

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 6:33 PM. Mr. Johnston noted that the meeting is being recorded.

II. PUBLIC COMMENTS

1. Casey Atkins, 93 Pilgrim Rd, Concord MA & Ann Kilroy, 10 Florio Drive, Concord MA. Ms. Atkins spoke regarding the letters that went out pertaining to Concord Integrated Preschool. She stated that there is a lot of community wide concern about the future of the program. She stated that she and Ms. Kilroy believe it's a valued program with wonderful teachers and specialty service providers that are important to the community. She stated that they have seen the positive impact of the CIP's model for children on IEPs as well as their community peers. She noted that a surge in the estimate of future numbers of children on IEPs is straining prospects of this program within its current space. She requested that the CSC form a discussion forum to have input into a long-term plan for the preschool.

Mr. Johnston noted that the Integrated Preschool would be discussed later in the meeting.

III. READING OF THE MINUTES

None.

IV. CHAIRS REPORT

None.

V. CORRESPONDENCE

A. Emails. Mr. Johnston stated that he received several emails: 3 regarding the ½ day configuration for the elementary school; 4 regarding the Integrated Preschool.

VI. RECOGNITIONS

A. Willard: Charlyn Bethell, Stacy Entel, Genoveva Matheus. Ms. Fernandes, Principal at Willard, recognized Music Teacher Charlyn Bethell for bringing the Willard 5th grade chorus to the Martin Luther King Concord Carlisle Community Concert held at the Fenn School. She noted that the children sang beautifully and commended Ms. Bethell for her efforts. Ms. Fernandes recognized new ELL teacher, Stacy Entel, for her successful work with the Access Testing as soon as she was hired. Ms. Fernandes also recognized Genoveva Matheus for assisting Ms. Entel with the Access Testing and noted that it was a team effort. Ms. Fernandes also recognized the Willard Staff members present at the meeting for their work with the math pilot.

B. Alcott: Second grade teacher Jen Martin. Ms. Rigby, on behalf of Sharon Young, recognized 2nd grade teacher, Jen Martin. Ms. Rigby stated that Ms. Martin has an iRobot in her classroom to support a student who can't attend school. She stated that Ms. Martin has created an inclusive environment in her classroom, which enables this student to feel like he's part of the class, working in groups with his peers.

C. Thoreau: Library & Media Specialist, Karen Pettyjohn. Angel Charles, Principal at Thoreau, recognized Karen Pettyjohn, Library & Media Specialist, for her work with the Pinwheels for Peace project. Ms. Charles stated that Ms. Pettyjohn started a team at Thoreau to create pinwheels and the Bezos Family Foundation would donate \$2.00 for each pinwheel, up to \$400,000. She stated that as of November, they had created 250 pinwheels. She noted that the Concord Public Library heard about the project and started hosting their own Pinwheels for Peace nights, so they are now collaborating together. Ms. Charles stated that they now have completed over 500 pinwheels and the money is going to support Syrian refugee children to create teaching positions, school supplies and food. Ms. Charles stated that she is very proud of the work Ms. Pettyjohn has done. She also thanked the members of the steering committee present at the meeting for all of their work on the math pilot.

VII. REPORTS & ISSUES FOR DISCUSSION

A. Thoreau BOTS – Sue Howard and Thoreau students. Ms. Howard and members of the Thoreau BOTS robotics team presented on the Thoreau BOTS. They stated that in 4th grade, Ms. Howard offered a 6-week boot camp in the spring and they learned how to build a robot and write programs with Lego Mindstorms. As 5th graders, they came back and joined the Thoreau BOTS, Ms. Howard's team of robotics engineers and participated in the first Lego League Challenge of 2015 – Trash Trek, which dealt with issues and problems and solutions around trash and recycling. The students spoke about designing, building and testing the robot and its missions. Ms. Howard shared a video of the students attempting to accomplish missions one week prior to the challenge. The students stated that the challenge took place at Boston University on December 5th with many different teams competing. They noted that they finished in 8th place overall with very consistent scores.

B. Elementary Math Committee. Kristin Herbert stated that the Elementary Math Committee consisted of over 80 members over a period of a year and a half. Ms. Herbert introduced some members of the Elementary Math Committee which were present, including: Laurie Link, Judy Olson, Johanna Ellis, Colleen Desmond, Nancy Dillon, Adam Gregor, Karen Hoyt, Kate Mullen, Susan Halter, Sharon Hehn, Beth Kalikstein and Laurie Penney. The Committee reviewed: the reasons for reviewing the program, steps for reviewing curriculum, screening and planning, teacher input and piloting, program recommendation and the implementation plan.

They stated that Massachusetts adopted the Common Core Standards in 2010 and that there seemed to be a divide between the curriculum and the common core standards, which is why the review process began. They spoke regarding the creation of the Committee and discussion of goals and criteria. The committee stated that they became familiar with 10 programs and narrowed the choices down to two options: Investigations 3 and Everyday Math 4. The Committee then created a plan for selected teachers to pilot the materials. After the first unit was piloted, the parents were surveyed on quality and consistency of homework. The teachers were also surveyed and most recommended to pilot more units.

They stated that the 2nd pilot is lasting one year, from September 2015 to June 2016 and that they received many materials at no cost from the publisher. The piloting teachers also received training in August and the parents were informed and asked for input again. They noted that there was a formal teacher survey in October, which indicated that the teachers felt that EM4 was closely aligned with the Common Core. They stated that 72.1% of the piloting teachers recommended Everyday Math 4.

The Committee made the recommendation to adopt Everyday Math 4 for the next school year for all grade levels, K-5. They stated that they hope to purchase and distribute materials this spring for the teachers and train them prior to the start of school starting in the fall. They are also discussing different ways to communicate with the parents.

Mr. Johnston questioned the spiral nature of the material. Ms. Herbert stated that the spiral nature of this curriculum means that new topics are discussed, but topics taught in previous units are also reinforced. She noted that this helps the students to retain knowledge of topics previously learned, especially the special needs students.

Ms. Boynton thanked the Committee for all of their work and noted how impressive it was. Ms. Bout questioned how the rolling out would work at the MS level as well as the HS. Ms. Hebert stated that both the MS and HS Math Department Chairs were on the Committee to discuss the curriculum at the higher levels. Ms. Snook stated that the collaboration was very impressive and thanked the Committee for their collaborative effort to work towards what is best for the children. Mr. Johnston questioned if students would need to do additional work outside of the curriculum

to get up to speed. Ms. Herbert stated that they would be able to differentiate for different learners as well as give many different assessments. Mr. Conti and Mr. Johnston thanked the Committee for their work.

A motion was made by Ms. Bout, seconded by Ms. Snook, to move forward the vote to adopt Everyday Math 4. The motion was unanimously approved.

A motion was made by Ms. Boynton, seconded by Ms. Bout, to adopt Everyday Math 4 for the Elementary Math Program. The motion was unanimously approved.

Mr. Johnston asked if there was any financial aspect to this and Mr. Flaherty noted that a lot of the supplies were already been offered. Ms. Rigby noted that it was planned for in this budget.

C. CPS Budget – Article 11, Article 12. Mr. Flaherty reviewed Article 11, requesting a 3.23% increase to the annual operating budget for fiscal year 2017. He stated that it would be an appropriation of \$35,660,111. He noted that the adopted budget is equal to the spending guideline set by the Concord Finance Committee in November 2015. He reviewed the performance highlights, core budgeting principles, student learning and K-8 enrollment. Mr. Flaherty noted that CPS has met the Finance Committee Guideline in the last 10 of 11 years. He stated that 80% of the budget is spent on salaries, 52% on teachers and 28% on other employees. He reviewed the contractual and fixed increases. He stated that the 3.23% growth translates into the dollar amount of \$1,117,376. Mr. Flaherty reviewed the % changes in each program area: Regular Education – 3.55%; Special Education – -1.95%; Operations – 11.315; Administration – 3.74%; Fixed Costs – 5.82%.

Mr. Johnston noted that the budget book is now available in hard copy and online for both CPS and CCRSD and thanked Mr. Flaherty. Mr. Flaherty recognized Matt Wells for all of his hard work. Ms. Rigby noted that everything would need to be done for Town Meeting by March 15th.

Mr. Flaherty reviewed Article 12, stating that it is the annual CPS capital improvement plan. He stated that it would authorize the treasurer to borrow \$870,000, with \$300,000 of that being set aside as contingency money for the transportation depot project if the additional monies requested by the Town are approved under Article 15. He stated that if Article 15 were to fail, this \$300,000 would revert back to CPS control for expenditure on CPS projects. He also stated that if Article 15 passes and the project comes in without needing the \$300,000, that the \$300,000 would be available for CPS projects. Mr. Flaherty reviewed FY2016 Capital Projects, including: replacement of Sanborn boilers and hot water heaters, replacement of Ripley canopy to Early Childhood Center, walkway repairs at Sanborn, re-loaming and re-seeding of Thoreau School field, Ripley ADA updates and chimney re-pointing. Mr. Flaherty stated that the appropriation request is \$870,000: \$415,000 for 2 modular classrooms at Sanborn; \$100,000 for Sanborn Facility Assessment; \$55,000 for Peabody Facility Assessment; \$300,000 Transportation Depot Contingency.

VIII. ACTION ITEMS

A. Gift Acceptance - \$500 grant from Exxon/Mobile to the Willard. A motion was made by Ms. Boynton, seconded by Ms. Snook, to accept a grant, with gratitude, from Exxon/Mobile in the amount of \$500 to the Willard School to be used in the area of math and/or science. The motion was unanimously approved.

IX. OLD BUSINESS

A. Transportation. Mr. Flaherty stated that the Public Works Director is preparing the bid packages for the construction. He stated that they are doing ok with the 3 loaned buses and hopefully they will hear good news from the bus factory.

B. CTA Negotiations. Ms. Snook stated that the SC entered into negotiations with the CTA on March 23, 2015. Ms. Snook provided an update at the SC meeting on January 12, 2016. She stated that the negotiating team met with the CTA on January 21st for the 12th session and again on February 2nd for the 13th session. She stated that since they have not reached an agreement yet, they have received more questions, so she will review the negotiations.

She stated that it is the SC that is negotiating with the CTA in a collective bargaining process. She noted that although normally done in closed sessions, the CTA requested that the negotiation sessions be open, and by open, it does not mean that they are public open meetings, but that the agreed upon ground rules allow both parties to invite non-

participant observers and that there be no restrictions on dissemination of information discussed at the sessions. She noted that because of this agreement, she is able to disseminate information from these sessions at this meeting as well as through the Concord Journal. Ms. Snook noted that the SC is fine with this arrangement and feels that more members of the bargaining unit, as well as Town committees and residents are able to follow and understand the process.

Ms. Snook stated that on January 21st, the SC presented its 3rd formal proposal package to the CTA and the CTA presented a counter-proposal on the same day. She noted that the January 21st meeting was very productive. She stated that on February 2nd, the SC presented a response proposal package to the CTA. Ms. Snook highlighted what the package included: confirmation of the acceptance of 7 of the CTA's proposals that addressed duty free lunch, summer project payment, tuition reimbursement, travel time for itinerant teachers, bereavement leave and reimbursements for travel. She stated that the SC confirmed again the agreement to form a joint labor management task force to examine and make recommendations to any changes to Article 6. She noted that Article 6 was an article that addresses compensation for other services provided, which covers stipends for coaching, activities and department/curricular chairs. She stated that the SC again proposed a weekly early release day and both the SC and the CTA were interested in pursuing this. She stated that the SC proposed an adjusted salary schedule that addresses the gap in wages between the K-8 CTA teachers and the HS CCTA teachers. Ms. Snook noted that she was hesitant to describe this; due to its complicated nature. She stated that the new salary schedule provides teachers at the top step of the CTA scale to be paid the same amount as teachers at the top step of the CCTA scale during the 1st year of the contract. Ms. Snook stated that in the 2nd year, all teachers would receive a 2.25% wage increase in addition to their normal annual 4% step. She then stated that in the 3rd year, all teachers would receive a 2% wage increase in addition to the start of the year, 4% step increase for teachers below the top step. She stated at the midyear of the 3rd year, all teachers below the top step would receive an additional 4% step increase. Ms. Snook stated that the school committee continued to retain its proposal to have the school calendar language at the CTA match the language in the high school CCTA contract. She stated that the SC also adjusted a previously proposed side letter agreement: allowing either party to invite their members to the monthly joint labor management meetings without mutual agreement; with mutual agreement, the parties could invite the chair of the CSC or another CSC member that's named by the chair; allow the CTA to appoint at least one teacher to each of 10 district committees to ensure CTA involvement and voice; allow the CTA to appoint up to 3 teachers to the K12 Technology Committee. Ms. Snook stated that although both parties want to pursue early release days, there is not consensus on how the days would be used. She also stated that there continues to be some differences in language on some proposals and there also continues to be some discussion on technology in the classrooms. Ms. Snook stated that the mandatory subjects of bargaining are hours, wages and working conditions. She stated that the SC is most interested in addressing hours to provide more times for teachers and teacher teams to plan, collaborate and meet their requirements of analyzing and assessing student work and wages to begin to address the salary difference with the HS teachers. Ms. Snook noted that with regards to the difference in salary gaps, they want to address but it was not arrived at in 1 bargaining agreement and cannot be addressed in 1 bargaining agreement. She stated that with the school has a fiduciary responsibility to the town to ensure that the complete package offered is affordable fiscally sound both now and into the future. She also stated that there is a distinct difference between items of mandatory bargaining and items that are under the purview of the educational and curricular leaders of the district. She stated that the next negotiation session is February 24th at 4:15PM.

X. SUPERINTENDENT'S REPORT

Ms. Rigby stated that Federal and State Laws require the Town to provide Special Education services for students with disabilities ages 3-22. She noted that CPS provides preschool special education services in an integrated setting at a private preschool that is run by the town. She noted that the Town of Concord collects the tuition and the school provides the private preschool as part of the special education services. She stated that for the past 5 years, the sessions at the preschool have increased from 3 to 5. She stated that there are currently 4 half-day sessions and 1 full day session to meet the needs of increasing enrollment of Special Ed students. She noted that in the integrated preschool, they like to keep the percentages 50/50 - 50% Special Ed and 50% community peers and also keep a classroom size of 12. She stated that enrollment occurs all year long. She noted that over the last few years, there have been a lot of move-ins that have increased the population. She stated that they were informed that there would be 7-10 new students and 13 more Special Ed students. She stated that it would be a challenge to keep the total number at 60.

Ms. Rigby stated that they are proud to have the Early Childhood Center in the front of Ripley, the Integrated Preschool and Concord Children’s Center and CASE Collaborative. She noted that there are 4 therapy rooms as well. She noted that Jessica Murphy brought to her attention that they do not have enough spaces for the community peers and Ms. Rigby asked her how she wanted to address this issue. She stated that they need to decide what the integration will look like. Ms. Rigby stated that she has spoken to PAC and has discussed ways to move forward with the Integrated Preschool and look for additional space. She stated that challenge is moving forward and finding additional space. Ms. Rigby stated that she has asked the staff and Ms. Murphy to work with the PAC to come up with feasible options. Ms. Rigby noted that something else has transpired that she is unable to discuss, but may help with the space issue.

Ms. Rigby stated that what is unusual about the situation is that they have had more students move in than they have had referrals from early intervention. She stated that she attributes this to the greater choices of housing in Concord.

Ms. Rigby stated that CPS is engaging in the Youth Risk Survey and they collaborate with Emerson Hospital and administer the survey every 2 years. She noted that middle school students in grades 6-8 would participate in the online survey in March.

Ms. Rigby stated that she is proud to announce that the Rubik’s Cube Team from CMS placed 3rd out of 11 in the New England Regional Competition.

Ms. Rigby stated that the National Park Service, in collaboration with Bob Fardy and Karen Hoyt, participated in a National Park project film. Ms. Rigby stated she was really proud of them for participating.

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 8:37 PM.

Respectfully submitted,

Erin E. Higgins

Approved: 2/23/16

Abbreviations:

CASE	Cooperative Association for Special Education
CDW	CDW Consultants, Inc.
CSC	Concord School Committee
CCSC	Concord-Carlisle Regional District School Committee
CIP	Concord Integrated Preschool
CPA	Community Preservation Act
CPC	Community Preservation Committee
CPS	Concord Public Schools
CCRS	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
PAC	Parent Advisory Committee
RTI	Response to Intervention
SEPAC	Special Education Advisory Council
STEM	Science, Technology, Engineering and Math