

Present: Johanna Boynton, Chair Pro Tem, CCSC; CSC
Wallace Johnston, Chair, CSC; CCSC
Heather Bout, Vice Chair; CSC; CCSC
Kathleen Snook, CSC; CCSC
Dan Conti, CSC; CCSC

Present from Administration: Diana Rigby, Superintendent of Schools, CPS & CCRSD
John Flaherty, Deputy Superintendent of Finance & Operations, CPS & CCRSD

I. CALL TO ORDER

The session was called to order by Mr. Johnston at 6:31 PM. Mr. Johnston noted that the meeting is being recorded.

II. PUBLIC COMMENTS

None.

III. READING OF THE MINUTES

None.

IV. CHAIRS REPORT

A. Negotiations with the CTA. Ms. Snook spoke regarding the negotiations with the CTA. She stated that they entered into negotiations on March 23, 2015 and both parties established ground rules during the 1st few sessions, including the rule that they would have open sessions. She indicated that the CTA indicated a practice of not negotiating over the summer months, so they did not meet again with them until September 10, 2015, which was the 8th negotiation meeting. She stated that both parties come to negotiations with a set of proposals to change, edit, add to or delete from the current collective bargaining agreement. She noted that the collective bargaining agreement addresses 3 major areas: hours, wages and working conditions. She stated that it was the intention of the SC that the general effort would be to address hours, specifically time for teachers to include time for collaboration and wages, including the gap between the CCTA and CTA wage scales.

Ms. Snook stated that during the first 3 meetings, both sides presented and edited their proposals. She stated that they initially received 20 proposals from the CTA that incorporated about 40 elements (changes, edits, additions, deletions). Ms. Snook stated that the SC presented 5 proposals that incorporated 7 elements. She stated the CTA proposals included: changes to Association Security, scheduling activities before the faculty meetings; salary schedule; compensation for other services provided; an increase in summer compensation rate at the HS; tuition reimbursement; excusals from attending meetings that don't directly impact their jobs; nurse planning time; language around early release days; planning time for teachers; language change on the bereavement policy; language changes on professional concerns; release time for the President; obtaining a non-voting seat on the SC; professional growth practices; concern over removing teachers from classroom; evaluation and language surrounding assignments and transfers; vacancies and promotions; academic freedom; curriculum piloting process; establishing a teaching and learning taskforce; addressing schedules at elementary level and middle school; taskforce on technology; input to changes of editing job descriptions.

She stated that the SC proposals included 7 items: change in terminology between grade level chairs and teacher leaders; all educators to work 30 minutes before instructional day starts and 60 minutes after the instructional day ends; early release every week at the K-5 level; 200 minutes for teachers to plan per week; school calendar to match HS calendar; change on Superintendent's meeting with CTA President- that each side can bring whomever to the meeting without getting approval.

Ms. Snook stated that the CTA provided additional rationale on early release days, specials and planning time, Teaching and Assessment task force and the Technology task force at the September 10, 2015 meeting. She noted that the new CTA wage proposal from the CTA costs \$1M. She stated that the SC shared with the CTA at the meeting that they didn't feel that they were making progress toward an agreement. She noted that it wasn't that the SC didn't agree with some of the ideas, but that some of them didn't belong in the Collective Bargaining Agreement, but should be included in outside committees.

Ms. Snook reviewed the proposal and agreements that were put on the table by the SC: a 2%, 2.25%, 2% salary over the next 3 years; removing SC proposals 1,2,3 and 5, but keeping proposal 4 which aligns the calendars; Supervision and Evaluation committee work would be kept (appendix c). With respect to the CTA proposals: formation of a task force to look at article 6 with a side letter of agreement; pay \$300/day for summer projects; change to \$900/school year or 2 courses (whichever comes first) for tuition reimbursement and change total amount of funding for all CPS teachers to \$30,000 (retroactive upon ratification); specificity in adding language regarding allowing a 30 minute lunch; language change to bereavement leave (including adding "close friend"); reimbursing school related travel at the IRS rate. She noted that they would be interested in doing some of the other suggested items, but outside of the agreement. Ms. Snook noted that they would meet again on September 24, 2015, at which both sides agreed to go late as long as they were making progress.

V. CORRESPONDENCE

A. Letters. Mr. Johnston stated that he received a letter in support of the Spanish program in the elementary schools.

Mr. Johnston noted that there is a joint meeting on Thursday, September 17, 2015 at 7:00PM in the Townhouse with The Select Board, Finance Committee and School Committee for FY 2017 and forecasting budget planning.

Mr. Johnston stated that there is a ribbon cutting ceremony for the field at the HS on Friday, September 18, 2015 at 6:30 before the 1st football game.

Mr. Johnston stated that Court Booth and Community Ed put together a Committee and Board Orientation Program for anyone on a committee or board in town to help them understand how to run meetings, meeting law and scheduling on Saturday, September 19, 2015 at 8:30AM at the Learning Commons at the HS. He noted that you could register at Adult and Community Ed and there is no charge. Ms. Bout noted that she was going to attend the meeting.

Ms. Rigby received a letter from District Attorney Marian Ryan reminding the SC that it would be helpful engage in a partnership effort to remind students that sexting is potentially criminal.

VI. RECOGNITIONS

A. District employees for a terrific school opening. Ms. Rigby stated that they had a great school opening for K-8, thanks to the close to 700 employees and their hard work over the summer. She stated that it was close to seamless, except for the MS, due to the 6-day rotation to include math and special education across all grade levels of targeted instruction, which made the scheduling very complex.

B. Kristen Herbert & Kelly McCausland for New Teacher Orientation, Kristen Herbert for August 28th Professional Learning, "Next Generation Science Standards". Ms. Rigby recognized Kelly McCausland and Kristen Herbert on the great job they did on the new employee orientation. She noted that they provided full day orientation for 2 dozen new teachers. She also thanked Mr. Johnston for speaking to K-8 and Ms. Bout and Ms. Boynton for being there. Ms. Rigby also recognized Ms. Herbert for her work on the Professional Learning, "Next Generation Science Standards".

VII. REPORTS & ISSUES FOR DISCUSSION

A. Human Resources Report – Kelly McCausland. Ms. McCausland presented the 2015 CPS educator and support staff movement, noting that she had trends for the data as well. She stated that there were 4 leave of absences, 5 resignations, 8 retirements and 2 end of assignments in the educator category. In the support staff category, there were 16 resignations, which she noted were not unusual. Ms. McCausland stated that there was a steady increase in retention rates, noting that they were excellent rates. She reviewed the new hire report, including 15 CPS teachers and 15 CPS support staff. Ms. McCausland noted the diversity of the teachers hired. She spoke regarding the new educator

orientation, noting that Ms. Rigby reviewed the core values and mission as well as administrative team introductions. She stated that a web-portal was created for answering any questions employees may have, from calendars to insurance to pay to requesting a substitute. She stated that Ms. Herbert introduced the mentoring coordinators. She spoke regarding mindfulness education. Ms. Rigby stated her appreciation for Ms. McCausland, Ms. Herbert and HR for all of their hard work with onboarding, noting that she had received a lot of positive feedback.

B. Summer Capital Projects. Mr. Flaherty reviewed the CPS summer capital projects, including: new flooring at Alcott and Thoreau, replacement of concrete at Thoreau walkways, renovation of playing fields to mitigate glass issue at Thoreau, cleaning and inspection of septic system at Willard due to the shallowness of the fill, repairing and refinishing the gym floor at Peabody, replacement of damaged stairs at Peabody bus loop, replacement of damaged walkways at Sanborn, new hot water heaters and boilers at Sanborn and correction of improper drainage at Ripley. Mr. Flaherty noted that all of the projects are either complete or currently on schedule. Mr. Flaherty noted Brian Schlegel and all of his hard work.

C. CPS Budget – Special Education. Mr. Flaherty reviewed the FY2017 Budget Development Process for Special Ed, noting that it represents over 20% of the annual budget. He stated that there are several factors involved in the budgeting process, including: identification of needs in preschool children, move-ins that occur after a fiscal year budget process is completed and the transition out of the CPS K-8 budget into the regional 9-12 budget. Mr. Flaherty stated that the short description of circuit breaker is that the state picks up 75% of the costs after a certain point. He stated that the actual formula is tied to the state Foundation Budget, showing an example of how the costs change each year with an example from FY08 and FY15. He noted that as the foundation budget increases, the eligibility threshold increases, diminishing the value of the reimbursement. He noted the volatility in the circuit breaker and how they try to project based on historical trends. Ms. Rigby stated that currently, there is a significant reduction of out of district tuitions at K-8 that has moved up to the HS. Mr. Flaherty stated that they are looking into opportunities of bringing some services back in-house.

VIII. ACTION ITEMS

None.

IX. OLD BUSINESS

A. Transportation. Mr. Flaherty stated that the new buses came in under budget. He stated that the WR Grace site is Concord property now and that the Town of Concord will handle the procurement of services for design and eventually construction of the bus depot. The Town feels that the December 2016 completion of the maintenance facility is still possible and if not, we would be able to absorb any scheduling delays through the leasing agreement. He stated that they are working with the Alternative Fuel Committee.

X. SUPERINTENDENT'S REPORT

A. September 2015 Enrollment. Ms. Rigby stated that October 1st is the critical day for enrollment, so there will be some changes. She noted that Brookside Apartments would be going online soon, which will increase Thoreau's enrollment. She stated that currently, Alcott had an increase of 6 students, Willard had a decrease of 19 students and the MS had a decrease of 11, which was not projected. She stated that total enrollment is a decrease of 64 students from last year, for a total enrollment of 2069.

B. Opening of School – August 31 & September 1. Ms. Rigby encouraged all parents to attend back to school nights, stating that Alcott has 2, Thoreau has 1 and Willard has 3.

XI. ADJOURNMENT

A motion was made by Ms. Boynton, seconded by Ms. Snook, to adjourn the meeting. The motion was unanimously approved and the meeting adjourned at 8:50 PM.

Respectfully submitted,

Erin E. Higgins

Approved: 10/13/15

Abbreviations:

CASE	Cooperative Association for Special Education
CDW	CDW Consultants, Inc.
CSC	Concord School Committee
CCSC	Concord-Carlisle Regional District School Committee
CPA	Community Preservation Act
CPC	Community Preservation Committee
CPS	Concord Public Schools
CCRSD	Concord-Carlisle Regional School District
CCHS	Concord-Carlisle High School
CHPS	The Collaborative for High Performance Schools
CSEC	Comprehensive Sustainable Energy Committee
CPSC	Consumer Products Safety Commission
CPW	Concord Public Works
CTA	Concord Teachers Association
DEP	Department of Environmental Protection
DESE	Department of Elementary & Secondary Education
FINCOM	Finance Committee
MASC	Massachusetts Association of School Committees
MIAA	Massachusetts Interscholastic Athletic Association
NEASC	New England Association of Schools and Colleges
OPEB	Other Post-Employment Benefits
RTI	Response to Intervention
SEPAC	Special Education Advisory Council
STEM	Science, Technology, Engineering and Math