

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 6:34 PM. Mr. Johnston noted that the meeting is being recorded.

II. PUBLIC COMMENTS

1. Anne Hayden, 342 Sudbury Rd, Concord, MA. Ms. Hayden had several questions regarding the SPED budget and transparency, noting that she would like to learn more about how money is being spent. She questioned grant money that had been transferred out of the preschool budget to the K-5 and CMS SPED programs. She requested a copy of the complete budget for the preschool program in Concord. She also asked if any additional outside funding that supports the preschool programs exists. She also had questions regarding circuit breakers and out of district preschool placements.

2. Lee Ann Kay, 262 Virginia Rd, Concord, MA. Ms. Kay stated that the CPS children have been exposed to elevated lead levels for decades in school drinking water, noting that there is no lead in the new schools. She stated that any school built prior to 1986 poses a risk to children. She stated that Peabody, Sanborn, parts of Thoreau and the Ripley building were built prior to 1986. She noted that according to EPA guidelines, certain testing procedures were supposed to be performed, but never were. She stated that although at previous Town Meetings, The Town reaffirmed its commitment to ensure the safety of the drinking water; the town took no steps. She stated that the SC is not responsible for what has happened in the past, but now that they are aware, it is there responsibility to determine the current levels of lead in the older buildings and mediate if needed. She suggested that parents be involved to witness the securing of the buildings from use and witness the collection of water samples, noting that she would also like to be a witness. She asked that everyone come together to bring closure to this problem.

3. Paul Horwitz, 173 Hayward Mill Rd, Concord, MA. Mr. Horwitz stated that he had a comment that he wanted to make at the meeting 2 weeks ago, but the comment was out of order. He stated that the identity of the person selected to help in the search of the new superintendent was very important and the selection of the individual was very important. He stated that the administration would pick the candidate. Mr. Johnston noted that the selection for the position to help with the superintendent search was entirely different than the strategic vision in the RFP. Mr. Johnston noted that it was a regional issue and would be addressed in 2 weeks. Mr. Horwitz stated that he wanted to impress upon the SC the importance of the selection of more than one candidate in who they want to lead the search committee. Mr. Horwitz also stated that he thought the SC might want to rethink citizen comments, noting that neither at the beginning or the end of the meeting is ideal. He urged the SC to experiment with inviting pertinent comments at the time of the discussion.

III. READING OF THE MINUTES

A. Open Session CPS 9/15/15. Ms. Snook made a motion, seconded by Ms. Boynton, to approve the minutes from the CPS 9/15/15 School Committee Meeting. The motion was unanimously approved. Ms. Snook noted that she had several edits to the minutes. She moved to re-remove the motion with edits. The motion was unanimously approved.

IV. CHAIRS REPORT

A. Ms. Snook spoke regarding the CTA negotiations, stating that the 9th negotiation session took place on September 24, 2015 at which the CTA rejected the September 10, 2015 proposal, which she had described at the previous meeting. She noted that the September 10th, 2015 proposal stemmed from the SC team feeling that they weren't making progress toward an agreement and wanted to provide a proposal that would address some of the issues. She stated that the SC is back to their original proposal, as well as the CTA's original proposal, so they are at a re-set. She summarized the SC's position at the end of the meeting in the following 4 points: provide more time for teachers and address the wage equity issue; SC asked the CTA to provide prioritization amongst their proposals; SC asked the CTA to respond to all of the SC proposals; Both sides will be working prior to next meeting. She noted that the SC has returned to the original wage proposal. Ms. Snook stated that the CTA's current proposal would cost approximately \$360,000 more than the SC proposal. Ms. Snook stated that they would be meeting again on November 12, 2015.

Ms. Snook noted that the first Calendar Committee meeting also occurred on October 13, 2015.

V. CORRESPONDENCE

A. Letter from DESE regarding Circuit Breaker Audit. Ms. Rigby stated that DESE will be conducting a Circuit Breaker Audit and she is confident that the audit will be clean due to the wonderful staff that is working hard to ensure all of the information is accurate.

Mr. Johnston stated that he received 4 letters: 1 from Barbara Beatty at Wellesley College inviting the SC, teachers and students to a lecture by Diane Ravitch on October 22, 2015 at 7:30PM in the Diana Chapman Walsh Alumnae Hall Auditorium, entitled "How to Ruin or Revive Public Education", noting that it was free and open to the public; a letter from a parent with great thanks and accolades to Karen Baker, 7th grade math teacher; Letter from a parent in favor of consolidating 6th grade in 1 building and 7th/8th in another; A letter from the Baseball Commissioner, Steve Soares, regarding the Sanborn Field.

VI. RECOGNITIONS

A. Alcott: Noelle Johnson and Gayle Chatlosh. Ms. Rigby, on behalf of Sharon Young, recognized Speech and Language Pathologist Noelle Johnson for becoming the teacher for the day, as well as Kindergarten Teacher Gayle Chatlosh for her work with a particular student and family.

A. Willard: School Counselor Julee Vitello. Ms. Rigby, on behalf of Pat Fernandes, recognized School Counselor Julee Vitello for taking on extra responsibilities at Willard in the fall due to a maternity leave on the mental health team.

VII. REPORTS & ISSUES FOR DISCUSSION

A. Sanborn Field: Steve Soares – Baseball Commissioner. Steve Soares, Baseball Commissioner for Concord Carlisle Youth Baseball and Soccer, spoke regarding the baseball and softball diamond that has fallen into severe disrepair at the lower athletic field at Sanborn School. Mr. Soares stated that this diamond has not been used for baseball or softball for several years. CCYBS is proposing that they would like to work on the field, getting it into shape so it is usable. He noted that they play field hockey and girls lacrosse on the fields. He stated that they would like to use the field for baseball and softball and have it support 60 foot baseball diamond, softball and 50/70 baseball, which is an intermediate field for kids between little league and the 7th and 8th grade, typically 11-12 year olds. He proposed that they would clean up the field, skin the infield (make it all dirt), extend the backstop and fences, and include moveable bases and a pitching mound. He noted that the CCYBS has funds to support this proposal and they are possibly looking into outside groups to supply funds for exchange of field use. He stated that their goal is to not impact any existing programs at Sanborn. Ms. Rigby noted that the process would include the SC supporting the effort and then it would come back and be gifted to the schools. Ms. Boynton noted her appreciation for Mr. Soares and everything he has done for Youth Baseball and Soccer.

A motion was made by Ms. Snook, seconded by Ms. Boynton, to support the recapturing of the lower baseball field by CCYBS at the Middle School. The motion was unanimously approved.

B. CPS FY17 Budget Development. Mr. Flaherty reviewed the FY2017 Budget Development Process. He stated that salaries represent 81% (\$28,737,639) of the entire budget of \$35,660,111. He noted that teachers count for 52%

of the operating budget. Mr. Flaherty reviewed the Step & Lane designations as well as stipends and longevity payments. Mr. Flaherty reviewed each of the major program areas (Regular Education, Special Education, Operations, Administration and Fixed Costs). Mr. Flaherty and the other SC members discussed the instructional technology budget and the administrative technology budget. Ms. Bout and the SC members spoke regarding the need to justify the instructional technology budget and a strategic/technology vision. Ms. Rigby noted that the increase of the use of digital tools in the classroom stems from the teachers through organic development. She also noted that the tech specialists at each school site are the difference in the budget. Ms. Rigby stated that the tech specialists could come to a future SC meeting and speak regarding the use of technology. Mr. Flaherty reviewed the FY2016 Adopted Budget and the FY2017 Preliminary Budget, noting there was little discretionary movement and that salaries significantly drive the budgets. He stated that they are still on a track for a 3.23% FY17 increase, which he noted is just below the trend increase.

Mr. Flaherty noted that he had provided the Finance Committee a summary of program areas that had changed by more than 10% one way or the other. He stated these areas included health education, co-curricular, equipment, school district travel, maintenance/building & grounds, maintenance/equipment & vehicles, regular transportation and other fixed costs. Mr. Flaherty reviewed each of these program areas and the reasons why the budget has fluctuated.

CPS FY17 Proposed Budget. Mr. Flaherty reviewed the CPS FY17 Proposed Budget, noting that they are currently at a preliminary increase of 3.23%. He stated that it translates into new monies coming into the district of \$1,114,659. He stated that the major escalation/cost drivers total \$1,542,958 and reductions totaling \$428,299. Mr. Flaherty stated that steps, lanes and scales for the teachers spread across all of the instructional program areas, totaling \$860,973 or 2.49%. He stated that all other staffing salary escalation is \$345,086. He noted that these salary increases alone would require a 1.0% increase above last year's budget level. He stated that operation accounts total \$332,188 or a little under a 1% increase in last year's budget. He noted that all of these increases total a 4.47% increase above last year's budget. He noted that the offsetting reductions, including the sick leave buy back cost and sped tuition & contracted services would result in a 1.24% reduction, netting a 3.23% overall increase. Mr. Flaherty reviewed the external grants, which represent just under 3% of the total budget.

C. CPS 2015-16 District Goals. Ms. Rigby stated that last spring, the school principals presented their school improvement plans, in which they identified their goals, actions and outcomes. The admin team worked over the summer to develop the district improvement plan as well as student achievement data from our own district assessments. Ms. Rigby reviewed the goals, including: Increase achievement for all students and narrow the achievement gaps for identified student groups; Provide students with a rigorous and coherent curriculum and high quality instruction that engages all students to develop their curiosity, creativity, critical thinking, and collaborative problem solving skills; Foster a positive learning environment in which all students become more responsible citizens; Effectively implement the new Educator Evaluation system with a focus on continuous improvement in teacher and learning; Provide students and staff with the resources, materials and infrastructure to support high quality learning environments; Build support, consensus and community engagement for the district mission, core values, challenges and accomplishment and critical decisions using multiple communication strategies. Ms. Rigby reviewed several of the key actions for each goal and as well as outcomes. Mr. Johnston suggested that a possible end date be included in the goals. Mr. Conti requested that Ms. Charles present Thoreau's improvement plan. Ms. Rigby stated that Ms. Charles would be coming to a SC meeting in November, but that she did not develop the improvement plan.

CPS FY16 Superintendent's Annual Plan. Ms. Rigby stated that last year in the Superintendent Evaluation, there was a recommendation for improvement in Standard IV and Elements D and F, regarding shared vision, consensus building and managing conflict. Ms. Rigby stated that the goal that she developed is: By June 2016, administration will provide multiple opportunities for teacher voice, leadership and collaboration in building consensus for a shared vision, addressing teacher concerns and making critical school/district decisions. She reviewed the key actions, which she stated are directly related to achieving the goal. Ms. Bout suggested there be a measurable benchmark. Ms. Rigby stated that she thought it might be helpful when she does her report mid-year and June, that each committee group could report on their summation of their individual feedback forms. Ms. Rigby agreed to add more measurable benchmarks to the Outcomes section of the Annual Plan and the District Goals.

Ms. Bout stated that she felt the items being discussed between the SC and CTA, which the SC didn't believe needed to be part of the contract, should be added somewhere, possibly the District Improvement Plan. Ms. Snook stated that this should not be discussed because they are still in negotiations. Ms. Rigby stated the District Improvement Plan is for students, not adults. Ms. Boynton stated that she did not feel comfortable talking about things that are being negotiated. Mr. Johnston suggested putting a motion in place regarding these issues. Ms. Boynton stated that negotiations should finish before they act on them. Mr. Conti stated that he didn't think it was prudent to discuss these topics and suggested addressing the issues after negotiations are finished.

VIII. ACTION ITEMS

A. Vote to approve CPS 2015-16 District Goals and CPS FY16 Superintendent's Annual Plan. A motion was made by Ms. Snook, seconded by Ms. Boynton, to approve CPS 2015-16 District Goals and the CPS FY16 Superintendent's Annual Plan as amended per discussion. The motion was unanimously approved.

IX. OLD BUSINESS

A. Transportation. Mr. Flaherty noted that the buses were back in the operating budget. He also stated that the Alternative Fuel Committee is continuing its work. Mr. Flaherty stated that he would request an update on the WR Grace site.

Mr. Johnston stated that on October 28, 2015, they would hold the 1st SC Coffee at 7:00PM at the Alcott Cafeteria.

X. SUPERINTENDENT'S REPORT

Ms. Rigby stated that Lynne Beattie will begin her medical leave on Friday, October 16, 2015 and will continue until mid-January. She stated that she wishes her well and have a speedy recovery. Ms. Rigby stated that Drew Rosenshine, Assistant Principal at Peabody, would serve as the Interim Principal during her absence. She also stated that the CMS Configuration Committee has been formed and will be looking at scheduling, programming and space. Ms. Rigby noted that the Committee is made up of the teaching and learning faculty and leadership team, members of the schedule committee, CTA representation and other volunteers from the CMS faculty, principal and vice principal, Director of Teaching and Learning, members of the School Advisory Council and parents. Ms. Rigby stated that they are scheduled to meet 9 times and work with a scheduling consultant to make a recommendation for use of time and space to the SC by the beginning of February, with a community forum in January. Ms. Rigby stated that the Professional Learning Council has met and is a group of 20 educators who are a steering committee for professional learning activities in the two districts. Ms. Rigby stated that there is a K12 Faculty meeting to look into the science curriculum and the Next Generation Science Standards and have drafted a 3-year plan. She also stated that science committee and the STEM committee are working with Carlisle K8. She stated that there are K12 faculty working on the interdisciplinary curriculum in "Science, Technology, Engineering, Art and Math". She also stated that there is a WPI grant and they are working with faculty from WPI to create a strategic plan for STEAM. Ms. Rigby also stated that the elementary math curriculum adoption and that on October 27th, 2015, they will be celebrating the Professional teacher status. She noted that they will be recognizing: Cynthia Anderson, Brenna Lentini and Brigette Sayles from Alcott; Rachael Hollander, Jessica Ham, Mollie Hurley, Jillian Kenney and Kimberly Shaw from Thoreau; Kimberly Mayerson and Maren Holmes from Willard; Suzanne Chapin from CMS; Marielle Wintersteen from Ripley.

Mr. Johnston wished Ms. Beattie a speedy recovery and good luck to the assistant principal.

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 9:34 PM.

Respectfully submitted,

Erin E. Higgins

Approved: 10/27/15

Abbreviations:

CASE	Cooperative Association for Special Education
CCHS	Concord-Carlisle High School
CCRS	Concord-Carlisle Regional School District
CCYBS	Concord-Carlisle Youth Baseball and Softball
CCSC	Concord-Carlisle Regional District School Committee
CDW	CDW Consultants, Inc.
CHPS	The Collaborative for High Performance Schools
CPA	Community Preservation Act
CPC	Community Preservation Committee
CPS	Concord Public Schools
CSC	Concord School Committee
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