

**JOINT SCHOOL COMMITTEE**

Concord-Carlisle School Committee  
Concord School Committee  
Ripley Building  
June 5, 2012

**Present:** Maureen Spada, Chair, CSC; CCSC  
Louis Salemy, Vice Chair, CCSC  
Pamela Gannon, Vice Chair, CSC; CCSC  
Phil Benincasa, CSC, CCSC  
Jennifer Munn, CSC, CCSC

**Present From Administration:** Diana Rigby, Superintendent of Schools, CPS & CCRSD  
John Flaherty, Deputy Superintendent of Finance & Operations, CPS & CCRSD  
Kathy Codianne, Director of Teaching and Learning, CPS & CCRSD

**Absent:** Fabian Fondriest, Chair, CCSC; CSC  
Chad Koski, CCSC

**I. CALL TO ORDER**

The meeting was called to order by Ms. Spada for CSC and Mr. Salemy for CCSC at 6:00 PM. A motion was made by Ms. Gannon, seconded by Mr. Benincasa, to adjourn to executive session to return to open session for the purpose of discussing strategy with respect to collective bargaining. Roll call vote: Benincasa, Aye, Gannon, Aye, Munn, Aye, Salemy, Aye, Spada Aye.

The open session was re-called to order by Ms. Spada for CSC and Mr. Salemy for CCSC at 6:45 PM. Ms. Spada stated that recording devices are being used to record the meeting.

**II. READING OF THE MINUTES - None**

**III. CHAIRS REPORT**

Ms. Spada stated that a new observer to the Finance Committee needs to be nominated. A motion was made by Mr. Benincasa seconded by Ms. Gannon to nominated Ms. Munn as the Finance Committee Observer. The motion was unanimously approved.

**IV. CORRESPONDENCE - None**

**V. RECOGNITIONS**

A. Ms. Rigby recognized Chef Alden Cadwell for all his work in improving the wholesome food in the school cafeterias and for his recognition in *The Boston Globe*. Ms. Rigby also recognized Kathy Codianne, Director of Teaching and Learning, along with Stacey Green, videographer, for being accepted at the 2012 MassCUE Conference in October for their presentation on Interactive Anti-Bullying Training.

B. CCHS. Mr. Badalament, Principal, recognized Ray Pavlik for being chosen by the National Association of Geoscience Teachers as the New England Section's Outstanding Earth Science Teacher of 2012. Mr. Badalament also recognized the students and faculty who put together the Student Art Show at the Concord Art Association. Mr. Badalament announced that Colleen Meaney and Brian Miller will be the new Assistant Principals at CCHS.

C. Thoreau. Ms. Clough, Principal, recognized Mary Schafer, School Psychologist, who is retiring after 14 years of service.

D. Willard: Ms. Fernandes, Principal, recognized Kristin Saunders, Art teacher, Charlyn Bethell, Chorus teacher, Jacob Eisenman, Band teacher, and Anna Anderson, Orchestra teacher, for the 5<sup>th</sup> grade Arts Night.

E. Alcott: Ms. Young, Principal, recognized Polly Attwood, who is retiring after 31 years of service.

F. CMS. Ms. Beattie, Principal, recognized tutors Jon Burrows, Fran Dower, Dyan Pollock, Ann Breckenridge, and Deb Jemison, tutoring support staff.

## **VI. REPORTS & ISSUES FOR DISCUSSION**

A. Elementary School (K-5), CMS & CCHS Parent/Student Handbooks – first reading. Ms. Codianne presented updates for the Parent and Student Elementary Handbook. Ms. Beattie presented updates for the Concord Middle School Handbook. Mr. Badalament presented updates for the Concord-Carlisle High School Handbook. These will be approved at the June 19, 2012 Joint School Committee Meeting.

B. K-5 School Improvement Plans – FY12 Progress Reports, FY 13 Goals. Elementary Principals, Ms. Young, Alcott, Ms. Clough, Thoreau, and Ms. Fernandez, Willard, reviewed the School Improvement Plans. They discussed the goals from 2011-12 and presented the goals for 2012-13.

C. FY13 District Goals – First Reading. Ms. Rigby presented the first reading of the District Goals for 2012-13. Ms. Rigby asked for feedback from School Committee members.

D. FY13 Transportation Update. Mr. Flaherty stated that the Sanborn Building is being looked at for development to house the bus fleet and parking for the transportation staff. He presented a draft site plan for Sanborn parking lot reconfiguration. Mr. Flaherty will be holding a meeting with the transportation staff on June 6, 2012 to go over concerns for the upcoming school year.

A motion was made by Mr. Benincasa seconded by Ms. Munn that the Concord School Committee vote to transfer \$95,000 from the Maintenance Contracted Services - Building Account to the Capital Outlay - Grounds Account, transfer \$60,000 from the Capital Outlay - Building Account, and transfer \$25,000 from the Capital Outland - Equipment Account into the Capital Outlay - Grounds Account to increase the Capital Outlay - Grounds Account to \$200,000 from its current amount of \$20,000 and to authorize the work to proceed. The motion was unanimously approved.

E. Transportation Advisory Committee. Ms. Spada updated the School Committee on the progress of the Transportation Advisory Committee (TAC). Ms. Spada met with the Concord Board of Selectmen and Carmen Reiss has been appointed as a liaison to the TAC. Chris Whelan, Concord Town Manager, is looking forwarding to working with the TAC and will attend meetings when needed. The Concord Finance Committee also intends to appoint a liaison to the TAC. Ms. Spada presented three additional candidates for the TAC, Chris Sgarzi, Janet Freidman, and Lisa Bergen.

F. Superintendent's Evaluation. Ms. Gannon explained the evaluation process. Each School Committee member completed an evaluation form and met with Ms. Rigby. The form contains categories: educational leadership, district management, professional development, equity, community, communication/public relations, relationship with the school committee, and general comments. The School Committee members read their comments, which will be compiled into a final document. Ms. Rigby received an overall evaluation of commendable, with particular mention of her focus on student learning, the approval of the high school building project, her management of difficult schools budgets, and her enthusiasm.

## **VII. ACTION ITEMS**

A. Vote permission to plan sister-school student exchange between Balkanabat School #17 and CCHS. A motion was made by Ms. Gannon seconded by Mr. Benincasa that the CCSC vote to approve permission to plan the Sister-School exchange between Balkanabat School #17 and CCHS. The motion was unanimously approved.

B. Vote to approve one exchange student from Italy for CCHS in fall 2013. A motion was made by Ms. Gannon seconded by Ms. Spada that the CCSC vote to approve one exchange student from Italy for FY13. The motion was unanimously approved.

C. Vote to appoint members to the School Committee Transportation Advisory Committee. A motion was made by Ms. Gannon seconded by Mr. Benincasa that the CSC appoint John Flaherty, Chris Sgarzi, Janet Freidman, and Lisa Bergen to the School Committee Transportation Advisory Committee. The same motion was made by Ms. Gannon seconded by Mr. Benincasa for CCSC. The motions were unanimously approved.

D. Vote to appoint two Concord citizens to the Citizens Transportation Committee. A motion was made by Mr. Benincasa for CSC, seconded by Ms. Munn to appoint Kate Damon and Rick Anderson to the CTC. The vote passed with 6 Aye, 0 Nay, with Ms. Gannon abstaining from the vote. The same motion was made by Ms. Spada

for CCSC seconded by Mr. Benincasa. The vote passed with 6 Aye, 0 Nay, with Ms. Gannon abstaining from the vote.

### **VIII. OLD BUSINESS**

A. CCHS Building Project. Mr. Flaherty stated that the project is now in the value engineering phase. There will be a meeting in Boston on June 7, 2012 to reconcile the numbers between Turner Construction and the OMR cost-estimating teams.

### **IX. SUPERINTENDENT'S REPORT**

A. TELL MASS Survey Data. Ms. Rigby stated that she had been prepared to report on the TELL MASS Survey. However, all Massachusetts school districts received a letter from Mitchell Chester, Commissioner of Elementary and Secondary Education, requesting that the data be embargoed for public distribution until July 1, 2012. The data has been disseminated to the school sites, and the information will be presented publicly in August 2012.

B. Graduation is Saturday, June 16, 2012, for the Class of 2012.

### **X. CITIZENS' COMMENTS**

Johanna Glazer, 446 Heywood Mill Rd., Concord. Ms. Glazer is the CCTA President. Ms. Glazer stated that there are a lot of concerns about the TELL MASS Survey. She expressed concerns about teachers not being involved in the decision making process in the schools. She stated that CCHS is one of the best schools in the state and suggested improvement in the lines of communication with the administration.

Shelagh Moskow, 229 Westford Rd., Concord. Ms. Moskow is the PTG Co-President at Thoreau. She stated that parents are unhappy about the staff changes that took place last year. She stated that parents want to be a vital part of the process regarding teacher changes.

Jennifer Johnson, 39 Edgewood Rd., Concord, Thoreau parent. Ms. Johnson read remarks prepared by Merrie Najimy, CTA president. Ms. Johnson [Ms. Najimy] expressed concern about the level of trust and mutual respect in the schools. She stated that teachers are no longer treated as educational experts and that decisions are made top down and then dictated to the faculty.

Abe Fisher, 400 Hayward Mill Rd., Concord, CMS parent. Mr. Fisher read remarks prepared by Merrie Najimy, CTA president. Mr. Fisher [Ms. Najimy] stated that the TELL MASS Survey data affirms that the quality of teaching conditions and school leadership in the schools is the lowest it has ever been. He [she] stated that here is an absence of an atmosphere of mutual respect.

Amelia Stubblebine, 20 Border Rd., Concord, Thoreau parent. Ms. Stubblebine expressed concern about low teacher morale and misconduct from administration. She stated that there has been gross misconduct toward special needs children, teachers, and parents of special needs children.

Roseanne Swain, 114 Pine Hill Lane, Concord, Thoreau teacher. Ms. Swain expressed concern about low teacher morale. She suggested that the School Committee to act as a mediator.

Rebecca Loprete, 23 Garden Rd., Concord, CCHS teacher. Ms. Loprete expressed disappointment that stated the TELL MASS Survey material will not be disseminated sooner than August.

Abby White, 38 Annursnac Hill Rd., Concord, Thoreau parent. Ms. White suggested that the School Committee explore the issues that are being referred to. She stated that parents feel like they are being listened to, but not being heard.

Ingrid Sutter, 51 Pine St., Concord, CCHS teacher, Thoreau parent. Ms. Sutter stated that she left Lexington Schools because morale was low and came to CCHS because she heard good things. She expressed concern about recovering from the crisis that is happening now.

### **XI. ADJOURNMENT**

A motion was made by Ms. Gannon seconded by Mr. Benincasa for CCSC and a motion was made by Ms. Gannon seconded by Mr. Benincasa for CSC to adjourn the meeting. The motions were unanimously approved and the meeting adjourned at 10:20 PM.

Respectfully submitted,

Sally W. Ferguson  
Approved: 08/21/12

Abbreviations:

CCHS	Concord-Carlisle Regional High School
CCSC	Concord-Carlisle Regional District School Committee
CCRSD	Concord-Carlisle Regional School District
CCTA	Concord-Carlisle Teachers' Association
CPS	Concord Public Schools
CSC	Concord School Committee
CTA	Concord Teachers' Association
CTC	Citizens Transportation Committee
DESE	Department of Elementary and Secondary Education
MassCUE	Massachusetts Computer Using Educators
OMR	The Office of Michael Rosenfeld
TAC	Transportation Advisory Committee
TELL MASS	Massachusetts Teaching, Learning and Leading Survey