commitment to diversity, equity, inclusion in our schools. I urge each and every one of you to reject this motion and stand firm in support of the Office of Diversity, Equity, Inclusion, and Accessibility.

[00:49:44] Thank you. Tanya Denison, followed by Nevla Denison. Keep it short and sweet.

[00:50:02] I'm a LCPS mom, and I am here in support of DEIA. I can say as an African-American mother of four girls, they now feel seen with this program that you have in your school system.

[00:50:21] And if you just defund it, it's just pulling away from their confidence and them feeling like they are included in an environment where they can't be. So please do not defund this program.

[00:50:38] Thank you.

[00:50:43] Thank you. Please hold applause. Nevla Denison, followed by Melody Denison. Melody Denison, followed by Harmony Denison. Harmony Denison, followed by Kira Denison. Kira Denison, followed by MK Gregory.

[00:51:26] Hello, my name is Kira Dennison. I'm a 10th grader and I attend Freedom High School. I am here in support of the DEIA program.

[00:51:57] All I have to say is this program has really helped the African American and kids of color in my school and defunding it just strips them away of opportunity and inclusivity throughout our school. And I really want all of you to rethink the decision if that is on the table. Thank you.

[00:52:13] Thank you. MK Gregory, followed by Talia Bush. LCPS's commitment to equity states that equity means being committed to providing a safe, supportive, inclusive, affirming, and respectful environment for each student and staff member that fosters success, growth, and academic rigor, so that each student is empowered to make meaningful contributions to the world.

[00:52:48] Wow, don't those words basically encapsulate exactly what we're trying to do? To foster an educational environment where every single child feels safe, known, and challenged to grow into a

contributing member of our diverse society? I'm grateful to be a teacher and a parent here in LCPS where we strive to honor the individualism of every student and where we fund the division of DEIA to hold us accountable.

[00:53:11] I would like to encourage anyone who feels concerned about DEIA to come to an MSAC meeting. Visit a Title I school or attend an equity committee meeting and hear firsthand from our students, our staff, and our families how impactful and important the work is. Thank you, Talia Bush, followed by Marilyn Bush.

[00:53:36] Good evening. My name is Talia Bush, the past chair of MSAC and a 15-year resident of Loudoun County. But today I don't represent any committee, myself or my family. Today, I'm speaking on behalf of families who have approached me with their complaints of mistreatment over the years and are disillusioned and unaware of the division's governance process, but who place their hopes in the department that some of you want to defund.

[00:54:04] Before you move forward, let me remind you that to do so would be to overlook the spirit and the letter of the strategic plan that names equity and opportunity as core values, in addition to trust through listening. I ask that you recall that Goal 1 promotes scholastic agency for all children.

[00:54:23] It calls forth a culturally responsive framework, guiding climate and instruction. I ask that you revisit Goal 4 that highlights family engagement. It is because of the families of Loudoun County that the DEIA department is in place. I'm asking that you protect our children and honor a strategic plan.

[00:54:40] Thank you. Thank you. Marilyn Bush, followed by Levi Bush. Hello. My name is Marilyn Bush, and I'm a freshman and a member of BSU at my school.

[00:54:59] I'm here to talk about the removal of the DEIA department. To remove such a department responsible for ensuring respect and equal learning opportunities for students is to neglect the students who need the most protection. As representatives, you are supposed to ensure a fair school system for all children, but today you're discussing whether to remove a department that ensures that children are giving respect and a fair chance to learn.

[00:55:21] By doing this, you could potentially prevent a talented child from truly learning and developing. All in all, without a department to oversee this, there is no way of knowing whether a child is truly given a fair chance to learn and grow like the privileged majority. Someone's future is at stake.

[00:55:44] Thank you for your time. Thank you. Levi Bush, followed by Rasha Saad. Good evening.

[00:56:03] My name is Levi Bush, and I'm a sophomore who goes to Light Ridge High School. I'm a leader in the Fellowship of Christian Athletes, and I was a black student union leader in my school. I stand opposition of defunding the DEIA department. Why have we overlooked social injustices? This department is here to prevent and put an end to racial inequalities within Loudoun County.

[00:56:29] I'm petitioning that the school board gives the department a chance to solve these problems. Give students a chance by giving DEIA a chance. Thank you. Thank you. Rasha Saad, followed by Jenna A. So this whole board is new, and I'd like to make sure Ms. Griffiths in particular is aware of the history of LCPS. In February 2019, a PE teacher thought it was a good idea to set up a game where students were to pretend to be enslaved people and then run through an obstacle course

[00:57:08] that signified the Underground Railroad. In May 2019, the NAACP filed a complaint with the Attorney General's Office of Civil Rights against LCPS schools for systemic racial discrimination. In February 2021, two years later, the Attorney General's Office found that the allegations were true and LCPS agreed to a settlement that included significant revamping of admissions processes and required input from both MSAC and equity committees.

[00:57:37] What do you think the DEIA department does all day? Do you think they just twiddle their thumbs? I've seen firsthand how agile and responsive they have to be in order for LCPS to be able to serve diverse students. And the fact that you're trying to do this during Black History Month is not lost on any of us.

[00:57:53] I'll remind people of the shouting, heckling, jeering, applause, or other noise, which disrupts or delays the meeting. I'll also remind people of the persistent violations of decorum or civility by the audience may result in public comment being tabled, limiting the number of attendees in the meeting or during public comment, or the public comment period ending for the evening.

[00:58:20] Thank you. Jenna A, followed by DJ A. My name is Jenna, and I'm going to be sharing my thoughts on why we should keep DEA in the LCPS community.

[00:58:45] First of all, it wouldn't be fair to only focus on one culture in LCPS schools. Second of all, we need diversity so we can learn about other cultures, and if we only focus on one culture in LCPS schools, we're not going to be able to celebrate other holidays and to do sing-alongs about those holidays, like Hanukkah, Eid, Diwali, et cetera.

[00:59:12] And third of all, on my school's morning show for Black History Month, we have African-American students come up on the morning show and talk about their experiences as an African-American LCPS student. Without DEI, we wouldn't be able to learn about those experiences as an LCPS African-American student.

[00:59:31] Thank you. DJ A, followed by Ileana Mendoza. Good evening.

[00:59:55] First off, let me state that I am a student member of the MSAC, which stands for the Minority Student Achievement Advisory Committee. To defund the DEIA division would be to essentially erase the MSAC, whose job is to voice the concerns of the tens of thousands of students in Loudoun County in regards to equity.

[01:00:12] Our job also includes making sure every single student feels included and safe in their educational environments. Without DEIA, the majority of our student population would lose this important avenue to provide feedback to the school board and the LCPS administration regarding the inequities that we face every day.

[01:00:30] As I walk through the halls of my high school, I am constantly reminded of how proud everyone is of their heritage. Every day, I go and pray with my fellow students for 10 minutes, and without DEIA, I don't think that we would have been able to get that extra time. These are just some of the many examples you can see if you just pay attention to the world around you.

[01:00:49] Thank you. Ileana Mendoza followed by Banna Malkawi. Hello, my name is Ileana Mendoza and I am a student at Heritage High School as well as one of the designated equity ambassadors for the school.

[01:01:09] The DEIA has done an incredible job making kids who are students in the schools it's our job to help to prosper. They make these kids and students more secure in their skin and ability to learn and know that like anyone else, they have needs. But the DEIA can only go so far. Without the proper budget, the DEIA, in other words, cannot do anything.

[01:01:34] Not our students, not your kids, no one. Who are we to tell these students and kids that their education isn't as important as others? That their hopes and dreams to help the world in their own way requires too much attention? As a student myself, it's become known that we are the next generation of working class.

[01:01:52] And I think it's also become known that without certain things like how the development of kids like the DEIA will never be able to truly work and contribute to society. You cannot have it all when you do not give it your all. Thank you. Bonna Malkawi, and I'm sorry if I'm butchering names, followed by Nike Hughes.

[01:02:14] I have been an MSAC delegate for three years. As a member of the Arab-American community and LCPS, I test that the relationship we have with the DEIA division, MSAC, and other equity-related stakeholders have been transformational. There is a direct correlation between family engagement and children's improved academic achievement.

[01:02:34] The efforts of the DEIA have been profound impact on the sense of belonging and safety for children of underrepresented communities, but most importantly, children of misrepresented communities. Our children are exposed to concerning negative trends, hate speech, discrimination, micro and macro aggressions, bullying and hate crimes that disproportionately affect students of color.

[01:02:56] Islamophobia and anti-Arab bias hits our students pretty hard. As families of the Arab American and Muslim communities of Algonquin District, we stand firmly in support of the DEIA division and urge LCPS and the school board to recognize it as a pivotal and essential part of our county's success.

[01:03:13] Thank you. Thank you. Nike Hughes, followed by Wande Oshod. Hi, my name is Nike Hughes.

[01:03:29] I'm an LCPS parent of a second grade student of color. My son's educational career won't look anything like mine. He won't know an Orrin Brown, a Geraint Armstrong, a Vera White, an Edith Smith, or a Josephine Baker. And I don't share these names for your recognition, but to demonstrate my own. I'm demonstrating that the impact of a deeply caring educator not only creates the environment that helps students thrive, but it leaves an impact that lasts for decades, actually for a lifetime, and in many cases for generations to come.

[01:03:55] These deeply caring educators mirrored the populations of which they serve, and this is not to say that their impact was only felt by students of color. Their influence and care was not only diversity in and of itself, but it prepared their student bodies for diversity. According to Edutopia, research shows that having a teacher of color can help students of color reach better outcomes, but the benefits extend to all young people, preparing them to live and work in increasingly diverse societies.

[01:04:18] LCPS is not yet providing that level of diversity in education, but the work is being done. The office of DEIA is doing the work to help meet students where they are and create a safe and equitable space in which all students can thrive. Wande Oshode, followed by Corey Brunet.

[01:04:37] Again, I apologize if I'm mispronouncing your name. Good evening. My name is Wande Oshode. I stand before you today as a parent and a concerned advocate for the preservation and robust funding of the LCPS DEIA.

[01:04:53] and let's not forget the A is accessibility, especially in the FY25 budget. Loudoun County Public Schools and its 82,000 plus students has a minority enrollment population of 60%. That's huge considering Loudoun County didn't fully desegregate its schools until 1968. That's just 56 years ago. The division of DEIA has been a critical vehicle for equity and reinforcement of the district's own 1LCPS plan to center equity as one of its core values. This was created with input from the community. Let's talk about MSAC. Let's talk about SEAC, the NAACP, listening to the

[01:05:31] black community. Abolishing this division puts LCPS and the county at risk by removing the diversity of thought and eliminating the codified arm of this school that was supposed to support diversity. I call on this body to strike down efforts to abolish DEIA. Thank you. Thank you.

[01:05:48] Corey Brunet followed by Tonya Bledsoe. Good evening. My name is Corey Brunet and I'm an English learner teacher at Broad Run High School. Tonight, I would like to advocate for all employees on the top of the salary scale. While bonuses are nice, they are not included in the base salary.

[01:06:09] On the surface, you might ask what the problem is with this. Here's the problem. When a person retires from LCPS, they will draw a pension from the Virginia Retirement System, or VRS, and VRS calculates that pension based on the average salary of the highest three years.

[01:06:25] The salary they use is the base pay, which does not include bonuses or any other stipends. Just giving bonuses without giving a proper COLA is unfair to those who have served LCPS the longest. Please show your dedication to these employees who have dedicated their professional lives to the education of our students.

[01:06:43] They are worth it, and they deserve it. LCPS will never outperform its educators. Thank you. Tonya Blotso, followed by Rebecca Puterio. Good evening.

[01:07:03] I'm one of the parents that fought to have the equity director position funded in 2019, which has now transitioned to DEIA staff. I stand before you to express my opposition to the proposed removal of funding for DEIA staff and programs within our schools.

[01:07:19] At a time when our nation is grappling with challenges of equity and inclusion, it is paramount that LCPS leads by example, following environment where every student, fostering an environment where every student, regardless of their background, feels value and understood.

[01:07:38] This motion undermines the progress we have made towards creating an inclusive education experience that prepares our students for increasingly interconnected worlds. I urge the board to consider the long-term impacts. In closing, Thurgood Marshall said, In recognizing the humanity of our fellow beings, we pay ourselves the highest tribute.

[01:08:02] Happy Black History Month. Thank you. Rebecca Puterio, followed by Michael Koltanicki. Good evening. I'm addressing you as a parent of a high school athlete, a teacher, and a coach, and I'm asking you to consider voting to fully fund the second athletic trainer for each of the high schools.

[01:08:27] Currently, there's one athletic trainer per every 641 student-athletes, and they're the only health care provider on premises of the school after school bell rings at the end of the day. Some seasons,

they have a minimum of 10 different fields or venues, which means they're traveling from field to field to get to athletes if there's an emergency anywhere else.

[01:08:47] They're responsible not only for just the athletes, but the health and safety of the band, the ROTSI's, the parents, spectators, other co-curricular students, in addition to the coaches, student athletes, and school staff. They're responsible for concussions, mental health concerns, administering emergency medications such as Narcan, EpiPens, albuterol, and handling any other emergency situations such as sudden cardiac arrest that's really necessary to have another person. Thank you so much. Michael Koltanicki followed by Brittany Bowe. Good evening. I'm Dr. Michael Koltanicki to request to fully fund the second athletic

[01:09:27] trainer at each high school. We were supposed to wow you with data and numbers, and in medicine, that's just not the way it's done, but it can be done with resources. There's a 260,000 square foot building or if any crisis happens within that building, we have 8 to 12 professional resources to take care of that child. At 418, those 12 resources go down to one with 300 students on campus who are still under our charge, who are still the responsibility of Loudoun County Public Schools. The only number that I have the wow you with today is one. One person for 300 students

[01:10:01] when the building's completely empty and all the resources for that child is now out of the building on that five-day work week during that time frame of education. As I said last time, let's do the right thing. Thank you. Thank you. Brittany Bowe, followed by David Milam. Good evening.

[01:10:31] I'm a concerned citizen and mother of two LCPS students. It's imperative that we emphasize the importance of maintaining funding for diversity, equity, inclusion, and accessibility programs in LCPS. These programs are essential for creating a welcoming and supportive environment where all students feel valued and included regardless of their background. This environment of students feeling seen and heard impacts all types of students from LGBTQIA students, gender identity, ethnic backgrounds, and abilities. DEI programs provide opportunities for students to learn in different cultures, perspectives,

[01:11:09] and experiences preparing them to navigate an increasingly diverse world. These initiatives promote empathy, understanding, and respectful crucial skills for building a more tolerant inclusive society it is not lost on anyone in this room that one of your first orders of business is to defund this program during black history month shameful thank you david milan followed by tomiko brim brunel brunel greetings reverend david

[01:11:42] milan i'm the executive director of loudon interfaith bridges which hosts a periodic gathering of principals with clergy and also civic leaders. And one of the outcomes of these gatherings is just a celebration of the things that are done in league with one another.

[01:12:04] I wanted to tell you a little bit of the results of principals who were boasting about having a prayer room that they've set aside so that not only Muslim students can pray, which is where it began, but that all students could come and have a place to pray. Backpack buddy programs between schools and churches that seem to give support to students in need. These are the kinds of things that come because the school district has committed itself to D, E, I, and A programs. And so in the community you're affecting positive good, thank you.

[01:12:43] - Thank you, Tomiko Brim Burnell, followed by Brenda Bankston. - Good evening, thank you for the opportunity to speak. I'm a Loudoun County resident and I've raised, me and my husband have

raised two kids that have graduated from Loudoun County schools.

[01:13:04] I am here tonight and I literally just came from work out of a meeting because it's so important to have diverse programs in the school systems. These type of programs not only benefit one type of child, they benefit every student. They're going to leave Loudoun County very soon, and they're going to go to diverse college campuses where they need to be able to have conversation and intelligent discourse between different groups where they can understand each other's perspectives, even if they don't take it on as their own.

[01:13:36] If we really want our Loudoun County students to be leaders outside of Loudoun County, We have to prepare them to compete anywhere internationally. I literally just came from a hiring meeting. And we want people in the hiring workforce, they don't have to believe everything the same, but they actually have to be able to participate in the discussion and actually have to hire competent employees.

[01:13:57] Thank you. Brenda Bankston, followed by Carrie Kidwell.

[01:14:13] Are the costs of developing happy, healthy, capable students. ASCD authors, quote, Educators must ensure they intentionally create culturally and historically responsive education.

[01:14:29] Students must be able to see themselves in the curriculum and see who they can become. When students see the genius of ancestors through historical examples, they connect the beauty and intellect of those who came before them with what is both present and possible in their own lives.

[01:14:50] Support DEIA because Loudon values diversity, not conformity. Equity, not unfairness. Inclusion, not exclusion. Accessibility, not unattainability.

[01:15:10] Thank you. Carrie Kidwell, followed by Lawanda Taylor. Hi. Welcome to the new board. Happy to have you here. Thank you for stepping up to represent us.

[01:15:26] As a mom and someone fortunate enough to work with a diverse group of children, for whom some things don't come so easily. I'm here to ask you, as you consider the budget, to be intentional about creating a culture in which every child, regardless of race, ability, identity, or zip code, is set up for success.

[01:15:44] I have seen firsthand the importance of healthy meals and full bellies, diverse teachers and staff, accommodations to maximize potential, and diverse books that reflect the children. Loudon has an abundance of resources, and I truly believe in the idea that when you have more than you need, You build a longer table, not a higher fence.

[01:16:02] I would like to ask each of you during your term to work toward making sure all children have a seat at the table so they can be all they can dream. For those that can't read the sign in the back, the sign up front says kids can't read or add. I believe most of us here would say kids can't read or add when they don't have a sense of safety or belonging.

[01:16:23] Thank you. Thank you. Lawanda Taylor, followed by Brian Davison. Good evening.

[01:16:39] To abolish and defund the division of DEIA would suggest that all of the goals agreed upon in the Comprehensive Equity Plan have been met. As a scientist, I like to deal with data, so here we go. Last year, white students made up only 41% of the student body.

[01:16:58] However, 79% of white students graduated with an advanced degree compared to 64% of black students, 49% of Hispanic students, and only 20% of English learners. The discipline referral rate was 7% for white students compared to 12% for black students and 11% for Hispanic students.

[01:17:22] And last year, there were 890 incidents of hate speech and racial slurs. Please allow the Division of DEIA to continue addressing these issues so that LCPS can become a safe, supportive, inclusive, affirmative, and respectful environment.

[01:17:40] Thank you. Brian Davison, followed by Kiara Jennings. Good evening. Tonight you're considering a \$1.8 billion budget request for the operating fund, which includes \$156 million more than last year.

[01:18:05] I think a lot of you are realizing, based on your comments in the press about you want more time, that you're in way over your head. That you had looked at the budget before, but do any of you know how to make a motion to ask for more time? They've already, Spence and his group has already had to manage up.

[01:18:23] They've controlled you and given you a time certain in which to pass this. Purdue University has held tuition constant for 12 straight years. Their tuition is about the same as the per pupil spending in Loudoun. You are going to increase the per pupil spending by \$1,800, even though enrollment is going down.

[01:18:43] He lies and says it's going up, but when you look at the number of students in last year's budget and this year's budget, it's going down. This is a budget based on wants, whims, and fantasies. Thank you. Kara Jennings, followed by Jordan Nugure.

[01:19:03] As a concerned member of the community, I am here to express my deep concern regarding the potential removal of the DEIA office from Loudoun County Public Schools, especially in light of recent history.

[01:19:26] Three years ago, our school system was sued by the NAACP for racial discrimination. This was a sobering reminder that we have much work to do to ensure that every student, regardless of their background, has access to equal opportunities and a safe learning environment. The agreement between the Virginia Attorney General's Office of Civil Rights and Loudoun County Public Schools aimed at addressing the discriminatory practices identified underscores the critical need for ongoing efforts in this regard.

[01:19:52] This agreement serves as a commitment to fostering an environment where all students can thrive academically, socially, and emotionally. However, with this agreement set to expire soon, it is disheartening to hear discussions about dismantling the very department that oversees these crucial efforts. Doing so would be a step backward in our journey towards equity and inclusion.

[01:20:10] We cannot afford to regress. Instead, we must reaffirm our commitment to diversity, equity, inclusion, and accessibility in our schools. Thank you. Jordan Nugere, is it Nugere? Nugere, followed by Suzanne Satterfield. Good evening.

[01:20:28] I just want to start off by thanking Derek Ferry for his continued support of LCPS athletic trainers. My name is Jordan Nugere. I'm an LCPS parent and athletic trainer where I've worked in the high school setting the last 16 years. I just want to talk about a quick example. This winter season, I had a

student athlete suffer from a mental health incident late at night after school while practices were occurring.

[01:20:49] Thankfully, having partnered with Jen Evans to create our after-school mental health emergency action plan, we were able to address and support this student utilizing the mental health first aid certification training. However, while this was occurring, we had another athlete suffer a severe ankle injury at a different location that also required our immediate medical attention and expertise.

[01:21:08] looking back at this and now looking ahead, I can only hope that when my two daughters are in high school, they'll have the appropriate and equitable amount of medical care they deserve, that everyone deserves, that there's an emergency situation in multiple venues. As of now, when that bell rings at 418, there's one athletic trainer at each high school. They're the only medical professional on campus. Thank you for your time. Thank you. Suzanne Satterfield, followed by Jessica Smith.

[01:21:39] LCPS receives an F in education and created a mental health crisis due to the inflammation of bad DEI policies where kids are less safe and struggling academically. There has been a rise in Title IX cases, drug abuse, fights, fear of using the bathroom, and over 20,000 kids are not proficient in reading or math. It's no secret why kids don't want to be in school. Melissa Watt of SEAC has said that student outcomes have not improved with the increased spending in admin.

[01:22:07] Teachers complain that every second of their day is controlled by admin, which doesn't leave room for creativity and students' learning is disrupted by misbehaviors that can't be disciplined. LCPS receives an A in entitlement while spitting on taxpayers as the staff demands unearned pay increases in astronomical salaries for unnecessary positions. This is a school, not a health care facility. Fund academics and parents will take care of their children's health care. They know best. Thank you. Jessica Smith followed by John O'Connor. Loudouns County School Board, I urge you

[01:22:45] to understand that you are flanked by evil. On your right, you have a superintendent who should have never been hired by your predecessors, the failed school board. A supervisor who continues to listen with no action while we have an epidemic of overdoses and physical violence in our schools. On your left, you have administration who are themselves obstructionists who rather push for more funds for DEI instead of funding academic education to ensure students succeed.

[01:23:20] Mental health is health care and belongs in our doctor's office, not in our schools. Don't approve this budget. Ask more questions. As more money for DEI and administrative positions will not resolve the academic failure that many of our students are suffering now.

[01:23:40] And let Lily play lacrosse. Thank you. John O'Connor, followed by Andrea Weiskopf. It appears that at least one of you wants to eliminate the DEIA.

[01:24:03] I certainly hope that is not the case, and I hope that the school board doesn't go in that direction. We have worked way too hard for way too long to turn our backs on achieving equity now. The DEIA provides the necessary focus and leadership to ensure that equity efforts are supported, prioritized, and expanded where needed in LCPS. One of our biggest challenges

[01:24:38] has always been achieving excellence with equity. And you know, you can't consider this school system excellent unless you also have equity. Can't not be done. Please do not go backwards.

[01:24:58] The IDEA needs to grow as the system grows. Thank you. Andrew Weiskopf. You are here because our community believes that providing education is a moral imperative and not a privilege.

[01:25:29] But it is not enough to merely provide education. We must provide education that affirms and lifts up each and every student, that enables each and every student to embrace their potential a budget is a moral document and morality demands and a commitment to diversity equity inclusion and accessibility to our lgbtq students i see you

[01:26:01] you belong here black lives matter thank you and with that we'll uh thank you all for coming out today and providing your public comment and we will conclude public comment for today the board

[01:26:16] will now take a short recess and return around 806 thanks all right the board is going to be coming

[01:36:28] out of recess soon okay the board is out of recess and we will move on to item four our information item with 4.01 responses to the fy25 budget questions with miss sharon willoughby our chief

[01:37:04] financial officer presenting ms willoughby thank you so the packet has been provided to each school board member it's also loaded in board docs as well as on the budget web page we have provided answers to 19 additional questions bringing the total to 94 this would conclude and be the final packet for this portion of the school board budget adoption if the board of supervisors does not fully fund the school board budget and we were to return to a reconciliation then we would reopen

[01:37:38] the school board budget question and answer process thank you do the board members have any questions and keep in time keep in mind this is not the time for making motions or amendments this is the time only for budget questions seeing none we will move on to item five five thank you

[01:38:11] Ms. Willoughby. The reason we are here, item 5.01, the FY25 budget adoption. We will start with a base motion and then request a second. It will be at that time that we will start any amendments. Is there a motion regarding the base motion? Yes, Vice Chair Streffi. Thank you, Madam Chair. I move to adopt the FY2025 superintendent's estimate of needs. Is there

[01:38:45] a second to the base motion? A second. Thank you, Dr. Deans. It's probably been moved by Vice Chair Streffi and seconded by Dr. Deans to move to adopt the FY25 superintendent's estimate of needs. Is there any discussion for meaning or amendments regarding the base motion? Thank you, Madam Chair. I move to amend the budget to return to FY24 adopted budget levels by not recognizing

[01:39:24] additional state funding of 25,432,713, I'm sorry, 25,432,713, reducing the county transfer request by 131 million, reducing expenses by 156,432,713, and reducing 273.1 FTEs as presented in the FY25 c on further i move to direct staff to not adhere to the school board adopted staffing standards for

[01:39:58] fy25 and to enact the current salary scales stipend rates and hourly banded rates for fy25 thank you is there a second so the motion is not before you this time we will move on to the second is there any other emotion emotion emotion motions yes miss sherna thank you madam chair

[01:40:42] I move to implement the full expansion of full-day step program and to amend the budget accordingly by increasing the operating fund by \$567,650 and five FTEs and increasing the grant fund by five FTEs with an increase in state funding of \$359,560 from the VPI grant and a commensurate decrease in unanticipated awards.

[01:40:57] Further, I move to remove the \$500,000 learning language with AAC initiative and the \$325,000 Bridges math kits out of the operating fund and direct staff to fund these purchases out of appropriated unspent FY24 year-end funds.

[01:41:18] Is there a second? Ms. LaBelle? Second. So the motion to amend the base motion has been motioned by Ms. Chernoff and seconded by Ms. LaBelle.

[01:41:41] Is there any discussion? Ms. Chernoff. Permission to speak to my motion? I am proud to bring this amendment forward to my colleagues. We have a chance to support STEP in its fully proposed rollout for the full-day program rather than the original phased approach in the SION.

[01:42:01] Last week I met with the Director of English Learners as well as the Head Start and STEP Supervisor to learn more about these programs, and after that meeting, I was convinced that this should be a priority in the FY25 budget. This is from the LCPS website. Starting Towards Excellence in Preschool, STEP, is a state Virginia preschool initiative and locally funded program serving four-year-old children from low-income families. The curriculum is aligned with Virginia's early learning and development standards, birth through five guidelines, and focuses on early literacy and early math instruction, as well as developmentally appropriate social and behavioral expectations.

[01:42:38] The goal is to close achievement gaps that might exist between STEP students who may be referred to as at risk and enable them to perform on level consistent with their more advantaged peers. You can see from this description that this amendment is about supporting early intervention for economically disadvantaged families.

[01:42:55] Bottom line, it's putting more kids in classrooms for more time. It also will support the community and provide a safe learning environment where children have their physical, social, and educational needs met. We can see from the data in our MAP growth as well as our SOLs that there are significant gaps for our economically disadvantaged students and this program will be foundational in directly supporting them.

[01:43:17] Thank you. Is there any more discussion from any other board members? Seeing no discussion, we will now vote on the amendment to the base motion.

[01:43:39] The amendment being to implement the full expansion of a full day step program and to amend the budget accordingly by increasing the operating fund by 567,650,000 and 5 FTE and increasing the grant fund by 5 FTE.

[01:43:58] With an increase in state funding of 359,560 from the VPI grant and a commissioning decrease in unanticipated awards. Further, to remove the \$500,000 learning language from the AAC initiative and the \$325,000 bridges math kits out of the operating fund, to direct staff to fund these purchases out of the appropriate unspent FY24 year-end funds.

[01:44:28] We will now vote on that. Please, Clerk, will you please open the vote? I guess everybody did vote, except for me. No, no, no, no, no. I know. And then, Ms. LaBelle, please state your vote. I vote for this motion.

[01:44:48] thank you clerk please close and display the vote that motion passes seven to two with dr deans and dina griffiths opposed moving on is there any more discussion let's see or amendments chairman

[01:45:23] i don't have a discussion but i have dr rasheed thank you thank you chair i move to amend the budget by adding two hundred and twelve thousand two hundred and twenty two dollars for one special education supervisor to support transition services. Is there a second? A second. Dr. Deans has seconded, has been properly

[01:45:53] moved and to, so many words, it's been properly moved and seconded to amend the base amended a motion. Is there any discussion? I'm Chair Mansfield. I'd like to speak from a motion. Permission. Dr. Rashid. Thank you.

[01:46:19] So SEAC requested a need for special education supervisor that solely be in charge of transition rather than transition and other duties in high school clusters. This, I believe, will heighten the focus of special needs program and thus will provide more focus on special education students.

[01:46:38] We have an obligation to refine education, and that includes the special education students as well. There is a need to always incorporate special needs education into our curriculum. Thank you. Any more discussion? Seeing none, we will now vote on the motion to amend the base motion as

[01:47:07] amended. Clerk, can you please open the vote? Board members, please record your vote. Ms. LaBelle, can you please state your vote? I vote for this amendment, yes. Clerk, please close and display

[01:47:35] the vote. The motion passes unanimously. Now, is there another amendment? Yes. Dr. LaBelle.

[01:47:56] I move to implement virtual distance learning elementary by allocating four grades, one through five teacher, one music teacher, one art teacher, and one PE teacher for a total of seven FTE from the flexible staffing allocation contingent upon results from following an assessment of needs.

[01:48:23] May I speak to the motion? Actually, let's ask for a second first. Is there a second? Second. It's seconded by Ms. Donahue. Now, is there any discussion? Ma'am?

[01:48:41] Yes, Ms. Millewell. I have watched these parents for the past year struggle and suffer and worry with anxiety as to what was going to happen to their medically fragile children. I'm absolutely proud to put this amendment forward, and I hope the rest of the board will join me in giving them peace.

[01:49:06] Thank you. Thank you. I'd also like to speak to this. I would like for everyone to know that this was a joint effort by all nine board members and staff, and this was something we all felt pretty convicted about.

[01:49:21] So with that, I move to amend the base motion as amended, again, to implement virtual distance learning elementary.

[01:49:38] Let's go ahead and vote. Can clerk please open the vote? board members please record your vote miss labelle please state your vote yes clerk please close and display the vote the vote is unanimous thank you is there any other discussion or amendments yes

[01:50:17] thank you madam chair i move to amend the budget by reallocating the funds and fte proposed for facilitators for at the district level three dei instructional facilitators and one procedural support facilitator to the flexible staffing allocation. Is there a second? I second it. It's been moved by Ms. Chernoff and seconded by Ms. Griffiths. Is there any discussion? I'll speak to

[01:50:53] my motion. Yes, Ms. Chernoff. Thank you, Madam Chair. I want to take a minute to give context to my thinking around this amendment as I don't want it to be misunderstood. As a leader, it is important

to look at all the options on the table and assess the needs of our schools and then prioritize decisions. This amendment represents that for me. Over the last month I have visited 15 schools since being elected and worked and prior to that worked in LCPS for seven years.

[01:51:21] Most of my work has been in Title I schools. In all of my conversations at schools the topic of district level staff and school-based staff has emerged. I see an opportunity here to directly impact learning loss and in particular reallocate positions to flexible school-based staffing positions. While I acknowledge that the DEIA and student services wholeheartedly have students at the center of their work and at these requests, I also have a responsibility to look at the data and consider where our largest needs are right now as a district. Because of the multi-tiered

[01:51:56] systems of support requirements, there are school buildings where the ratios for tier two and tier three interventions cannot be met due to the need for more school-based special education teachers, English language teachers, reading specialists, and math specialists. When I look at the gaps of our most vulnerable students and think about equity, I feel that this amendment allows for a direct line for more specialized staff to be assigned for needs-based versus numbers-based allotments.

[01:52:26] No student is the same, and their needs vary. The flexible staffing allocation was established in this SEON as a way to respond to those needs across the district. While teacher morale is low, the needs of our students are high, and they need our support.

[01:52:42] Strong core instruction and intervention are essential to closing achievement gaps, and I believe that moving these positions to flexible staffing allocation gives us more leverage to meet the educational needs of the students by providing teachers to support instruction directly. Data-driven decisions are what guide our educators in their instruction, and as I look at the data, I too have a responsibility to use it to guide my decisions, and here's what we know now. These are our SOL numbers from 2022 to 2023 school year. In reading, for proficiency, our overall proficiency for students is 80%. Our economically disadvantaged

[01:53:21] students have a 57% proficiency rate. Special education, 50%. English language learners, 36 percent proficient. In math, we are overall proficient at 76 percent, our economically disadvantaged students 52 percent, our special education students 37 percent, and our English language learners 41 percent. Our math growth data is similar where the growth rate of 50 percent would represent one year's growth for a student. For all subgroups, we are below 50 percent,

[01:53:58] meaning the gaps are widening each year for these students. This data, paired with the feedback from the schools, is a call to action for us as leaders. The time is now to address this, and I believe this amendment is a step in that direction. Thank you.

[01:54:14] Thank you. Is there any discussion? Any other discussion? Yes, Dr. Deans. She's visited 15 schools, and she's gotten that information from 15 schools, but that's not a broad survey.

[01:54:34] of reaction or results so i think that we need to look at it in terms of totality not just the schools that have been visited thus far thank you dr danes any other discussion yes vice chair streffi thank you madam chair um i just want to um state that i have appreciated my conversations around some of these topics with ms shirnoff and uh very much value value her uh thoughtful and

[01:55:09] nuanced um approach to really difficult decisions and conversations and um i've spoken about you know my support for flexible staffing that meets the needs of schools and school-based positions

during the budget work sessions as well and so it's something that we've had in common although i may not support this motion i feel because i feel that you know the work in that's being done by the DEIA office and comparatively the facilitator positions

[01:55:48] and the attempt to serve over 80 000 students by such a small team and the ask is equally important if not more important at this at this point i think both are mutually reinforcing right and not mutually exclusive and regardless of what happens with the motion i think both conversations are going to be critical for us moving the needle on student achievement. So I just wanted to make that comment. Thank you.

[01:56:17] Thank you, Vice Chair Struffy. Any other discussion? Yes, Ms. LaBelle. Hold on, Ms. LaBelle. We can't hear you. Hold on. I did it again. I'm sorry. I think Ms. Chernoff has been very, very clear pointing to data from across the entire division showing that the instructional part of our school division needs to be bolstered, backed up, and moving children forward. I think

[01:56:56] that the data actually is very, very instructive of this need. Thank you. Thank you. Are there any discussion? Any more discussion? Seeing none, we will now vote on the amendment to the base motion as amended by Ms. Chernoff. Clerk, please open the vote. Board members, please record your vote.

[01:57:25] Ms. LaBelle, please state your vote. Ms. LaBelle, could you? Yes. Yes, okay. Clerk, please close and display the vote.

[01:57:45] The motion will not pass 6-3 with Dr. Deans, Ms. Chandler, Mr. Estreffi, Chair Mansfield, Ms. Donahue, and Dr. Rashid in opposition.

[01:58:03] Are there any other amendments? Yes, Ms. Griffiths. Thank you, Madam Chair. I move to amend the budget by removing \$218,000 related to the travel for professional learning work in the DIA department and reallocate this funding to special education transition services, operations, and maintenance account.

[01:58:30] Thank you. Do I have a second? Ms. LaBelle, we have a second by Ms. LaBelle. Is there any discussion?

[01:58:46] In this amendment, I bring it forward because I find it to be a waste of funds, and I find that the special education transition services and operations can use this money instead.

[01:59:16] So I ask that we move it into special education transition services. Thank you. Is there any other discussion? Seeing no more discussion, we will now vote on the amendment to the basement motion as amended by Ms. Griffiths. Clerk, will you please open the vote? Board members, please record your vote.

[01:59:55] Ms. LaBelle, can you please state your vote? I vote yes. Clerk, please close and display the vote. The motion does not pass, 2-7, with Dr. Deans, Ms. Chandler, Vice Chair Struffy, Chair Mansfield, Ms. Donahue, Ms. Chernoff, and Dr. Rasheed, opposed.

[02:00:28] We will now move on. Is there another amendment? Yes, Ms. Griffiths. Thank you, Madam Chair. I move to amend the budget by removing one lead developer for \$151,347, one web developer for \$142,862, and the part-time recruiting marketing specialist for \$65,799 and reallocating the funding of \$359,998 to special education transition services and operations and maintenance account.

[02:01:02] Thank you. We have a motion by Ms. Griffiths. Do we have a second? We do not have a second. That motion will fail. Let's move to the next. Do we have another amendment? Yes, Ms. LaBelle.

[02:01:22] I move to amend the budget by adding two adaptive PE teachers for the cost of \$229,986 and to reduce one lead web developer for \$151,347 and one student assistance specialist for \$123,551.

[02:01:52] Thank you, Ms. LaBelle. We have a motion for Ms. LaBelle. Do we have a second? Second. We have a second by Ms. Donahue. Do we have any discussion?

[02:02:12] Yes, Ms. LaBelle. I gave a lot of consideration to this amendment. I looked at needs of our adaptive PE teachers. We do not have enough. The ones that we have have to cover every single class in this county.

[02:02:32] And they asked for four more. I looked at what was on the budget, and I thought it was fair to ask for enough to give them at least two other people. So I spread my thoughts out about where that money could come from, and I only took one web developer out and one student assistance specialist.

[02:02:56] And both of those areas still have people coming in to help in those areas, and that would account for two adaptive PE positions. thank you thank you miss labelle is there any other discussion yes miss donahue thank you madam chair i seconded this motion because i was hoping to engage in some discussion about it i love the idea of adding more adaptive pe teachers it was not something that that had occurred to me and i

[02:03:31] was thrilled when dr labelle suggested it i had also been considering a reduction of of one web developer in proposed budget changes and that to me is a reasonable way to go in this direction i don't love the removal of a student assistance specialist but i and i don't know if i'm doing this in correct procedure but i would be certainly happy to make a motion to amend the motion if

[02:04:05] staff might have any other suggestions for where funding for a second adaptive PE teacher could come from. We have any more discussion? Of course moving money with moving money around out of DEI you can certainly get it there. Any other discussion? Yes Dr. Deans. My concern is that

[02:04:38] in talking with parents facilitating the the the website of Loudoun County Public Schools is a difficult task, which leads to some parents believing that we're not being transparent, but it's that they can't find what they're looking for. So I think the two web developers

[02:05:03] would be to our advantage that the website would be more user-friendly. So I don't see removing a web developer. And then with the anxiety and the mental health states of children today and with the drugs, a student assistance specialist is definitely needed.

[02:05:36] So I don't see removing either of those from the budget because of the advantage that both of them would give to the system and to us. Ms. Donoghue, do you have an amend to the amendment at all?

[02:06:01] Sure. I moved to amend the amendment to amend the budget by adding two adaptive PE teachers, reduce one web developer. Am I allowed to leave it at that?

[02:06:18] I think we have to find the money for that. Ms. Willoughby? I have a question or a statement. Okay, go ahead, Ms. LaBelle. When I looked at this, they were putting on five assisted teacher specialists.

[02:06:37] I only asked for one to be removed. We're putting on two web developers. And yes, I agree. The web page needs help. Prioritize it. We're only taking one of each. And I was very careful in that thought

process.

[02:06:57] I will add, just so you know, and I think I explained this to April the other day. My cousin committed suicide the other day. I don't think that I am not cognizant of mental health.

[02:07:17] I am, but one for adaptive PE is not such a big ask when you have four others that are being added to the current number. Thank you, Ms. LaBelle. Any other discussion?

[02:07:34] Yes, Dr. Deans. Don't feel that I am not sensitive to the needs of special education. However, adaptive PE within each building, the numbers are very, very small.

[02:07:50] And most teachers, physical education teachers, would have had a course or some courses in adaptive PE approaches.

[02:08:06] And so because the numbers are so small within each building, I would recommend that the regular PE teacher would create opportunities for the adaptive PE needs rather than devote a full FTE to two more adaptive PE teachers.

[02:08:24] Two more would not get to all of the schools. They still would be restricted by geography. And so as a result, I think that we can use our regular PE teachers with their expertise to serve the needs for the adaptive PE.

[02:08:47] Thank you, Dr. Deans. Ms. Richardson, could you speak to this about the adaptive PE teachers and who can and who cannot be adaptive PE teachers? And what the need is at this particular moment in time, please. Good evening, Chair Mansfield, Vice Chair Estreffi, Dr. Spence, members of the board, and my distinguished colleagues.

[02:09:09] Thank you for this question. So currently, adaptive PE teachers hold a special licensure within the state of Virginia, and they are assigned to only serve students with disabilities whose impact of disability does not afford them the opportunity to access or participate and ultimately demonstrate benefit from a general education PE setting.

[02:09:35] It could be for a variety of reasons, due to the number of students that are in that setting, the sensory input from a large gymnasium space. So our APE teachers, and we have 19 of them currently, that are serving 288 programs across LCPS.

[02:09:54] We are slated to have 321 specialized programs next year. So while our general education, health, and PE teachers certainly would have the skills to work with all students, given that they are tasked to meet the needs of all grade levels at the schools that they are assigned, that is why the specialized skills of adaptive PE teachers who provide specially designed instruction in movement and activity for students with disabilities based on their impact of disabilities is needed as a special education

[02:10:34] related service. So you said that there is 288 now. There is slated to be 321 students.

[02:10:51] 21 specialized programs. That's pre-K 12 plus division wide. So that includes ECSE and all of our CAST programs. And you have 19 adaptive PE teachers. That's correct. How many adaptive PE teachers per student? I'd have to look at their caseloads. So I can't really pull that right now, but we can certainly work on that and follow up with the board. Is this also something that can

[02:11:26] come out of flexible, flexible staffing? I would defer that question to Mrs. Willoughby. I'm not sure how we're accessing flexible staffing, but I would believe so. Ms. Willoughby. It would be an eligible

usage out of flexible staffing. However, I do want to highlight that one of the, um, one of the requirements with flexible staffing is that that is a position for one year only. 30 more

[02:12:02] questions. Yes. Uh, Ms. Chandler. Thank you, Madam Chair. Um, I also want to take a moment to It's been to extend my thanks to Ms. LaBelle for taking the time to talk through her thinking on this issue. I find that, like others on the board, I am very drawn to this and would like to explore it further.

[02:12:22] I also would like to express that I do feel that updating the website is incredibly important. I think the way that we have done it in the past has been an adequate fix for the resources that we had, But if I really were to dig down deep and look at what might be giving parents the impression that LCPS has an issue with transparency, the fact that the search function on the website doesn't work, really is a deep concern for me.

[02:12:55] So like Ms. Donahue, I am willing to compromise here, and I would really like to see at least one web developer make it onto the budget. It's very important to me. And I'm not sure, and I'll defer to our esteemed council if I'm doing this properly, but I would like to make a motion to divide the question.

[02:13:15] Would it be possible to separate out the two pieces so that we might be able to approve adding one adaptive PE teacher or two?

[02:13:36] I think Dr. Spence wanted to do something real quick. So based on Ms. Donahue's request to kind of amend that amendment, I think what we could say is that, because we didn't answer the question, like, could that be done relative to the balancing of the budget?

[02:13:57] And the answer is, I'm looking at that, yes, and doing a quick calculation. We could, through lapse and turnover, handle the kind of small remaining amount if you just focused on the web developer position and exchanging that out for the two adaptive PE positions.

[02:14:19] I think there'd be something in the range of \$30,000 to \$60,000, and we can, through lapse and turnover, manage that in the budget process. So, in other words, yes, we could make your amendment to the amendment work. Could someone give us the words?

[02:14:36] Sharon, you want to take a swing at that motion? So we have on the TOTE board, if I could bring your attention, number five on the TOTE board is Ms. Donahue's amended motion, or amended to the amendment motion, sorry, where it's requesting to add the two adaptive PE teachers, reducing one lead web developer.

[02:15:10] When those numbers are computed, then that results in a cost of \$78,000. In terms of looking at the overall tote board, if that motion passed, if you look on the far right, you see that we're not balanced.

[02:15:26] And so what we're watching is at the end of the day, the school board needs to adopt a balanced budget where the expenditures equal the revenues. There's that negative \$33,511 that's sitting right there. If this was the last motion of the evening and it was approved, then what that is saying is that we are over revenues by \$33,511.

[02:15:49] And then my recommendation would be what Dr. Spence just explained, would be one additional motion from the school board to adjust lapse and turnover by that amount so that we could rebalance the expenditures in line with the revenues. Yes, Ms. Donahue.

[02:16:12] Thank you, Madam Chair. Our esteemed division counsel may have pointed out that I could withdraw my motion to amend the amendment if someone else has an idea to formulate language, or

hearing none.

[02:16:39] Okay, let's see. Can someone come up with a motion to amend the amendment? Who is it? Oh, Dr. Spence.

[02:16:59] Well, I'm not making a motion. You're not making a motion. You're just saying. That's not my job. That's your job. We can take a recess, too. Yeah, no, I do want to, well, how about I wait until the, whatever the motion to amend the amendment is made and then just a point of discussion if you don't mind.

[02:17:18] I'll wait. And here I thought you were going to help us with that amend the amendment. I mean, I think you're okay in the lane you're in. So Ms. Donahue can and has moved to amend that amendment. She's explained that it is to, rather than include the lead web developer and the other position the student assistant specialist position is just to include the web developer that's captured right there under number five what's on the screen that is the amended amendment amendment to the amendment and so it's actually captured there for you so actually if you just read what's on

[02:17:55] screen five you'd be okay so actually before you do it if you don't mind if I do then go ahead and ask a point of absolutely go ahead it's it's a relatively small thing but I just want to point out there's about a ten thousand dollar difference between a lead web developer and a web developer And given that we're talking about putting one position in, I would think it would be better for us in terms of the amount of workload we're going to place on that person to put a lead web developer in and remove the web developer from the budget.

[02:18:25] Again, it's about a \$10,000 difference. I think if I went back and looked, it was the difference between \$151,000 and \$142,000. So I don't know, Ms. Donahue, if you'd be amenable to that. And that would move that number to about 43,000 versus 33,000 that we need to address and lapse in turnover as a next amendment.

[02:18:44] Yes, thank you, Dr. Spence. I think, I believe that's an excellent point. If we are, as we, as I agree that having a web developer is important to improve the transparency, functionality, and accessibility of the LCPS website for the use of the public.

[02:19:06] and as you have proposed originally two positions and we are asking to change that to one I would agree that my amendment would be to men my amendment to the amendment would be to reduce one web developer rather than one lead web developer and remove the reference to one student

[02:19:32] assistant specialist okay do we have a second second miss april miss chandler has seconded it yes can you just clarify all together what what would we read like can you dumb it down like a little bit i just want to make sure i'm clear okay so the amendment to the amendment is that

[02:20:07] we're taking a web developer and instead of the lead web developer we're taking out a regular web developer and i believe we're also taking out the student assistance specialist no yes

[02:20:26] were taking it out of the original amendment so that did that make it clear at all yeah it did

[02:20:59] thank you okay so let's go ahead and vote on that first since it was seconded right it was seconded so let's go ahead and vote on that and this is for uh ann's amendment to the amendment which is up there all right so clerk can you open the vote board members can you record your vote

[02:21:29] Ms. LaBelle can you please state your vote can't hear you yes I can agree to that okay all right clerk please close and display the vote the motion passes seven to two with Dr. Deans and

[02:22:00] Ms. Griffiths opposed so now we go back believe right we go back then we vote on the original amendment as amended no so clerk can you please is there a second I guess yes Wes do we have to

[02:22:31] second yes do i have a second miss chandler seconds all right so then uh clerk please open the vote board members please record your vote ms labelle please state your vote yes clerk please

[02:23:03] close and display the vote all right the motion passes six to three with dr deans ms griffiths and vice chair straffi opposed are there any other amendments yes ms donahue thank you madam chair

[02:23:30] I move to amend the budget by waiving out-of-state and out-of-county tuition costs for students of full-time LCPS employees and for policy 4010 tuition fees to be amended, reflecting the same. Do we have a second?

[02:23:50] Thank you. Ms. LaBelle is a second. Is there any discussion? Yes, Ms. Donahue. Thank you, Madam Chair. I was aware that if a student who does not reside within Loudoun County, whether they reside within another jurisdiction of Virginia or outside of the state, if they wish to attend our school system here in LCPS, we charge them a tuition fee to make up for the fact that they are not living here and therefore contributing to our property tax base and this budget that we are discussing.

[02:24:27] What I did not realize is that we still require that tuition if staff, educators who work full-time for LCPS but live somewhere else would like to bring their children here to be educated in the system where they teach are also charged those tuition fees.

[02:24:46] That was drawn to my attention by an educator a couple of weeks ago. And frankly, I was surprised to hear that we don't already waive those fees. And so I'm putting that motion forward because I think that that's what we should do for our educators.

[02:25:09] I would like to say something real quick. I think that we need to figure out how much that will be. And I think we need kind of a study into investigating that a little further. I agree with you. I think it would be great for educator retention.

[02:25:27] And I think it's important for our, you know, the kids to be able to come with their, wherever their parents are teaching, because I think it's closer. But I just think we need a little bit more information. Anybody else?

[02:25:45] Any other discussion? Yes, Vice Chair Straffi. Thank you. Yeah, just want to reiterate some of your comments, Chair Mansfield. I very much appreciate, Ms. Donnie, you bringing up this motion. I am very excited at the potential that this could bring from many angles.

[02:26:03] but I do agree that there's a bit of unknowns to kind of work through until we get there, and I think this would be an amazing priority to work on. So very excited at the potential, but difficult to really measure the financial impact or the future financial impact of this just yet.

[02:26:22] Thank you. - Is there any discussion? Ms. Griffiths. - Thank you, Madam Chair. I actually think this is a good idea for teacher retention, And I certainly agree with what Ann has brought to the table, but I do also agree maybe we need more investigation on this, so just to see the impact and how much it will cost.

[02:26:49] Thank you. All right, so we do have a motion, and we do. Yes. I just have a clarifying question, and this might be for staff or for Wes, but is this something, you mentioned the policy.

[02:27:09] Is this something that could be worked through through policy and then have budget implications down the road outside of this exact moment in the budget process? Yes, ma'am. There are many topics that have been discussed during the budget process that have policy implications and that could be worked through committee and then brought back as a future budget consideration.

[02:27:30] And I'll also say it's not unusual during the budget process, certainly elsewhere that I've been, but also as I understand it here in LCPS, for these things to come up and then be sent forward for administration to study and bring back a recommendation for a future budget. Thank you, Dr. Spence. So then now, should we go ahead and vote on that motion, that original motion?

[02:27:53] Or that, yeah. Okay, we will need to go back to the base motion as amended for a final vote, referring on this. Yes, referring to this, right?

[02:28:11] All right, so. Madam Chair, was there a vote on Ms. Donahue's recent amendment? I may have missed it. No, we haven't voted on Ms. Donahue's amendment yet. I see. Okay, so go back.

[02:28:27] Okay, so let's go ahead and vote on Ms. Donahue's amendment to amend the budget. Yeah, I'm sorry. Yes, Ms. LaBelle, we can't hear you.

[02:28:48] I can't see or read the amended vote. Could you read it aloud for me, please, before we vote on it? It's not visible on my screen. The one that Ms. Donahue just, she moved to amend the budget by waiving out-of-state and out-of-county tuition costs for students of full-time LCPS employees and for Policy 4010 tuition fees to be amended reflecting the same.

[02:29:16] No, that's not the one. Did we change that original amendment? We have not. Okay, thank you. That's what I needed to know. Yes, Ms. Chernoff. So if we may agree with the idea, but we want more information, we would be instructed to vote no.

[02:29:39] Thank you. That is correct. Okay. Clerk, please open the vote. Board members, please record your vote. Ms. LaBelle, please state your vote.

[02:29:59] No. Yes, I did. I said no. I had the mic on this time, too. Okay. Close the vote and display it. And that will be, it does not pass with eight to one with Dr. Deans, Ms. Chandler, Ms. Griffith,

[02:30:34] Vice Chair Struffy, Chair Mansfield, Ms. Chernoff, Dr. Rasheed, and Ms. LaBelle opposed, and that motion fails. So now, do we go back to the base motion as amended for a final vote? No?

[02:31:01] No, Madam Chair, we need one more motion to rebalance the budget, and so the budget team is about to drop in the motion into number five so that we can balance, and so that would be the motion to rebalance and then you could go to the final vote all right do we have a motion vice chair straffi yes thank you madam chair i move to decrease lapse and turnover in the school operating fund by the amount of forty one thousand dollars and forty

[02:31:40] one thousand nine hundred ninety six dollars is there a second miss shirnoff second we have a second by miss shirnoff so we have a properly made motion and a properly seconded do we have any discussion seeing no miss donahue thank you madam chair i just have a question i was hoping that someone could speak to what the lapse and turnover line is used for and how much will be

[02:32:19] remaining if it is decreased by this amount miss willoughby would you mind speaking to that lapse and turnover is a budgeting line that we use to account for the fact that there will be turnover of positions during a year and so specifically the lapse is recognizing that let's say we have a position for and it's budgeted for an entire year because we assume that all positions will be filled for its entirety but if someone leaves and let's say it sits vacant for two months

[02:32:52] we will have savings occur that's the lapse the turnover is where we will when we begin the budget process we take a snapshot of the actual current personnel file of all 13,000 plus employees so we may capture and budget for an employee who happens to sit on the top step of the salary scale but by the time the the budget is implemented and in the following year maybe that person retires and we actually hire someone in who comes in at a lower beginning step so that's the turnover in terms of

[02:33:27] the savings of the budget being for a higher cost versus a lower recognizing again with a budget that is 90 percent personnel cost this is a way of capturing some of that savings so that the budget is not overstated I don't have the exact dollar amount but in terms it's a very large dollar because it's roughly about two percent of the personnel budget is what we budget for lapse and turnover so this 41 000 as a balancing is just a drop in the bucket in terms of having

[02:34:02] really no impact and just so that we can rebalance thank you mrs willoughby thank you madam chair okay now the now the board will go back to the base motion as amended as reflected on the tote board for a final vote do i have a motion yes do we have to vote on that yeah we have to vote on

[02:34:34] that okay so i thought we had already done that okay clerk please open the vote board members please record your vote. Ms. LaBelle, please state your vote. Yes. Clerk, please close and display the vote. Motion passes unanimously. Now we will go back to the base motion as amended as reflected

[02:35:05] on the TOTE board for a final vote. Do I have a motion? So moved. We haven't made the motion yet. Thank you, Madam Chair. The motion, I move to adopt the FY25 superintendent's estimative needs as amended with the following amendments. I move to implement the full expansion of a full day step program and to amend the budget accordingly by increasing the operating fund by \$567,650

[02:35:41] and 5.0 FTE and increasing the grant fund by 5.0 FTE with an increase in state funding of \$359,560 from the VPI grant and a commensurate decrease in unanticipated awards. Further, I move to remove the \$500,000 Learning Language with AAC Awards.

[02:36:05] Further, I moved to remove the \$500,000 Learning Language with AAC Initiative and the \$325,000 Bridges Math Kits out of the operating fund and to direct staff to fund these purchases out of appropriated unspent FY24 year-end funds.

[02:36:27] I move to amend the budget by adding \$212,222 for one special education supervisor to support transition services. I move to implement virtual distance learning elementary by allocating four grades, one through five teacher, one music teacher, one art teacher, and one PE teacher for a total of seven FTE from the flexible staffing allocation contingent, contingent upon results following an assessment of needs.

[02:36:54] I move to amend the budget by adding two adaptive PE teachers for a cost of \$229,986 and to reduce one web developer for \$142,862. I move to decrease lapse and turnover in the school operating fund by the amount of \$41,996.

[02:37:14] Do I have a second? Second. Thank you, Ms. Chandler. Ms. Chandler is second. All right, now let's go ahead and vote.

[02:37:31] Clerk, please open the vote. board members please record your vote it's what's here okay miss labelle please state your vote yes clerk please close and display the vote motion passes eight to one with miss griffiths opposed

[02:38:03] and with that before we officially end today's meeting i'd like to thank everyone for your thoughtful work and your patience today and also over these last couple of weeks we've come from diverse backgrounds and perspectives and we all have a voice and it's my hope that you all felt valued respected and heard and I deeply appreciate the teamwork and camaraderie that I've felt from my fellow board members and from staff I see those bridges being built and I'm grateful

[02:38:39] and with that the February 6th special school board meeting FY25 operation budget adoption and public hearing is adjourned



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