

Present: Johanna Boynton, Chair, CCSC; CSC
Wallace Johnston, Chair, CSC; CCSC
Heather Bout, Vice Chair; CSC; CCSC
Dan Conti, CSC; CCSC
Kathleen Snook, 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 5:33 PM. Mr. Johnston stated that the CSC would enter into Executive Session under Purpose 3 of the Open Meeting Law: To discuss strategy with respect to collective bargaining because having the discussion in an open session would be detrimental to the public body's bargaining position. A motion was made by Ms. Snook, seconded by Ms. Boynton, to enter into Executive Session. The motion passed by roll call: Conti, aye; Johnston, aye; Boynton, aye; Snook; aye.

Mr. Johnston called the meeting back in order at 7:00 PM and noted that the meeting is being recorded.

II. PUBLIC COMMENTS

1. Lee Ann Kay, 262 Virginia Road, Concord, MA. Ms. Kay stated that the water results would be provided later at the meeting and noted that she had not seen the results yet. She stated that if the report was truthful, then the School Administration is the 1st government body in Concord to have tested school water in accordance with the EPA procedures in about 20 years. She stated that CPS has a history of documented lead problems. She stated that it is possible that there is no evidence of lead without there being any corrective action. She requested an independent verification to ensure samples were collected by EPA procedures. She stated that the lack of transparency casts doubt on the validity of the test results. She thanked the SC for conducting the tests, but stated that in the absence of independent verification, doubts still linger.

2. Miguel Echavarri, 255 Commonwealth Ave, Concord, MA. Mr. Echavarri stated that the school administration projected that the bus facility would cost \$1.875 million, which was approved at Town Meeting. He stated that after completing the design phase, the cost is now \$3.5 million. He requested a public explanation on why taxpayers were told the cost would be \$1.875 million. He also stated that \$1.1 million is to be spent to cap off the old landfill at the high school and suggested moving the depot to the high school at the former dump and use the \$1.1 million to build a parking lot. He urged the SC to ask the Town Administrators to publicly ask them about this idea. He stated that this situation is due to demolishing the old depot without a contingency plan.

III. READING OF THE MINUTES

None.

IV. CHAIRS REPORT

A. Creation of a Town Study Committee on Public Private Partnerships. Mr. Johnston stated that the Select Board is creating a Study Committee on public private partnerships and would like input from the SC or appointee. The SC agreed to think about it and plan on deciding at the next meeting.

V. CORRESPONDENCE

A. Letters from concerned parents. Mr. Johnston stated that he has received several letters from parents with concerns about teacher negotiation campaign activity at the start and end of the school day at the elementary schools. He stated that they respect the rights of the teachers and the teachers association to express their views in a lawful manner, but he stated that the parents are concerned that these particular protests are confusing and unsettling to the kids. He noted that in some cases, it is also causing difficult conversations at home. Mr. Johnston stated that he and the SC would hope that the CTA would re-consider the current tactic and consider its impact on the kids. He noted that the issues are between adults and hoped that the students could be kept out of the process.

A. Letter From MA Department of Elementary & Secondary Education. Ms. Rigby stated that she received a letter from DESE regarding the CPS circuit breaker review. She commended Jessica Murphy, Director of Special Education, and her Administrative Assistant, Ellen Schoellkopf who are working with thousands of data points looking at the reimbursement that is close to \$1 Million. Ms. Rigby noted that in the audit, only \$7,000 was missed, which she stated was incredible.

VI. RECOGNITIONS

A. Willard: Willard Playground Supervisors. Ms. Rigby, on behalf of Pat Fernandes, recognized the Willard Playground Supervisors - Susan Alex, Patricia Bishop, Leslie Brew and Aimee Cupp for all that they do to keep students safe on the playground.

B. Alcott: Alcott staff for their work with high needs students. Ms. Rigby, on behalf of Sharon Young, recognized the Alcott staff for their work with the high needs students. She noted that Alcott moved from a level 2 school to a level 1 school due to the growth of the high needs population. Ms. Rigby noted that Thoreau was also a level 2 school.

C. Thoreau: Pam Foggo, 5th grade students, Tom Hourihan, Karen Hoyt, Bob Lemaire, Sue Howard. Ms. Rigby, on behalf of Angel Charles, recognized the 5th grade students and teachers - Pam Foggo, Tom Hourihan, Karen Hoyt, Bob Lemaire for organizing, assembling and donating holiday gift bags to Open Table. Ms. Rigby also recognized Sue Howard, for leading the robotics team, the ThoreauBots, in an overall 8th place finish at BU's 2015 1st Lego League Challenge.

D. CMS: 8th grade students and foreign language teachers. Ms. Rigby welcomed back Lynne Beattie and stated that they are thrilled to have her back. Ms. Rigby recognized Drew Rosenshine and Anne Cline-Scott and thanked them for stepping up with Ms. Beattie was out. Ms. Beattie recognized the 8th grade students and foreign language teachers at CMS for completing a culture building and language experience by building cities in all 3 of the languages. Ms. Beattie noted that it is a really rich experience. Ms. Boynton encouraged people to go see it and noted how great it is.

VII. REPORTS & ISSUES FOR DISCUSSION

A. CMS Configuration and Schedule Committee Report. Ms. Beattie and Ms. Rigby stated how proud they were of all of the work the team did. Ms. Herbert stated how good the experience was and said that there were almost 25 members who worked through each and every issue and tried to decide what would best fit the needs of the children. She stated that the goal was to look at the space configuration of the 2 buildings as well as the schedule, noting the unique population of the middle school student. Ms. Herbert stated that they have completed 75% of the work and hope to be done by February so students would have their schedule by the end of the year for the following year. She stated that the committee was comprised of educators from every subject area, parents, administrators, CTA reps and a scheduling consultant. She stated that the 25 members were broken into 3 groups: best practices, space configuration and schedule.

Sandy Freund, a parent on the Committee, stated that they made several site visits and gathered and analyzed schedules from peer schools. Anne Cline-Scott stated that they analyzed a lot of information, which they presented to the entire committee.

Drew Rosenshine stated that he lead the space configuration sub-committee which looked into reconfiguring the buildings with a 6th grade only building at Peabody and the 7th and 8th grades at Sanborn. Mr. Rosenshine

reviewed the pros and cons of reconfiguring. He stated that the subcommittee concluded it would be best to keep the current configuration for the next three years.

Sharon Stagers-Moss, science teacher, presented on the state of schedule sub-committee and stated that it meets the goals laid out. Karen Baker, math teacher, stated that they had a lot of discussion with members and faculty as well. She stated that on-team classes (core subjects) would meet every day, which is a different practice than what is currently set in place. Paul Crowley, math chair, presented the on-team schedule for a typical week, noting the times of day would vary for each subject, which would vary the experience for the kids. He noted that there would now be 7 classes per day instead of the current 6. He also noted the 2 “belts” each day that would include support classes and study classes. Courtney Sawicki, Chair of the Foreign Language department, stated that they would be increasing their minutes with students with the new model. She thanked Ms. Herbert for her support in increasing the time with the kids. Greg Connor, Special Ed and Math teacher, spoke regarding special education and noted that everything that is currently offered will still be offered with the new schedule. He noted that a plus is the ability for them to meet with on team teachers every day. Chris Noce, band teacher, stated that they will be adding electives when teachers schedules allow for it and also that students will be able to choose in performing or nonperforming music class. He noted that currently, if 8th grade students do not choose an ensemble class, they have no music at all. Greg Connor spoke regarding specials classes and discussed when the RTI (Response to Intervention) classes would occur. Elizabeth Stockwood, Library Media Specialist, spoke regarding the importance of independent reading and incorporating SSR (Sustained Silent Reading) time into the school day and how it positively impacts all areas of academics. She stated that the first 15 minutes of directed study would be independent reading. Seeta Durvasula, Social Studies teacher, spoke regarding homeroom time and protocol for directed study halls.

Ms. Boynton stated how impressed she was with all of the work the Committee did, noting what an amazing amount of work in such a short period of time. Ms. Snook thanked them for all of their work and stated what a great collaboration it was. Ms. Bout stated that it was amazing work and how it addresses everyone’s needs. Mr. Johnston stated that he felt it was phenomenal work. Mr. Conti stated what a model of collaboration it is.

B. Town Manager Report on Bus Depot Article for March Ballot and Town Meeting. Chris Whelan, Town Manager, stated: In 2014, Town Meeting appropriated \$925,000 to construct a School Bus facility; in 2015 Town Meeting appropriated \$950,000 from borrowing, for a total of \$1.875 Million available to construct a facility. He noted that at that time, there was no site. He stated that at a special town meeting last spring, the Select Board was authorized to take by eminent domain the WR Grace property on the Acton/Concord line and the eminent domain taking was effective in August of 2015. He stated Town Meeting voted in April to authorize the use of the funds to construct a facility on that site. Mr. Whelan noted that since the project was expected to cost more than \$1.5 million, state law requires the town to hire an Owners Project Manager, who would be Rich Reine, Public Works Director, before selecting a design. He stated that the designer for the project would be Weston & Sampson, who worked on costing out after meeting with school staff in the fall. He stated that in mid-December, the cost estimate came through and was hire than expected.

Rich Reine spoke regarding Weston & Sampson and their experience in working on projects of this type. He noted that they are at the conceptual design phase of the project. He stated that they made clear and deliberate choices in the building to provide functionality but would not be loaded with bells and whistles.

Jamie Fair, Project Manager at Weston & Sampson, reviewed the programming process and how they prepared a space needs assessment. He reviewed the concept design, which included @ 6,200 SF including a mezzanine area. He stated that the analysis of the land was very favorable and no evidence of contamination has been found so far based on the borings. He reviewed the identified site requirements: building, employee parking, bus parking, fueling, storm water management and solar array access. He presented an overview of the conceptual development considerations, including a 4 bay building, a fuel island, employee and bus parking. Mr. Fair stated that the design would be durable and long lasting and explained the proposed building type. He stated that the building cost is \$1,319,000; Fuel system is \$135,000; Site Development costs are \$1,196,000; Contractor Markup Costs of \$397,000; Contingency of \$457,000. He stated the total construction cost would be \$3,504,000.

Mr. Reine noted that if they were not successful at connecting to the Acton Water District, they would have to look into other options, including possibly an onsite well. Mr. Whalen noted that the meeting with the Acton Water District is in early March.

Ms. Snook questioned the cost and asked if by the time the project is complete, would they have spent \$4.1 million and Mr. Reine said that is correct. She also questioned the amount of support space in the building, noting her concern with the cost. Mr. Reine stated that they have looked into value engineering and ways of reducing the costs, noting that many of them would affect the functionality of the building. He also noted that the building requirements today are different than the requirements in the 1990's. Mr. Flaherty stated that there are ways to reduce costs, but it needs to be looked at in terms of what is the building that would best serve the needs of future.

Ms. Bout questioned the large difference between the original cost estimate and the current cost estimate. Mr. Flaherty stated that the original amount of \$1.9 million was to be the amount of investment that would get CPS into a facility and that some other things would come later in phases.

Mr. Johnston stated that this is the proper building to build for the needs at this time. He asked Mr. Fair what the life of the building would be and Mr. Fair stated it would be around 50 years. Mr. Johnston stated that while higher than expected, the expenses would be sunk over time.

Mr. Whelan stated that he requested that the Select Board include an article on an annual Town Meeting Warrant that could fund this article, subject to successful debt exclusion, in the amount of \$1.950 million. He also stated that the staff working on the project needs to know if they should suspend activity or continue with the process. He asked the SC for guidance.

Ms. Boynton stated that everyone has worked very hard to pull all of the pieces together and she stated that the project should keep moving, noting that the closer it gets to town meeting, the more accurate the info would be. She noted that if the project were delayed, the expenses would increase. Ms. Bout questioned how close the true costs would be coming in compared to the estimates. Mr. Fair stated that he is confident that the estimates are on the right track.

Ms. Bout questioned Mr. Echavarri's earlier comment about constructing the building on the remediation site and Mr. Flaherty noted that it is for passive recreation and it would need to be excavated into the hazardous waste material, which is a known toxic site and would increase the cost. Ms. Snook also noted that the site is in a water conservancy district.

Mr. Whelan stated that it makes sense to proceed with the permits and give Town Meeting an opportunity to vote. He also stated the Finance Director has recommended that this expenditure be subject to a debt exclusion vote, noting that Tuesday, April 12th would be the election date.

Ms. Boynton stated that she feels this has been extremely well studied and it's a great opportunity. Mr. Johnston asked the SC if there was any opposition with moving forward and there was none.

C. CPS Quarterly Financial Report. Mr. Flaherty presented the CPS FY16 Year to Date Financial Report dated January 6, 2016. He stated that the financials are in good shape in comparison to where they were a year ago, but noted that winter has not begun to impact the budget.

D. Town of Concord Audit Recommendations. Mr. Flaherty reviewed the Town of Concord Audit Recommendations. He noted that the Federal Grant Guideline changes deal with the way that the dollars are recorded. He stated that the District that we will modify from is Weston because they are very similar to CPS. He stated that he would show a draft to the SC. He noted that very specific responses were given to the audit team.

VIII. ACTION ITEMS

A. Gift Acceptance – Donation from Leuders Environmental, Inc. A motion was made by Ms. Boynton, seconded by Ms. Snook, to accept a donation from Leuders Environmental with thanks to Mr. Leuders. The motion was unanimously approved.

B. Gift Acceptance – Donation from Kenneth & Shukti Fischl. A motion was made by Ms. Boynton, seconded by Ms. Snook, to accept a gift in the amount of \$500 from the Kenneth & Shukti Fischl Charitable Fund for the benefit of “Concord Integrated Preschool Enrichment Fund”. The motion was unanimously approved.

C. Gift Acceptance – Donation from CMS PTG. A motion was made by Ms. Boynton, seconded by Ms. Snook, to accept a gift in the amount of \$7,686 from the Concord Middle School PTG to procure three TV monitors, players and mounts for the Sanborn and Peabody schools. The motion was unanimously approved.

Mr. Johnston thanked everyone for their kind donations.

IX. OLD BUSINESS

A. Transportation. Mr. Flaherty stated that he was surprised to hear that New England Transit would not be able to meet their contractual delivery date of December 20th. He stated that they are working with them and the buses should be available in February. He noted that the bid included a \$50 per vehicle per day possible penalty, which the CPS could assess. He stated that to help alleviate the issue, New England Transit has offered to lease at no cost 3 buses, which would allow the 10 buses to rotate. He stated that the repairs on the 10 vehicles should not be the responsibility of CPS after December 20th. He stated that he is going to weigh the actions that they take, and will not waive the right to impose the fine, but will take it into consideration. He stated that there might be a real problem if the number of buses declines to the point that they can't pick up the children in a timely fashion. Mr. Johnston thanked Mr. Flaherty for negotiating with New England Transit.

Mr. Flaherty stated that the Alternative Fuels Committee has submitted a grant for an electric bus and he believes the grant is being viewed favorably. He wants the SC to be aware that an RFP would need to be issued to purchase the bus, but the money would be supplied by the state. He stated that the RFP would need to be issued by February 5th.

B. CTA Negotiations. Ms. Snook reviewed what has been happening to date with the CTA negotiations. She stated that the SC entered into negotiations with the CTA on March 25, 2015. She stated that on December 8th, the negotiating team met with the CTA and noted that it was the 11th session. She stated that it is the SC that is negotiating with the CTA in a collective bargaining process and the CTA requested that the sessions be open with agreed upon ground rules. She stated that the SC had put forth a proposal that accepted 6 of the 40 CTA proposed changes and agreed to form a joint labor management task force for stipend compensation that would address additional 6 CTA items requested. Ms. Snook noted that the SC reduced the 7 proposed changes to 2: the calendar and a flat 2% 2% 2% salary package. She noted that this proposal was rejected by the CTA at the end of September. She stated that the SC asked the CTA to prioritize its proposals and to respond to all the SC's proposals. She stated that on November 12th, the CTA presented a list of their priority proposals but in no priority order. She stated that the CTA accepted none of the SC's 7 proposed changes. Ms. Snook stated that on November 12th, the SC presented another proposal package in an effort to move the negotiations towards some closure, including language to tentatively accept or form a task force to address 12 of the CTA's original 40 items. She stated also that the SC requested 3 proposed items and offered a revised and enhanced salary package. She stated that on December 8th, the CTA presented a package to the SC with a non-prioritized list of changes with an update to their salary proposal. She stated that the CTA also responded to the calendar proposal and offered a calendar that came half way to the proposed calendar. She stated that the SC agreed at that meeting to 1 additional change that the CTA requested and extended the proposed salary offer. Ms. Snook stated that the next negotiation session is scheduled for January 21st.

X. SUPERINTENDENT'S REPORT

Ms. Rigby reminded everyone that school safety is a top priority and stated that CPS works very closely with the CPD to work on the school site practices on Multi-Hazard Evacuation Plans, Medical Emergency Response Plan and an Anti-Bullying Plan. She stated that there is also a crisis management team that works in collaboration with Officer Scott Camilleri. Ms. Rigby stated that there are also several drills that are practiced throughout the year. Ms. Rigby noted that in terms of the A.L.I.C.E. drill (Alert-Lockdown-Inform-Counter-Evacuate), the “Counter” aspect is not something the District teaches. Ms. Rigby stated that all of the buildings are locked and all faculty and staff have badges to identify themselves.

Ms. Rigby stated that a K12 Professional Learning Council has been established under the facilitation of Kristen Herbert and is comprised of 16 teacher leaders. She stated it is focused on planning and engaging the teachers in relevant professional development activities. She noted that it would be CPS and CCRSD veteran teachers who will be providing the courses. She noted that it is referred to as the “Concord Fellows Program”.

Ms. Rigby stated that the annual Town Meeting reports are included in the meeting and she thanked Ms. Boynton and Mr. Johnston and all who contributed for completing the report. She noted what a wonderful exercise it is to reflect on the work that has been achieved over the past year for the benefit of the students. She stated that everyone should be proud.

Mr. Johnston stated that on January 21st, the CTA negotiations would take place at 4:15 PM and on January 27th; there would be a SC community coffee at Thoreau at 7:00 PM.

XI. ADJOURNMENT

A motion was made by Ms. Boynton, seconded by Ms. Bout, to adjourn the meeting. The motion was unanimously approved and the meeting adjourned at 9:59 PM.

Respectfully submitted,

Erin E. Higgins

Approved: 1/26/16

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