

JOINT SCHOOL COMMITTEE

Concord – Carlisle School Committee
Concord School Committee
Ripley Building
June 28, 2016

Present: Wallace Johnston, Chair, CSC; CCSC
Heather Bout, Vice Chair; CSC; CCSC
William Fink, Chair, CCSC
Dan Conti, Vice Chair, CSC; CCSC
Johanna Boynton, CCSC; CSC
Bob Grom, CSC; CCSC

Absent: Mary Storrs, 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. Fink, for CCSC, and Mr. Johnston, for CSC, at 6:02PM. Mr. Johnston noted that the meeting is being recorded. Mr. Fink stated that both committees would enter into Executive Session under Purpose 2 of the Open Meeting Law: To conduct strategy sessions in preparation for negotiations with non-bargaining personnel and Purpose 3 of the Open Meeting Law: To discuss strategy with respect to collective bargaining because having the discussion in an open session may be detrimental to the public body's bargaining position and return to Open Session at approximately 6:30PM. The motion passed by roll call for CCSC: Grom, aye; Boynton, aye; Conti, aye; Fink, aye; Johnston, aye; Bout, aye; and for CSC: Grom, aye; Boynton, aye; Conti, aye; Johnston, aye; Bout, aye.

A session was called back into order by Mr. Fink, for CCSC, and Mr. Johnston, for CSC at 6:31 PM. Mr. Johnston noted that the meeting is being recorded.

Mr. Fink asked the Committee to consider a modified approach to Public Comments in the future that allows the public to comment on particular topics right before the topic is discussed.

II. PUBLIC COMMENTS

1. Patti Worth, 119 Holyrood Ave, Lowell, MA. Ms. Worth stated that she was a Special Education Tutor at CCHS. She stated that she learned 3 weeks ago that a new electronic thumb print attendance system would be in place this fall for some employees of the District, including: tutors, secretaries, cafeteria workers, custodians, maintenance workers and bus drivers. She noted that teachers, substitute teachers and administrators would be exempt. She stated that she was told that the system was already installed at the high school. She stated that she drafted a petition to allow everyone affected to express his or her feelings at this discriminatory and demeaning practice. She noted that it creates a 2-tiered divisive system and contravenes stated core values of respectful and empathic community and professional collaboration, all in support of student learning. She noted that she was told that the Affordable Care Act was responsible for this new system, but stated that when she asked what section mandates this, she was told that they didn't know. She stated that after she asked several questions, it's clear that the administration does not have a clear idea as to how this procedure will work. Ms. Worth noted the unpredictability of tutoring and the fact that many of the tutors work through their lunch periods or after the end of the school day. She stated that the ability to support students would be adversely impacted if they need to clock in and out every day. Ms. Worth presented Ms. Rigby with the petition.

2. Mary Ann Strang, 1727 Wedgewood Common, Concord, MA. Ms. Strang stated that she has been a resident of Concord since 1986 and that she has worked as a tutor at CCHS since 2001. She read a note that she had received from a parent at the end of the school year thanking her for her commitment and support for their child. Ms. Strang stated that stopping to thumbprint during the course of a day is very de-humanizing, disruptive and distrustful.

3. Rachael Morris, 596 Bedford St, Concord, MA. Ms. Morris stated that she is a 2nd grade teacher at Willard as well as a Concord resident. She stated that it truly saddened her to be back in the room again since she felt that the negotiations had clearly communicated the need for respect, dignity and communication. She noted the lack of respect and communication with the new system. She stated that it was very upsetting to see the year end with the people she worked with feeling saddened and distressed. She noted that they are 1 staff. She stated that a decision that large without talking to people that it affects is not collaboration.

4. Kathy Peebles, 1 Old Village Rd, Acton, MA. Ms. Peebles stated that she was a Special Education Tutor at Peabody. She stated that a number of them have gotten together and created many questions, noting that they aren't getting any answers to them. She stated that she'd like to submit the questions and get answers to foster communication.

5. Kevin Lehner, 632 Depot Rd, Boxborough, MA. Mr. Lehner stated that he is the Vice President of the Bus Drivers Union. He stated that the transportation employees had 2 main questions around the new system: security and logistics. He stated that a thumbprint is not something that should be easily shared and also noted the fact that the transportation worker's offices are mobile and are often times are not near a building or punch clock. He noted that no one is truly objecting to creating an electronic system, but questioned the manner in which it is being implemented.

6. Beverly Bryant, 175 Conant St, Concord, MA. Ms. Bryant commented on the landfill at the High School, noting that the high school needs more grass fields and many parents don't feel synthetic fields are safe for their children. She noted that the extra cost of capping the landfill so that it could be used as athletic fields would be worth it. She stated that there are other areas at the high school that could house solar panels and/or provide additional parking spaces. She urged the SC to research the option of building 2 grass practice fields on the site and to bring the proposal and cost estimate to a public forum, where it could be discussed by the Town.

7. Rebecca Robichaud, 121 Hubbard St, Concord, MA. Ms. Robichaud stated she was the Co-President of the Concord Public and Concord-Carlisle Regional School District SEPAC. She thanked the SC for including a SEPAC representative on the Superintendent Screening Committee. She stated that because the SEPAC represents a unique population of students, that they would be best suited to appoint a representative. She asked the SC to vote to allow the groups to appoint who they feel would best represent their constituents.

8. Louis Salemy, 68 Great Meadows Rd, Concord, MA. Mr. Salemy stated that he wanted to share 3 recent stories of how CC at Play has positively impacted the community and he also asked the SC to show gratitude towards the members of the CC at Play Board, as well as the 550 plus residents who donated money to help make the project a reality. He stated that while he was volunteering at a Lacrosse event, every parent from the visiting team commented on the beautiful fields. He also noted how spectacular graduation was and noted that the pride of parents and grandparents was clearly evident. He stated that after graduation, the HS was host to playoff games and that seeing spectators move from each event was awe-inspiring. He stated that this was a dream of the CC at Play Board. Mr. Salemy noted that CC at Play has had the support of the majority of the community from the beginning and the votes at TM were overwhelming in support. Mr. Salemy stated that it's never been a controversial project. He questioned what reasonable person would deem a \$5 million fields upgrade at no cost to taxpayers as controversial. He noted that the fundraising, design and construction oversight was performed by volunteers. He noted that the SC's primary responsibility is to the children of the community, not the small number of angry residents who attend every meeting. He stated that he was disappointed that the SC chose to attack CC at Play at the last meeting.

9. Bee Loprete, 23 Garden Rd, Concord, MA. Ms. Loprete stated how grateful she was to the SC at taking on the most thankless service job in Concord. She stated that she is sad that the new principal will be walking into an immediate personnel crisis. She stated that in the last decade, it has become very hard to speak out in the forum and that speaking out and raising concerns should not be considered uncivil or insubordinate. She asked the SC to watch out for the folks who spoke out for their jobs as well as their colleagues' jobs tonight. Ms. Loprete asked them to make things different for the employees and stated that they shouldn't feel like they are risking their jobs if they choose to speak out at the SC meetings. She asked them as an employee, mom and taxpayer, to protect them when they come to them now and in the future.

10. Dean Banfield, 73 Walden Terr, Concord, MA. Mr. Banfield stated that he has lived alongside the CCHS campus for over 20 years and it has always been a joy to hear the happy noise of activities on the lower fields. He thanked CC at Play for their efforts, noting that the expectations have been more than met. He stated that he spearheaded a set of policies that were sensitive to neighbors concerns and that the SC declined to discuss any written set of policies, but did express a desire to be a good neighbor and hear any concerns. Mr. Banfield stated that he feels the SC has honored that commitment, but that the reality of increased use of the stadium field was palpable. He requested a formal policy of the use of the PA system; specifically it's use as a musical entertainment system. He stated that the practice of playing student selected music at football games is a relatively recent development and that regular use has become inconsiderate to neighbors and is intrusive. He stated that he has written to the Athletic Director as well as the Principal and they have stated that it is the practice to allow this. Mr. Banfield stated that hopefully this is something that the District can consider discontinuing.

III. READING OF THE MINUTES

A. Open Session

Joint Meeting – 5/24/16. A motion was made by Ms. Boynton, seconded by Mr. Grom, to approve the minutes for the Joint Meeting of 5/24/16. The motion was unanimously approved. Mr. Fink noted 2 edits that needed to be made, including wording and a typo. A motion was made by Ms. Boynton, seconded by Mr. Conti, to approve the minutes as amended by Mr. Fink. The motion was unanimously approved.

IV. CHAIRS REPORT

Mr. Fink stated that he received a number of emails on the landfill topic. Mr. Johnston stated that he received 2 emails to the CSC: 1 request to be considered for the Facilities Planning Committee and 1 invite for the Sustainability Coffee. Mr. Fink stated that he and Mr. Grom attended the Chairs Breakfast and they provided an update on key topics, including the landfill and Superintendent Search.

V. CORRESPONDENCE

A. MSBA – CCHS Change Order. Ms. Rigby stated that she received a letter from the MSBA regarding the Change Order and percent of reimbursement.

B. Adult & Community Education June 1, 2016 Director's Report. Ms. Rigby stated that she received the Director's Report for June from Adult & Community Education.

C. Certificate of Occupancy. Ms. Rigby stated that she received the Certificate of Use and Occupancy for the brand new High School.

D. MASC Legal Alert. Ms. Rigby stated that she received a Legal Alert from MASC regarding the opioid prevention and recommending that the SC update their policies. She noted that they would be reviewed and updated in the fall.

E. Letter to School Committee. Ms. Rigby stated that she received a letter on behalf of the building service workers, bus drivers, K12 tutors, aides and assistants, support staff, maintenance staff, transportation and mechanics staff and cafeteria staff regarding the timeclock plus system. Mr. Flaherty stated that this is a very complicated issue and is driven by the Affordable Care Act. He stated that they are defined as a large employer, exceeding 50 full time employees and that 130 service hours in a month is treated as the monthly equivalent of 30 service hours per week. Mr. Flaherty noted that the group has many employees working many different scheduled hours, many working very close to the 30 hour per week threshold. He stated that they need to track monthly if any of the part time people exceed the 30 hours per week and benefits must be offered to that employee and his/her dependent (s). He noted that the payroll system is bi-weekly and a paper card time system is used to enter data. He noted that the new regulation defines the month on a calendar basis, which does not align with the biweekly pay cycle. He stated that an electronic system is needed to aggregate all of the hours to ensure employees who are on the cusp are not exceeding the 30 hours per week. He noted that the penalties could reach over \$600,000 for each instance. Mr. Flaherty noted that legislation does not always impact all employees. He stated that they could switch to a semi-monthly pay cycle to be able to track the hours for this, but then they would be in violation of Massachusetts's laws.

Mr. Flaherty stated that the program will be piloted at Ripley and they will learn about different situations that come up and explore other software embedded capabilities within the system. He noted that the thumbprint is not an actual

thumbprint like law enforcement would use and that a pin number would be used in conjunction with the thumbprint. He stated that they are learning as they go and will work with all of the different groups. He stated that they recognize that this is not the best situation for employees and that he has met with several of the groups already and that the meetings were successful. He noted that he recognizes that all of the groups of employees are a dedicated group and this is not meant to be disrespectful in any way, that it is needed for federal regulations.

Mr. Grom questioned electronic entry versus thumbprint and Mr. Flaherty stated that in some instances that might be a possibility. Mr. Conti stated that this didn't feel good to him and questioned how other school systems are doing this. Mr. Flaherty stated that this vendor has 1,800 school districts as clients and Ms. Rigby noted that many school districts in the area have electronic systems. Mr. Flaherty noted that this system is the only system that is only fully integrated with the current payroll and human resources systems. He stated that other districts might be making decisions based on integration reasons. Mr. Flaherty noted the complexity in the payroll and the fact that there are 2 districts. Mr. Conti questioned all of the speakers and the sense of surprise that was expressed. Mr. Flaherty stated that they had conversations regarding moving away from a paper-based system for a while with the heads of different groups. He also stated that payroll records must be kept forever, so moving to electronic record keeping would be beneficial. Ms. Rigby noted that in May, she met with presidents in the associations and they discussed the rollout for this system for September. Ms. Rigby noted that if people are providing more service than they are being paid for, that the district must pay them for the additional work. Ms. Rigby noted that all of the comments she heard were very supportive and she is not sure where the breakdown in communication was.

Ms. Bout stated that she understands the need to go paperless, but she questioned the tracking in and out with the thumbprint. Mr. Johnston noted that they are in an exploration phase and asked Mr. Flaherty to report to the SC how this is going. Mr. Flaherty noted that they had their 1st training session today. Ms. Bout asked if it's possible to communicate more broadly going forward so there isn't a surprise in the future. Mr. Flaherty and Ms. Rigby said absolutely. Mr. Fink suggested adding this to the agenda for the next meeting to further discuss this topic.

VI. RECOGNITIONS

A. CCHS:

2016 CCHS Graduates and CCHS Administration and Admin Staff for Graduation Ceremony 2016. Mr. Badalament recognized the 2016 Graduates and said the graduation went very well due to the building service workers, maintenance workers, secretaries and all of the support and professional staff. He stated that everyone had a critical role. He noted that he was very, very proud of the graduates.

Boston Herald All-Scholastic Teams: Patrick Crowley, Aiden Long – Boys Lacrosse, Hannah Dudley- Girls Lacrosse, Scout Boynton – Softball, Maggie Dorr – Tennis, Thomas Ratcliffe – Track. Mr. Badalament recognized the Boston Herald All-Scholastic Teams: Patrick Crowley, Aiden Long – Boys Lacrosse, Hannah Dudley- Girls Lacrosse, Scout Boynton – Softball, Maggie Dorr – Tennis, Thomas Ratcliffe – Track. He noted that this is a huge honor to be on these teams. Mr. Badalament also recognized Barry Haley for putting together the program and also thanked the coaches.

VII. REPORTS & ISSUES FOR DISCUSSION

A. CC at Play. Mr. Fink read a letter he wrote regarding CC at Play, thanking CC at Play for all of their hard work and he asked the other SC members if they would like to offer their perspectives on the benefits of the project. Ms. Bout stated that the full education the students get in town is well rounded and providing these facilities is huge. She noted that she questions many things not to be critical, but to get to the best end product and she's amazed at all they've put into this. Mr. Conti stated that he attended the re-dedication of the field and noted that he brought his children as a symbol that it's not only the present affected, but also the future, due to the dedication of CC at Play. Ms. Boynton stated that the most incredible aspect has been the number of people who have helped by volunteering, donating or offering their expertise. She noted how moved she is by the number of people who have stepped up. Mr. Johnston stated that he couldn't express his gratitude enough and that it is magnificent. Mr. Grom stated that he is very impressed with the volunteer time as well as the donors. He noted that going forward, he is interested in the completion of the project. Mr. Boynton stated that they wanted to create something of lasting value for the community and that the group put in thousands and thousands of volunteer hours. He noted that they are really proud of it.

Mr. Boynton presented on the Phase III update. He stated that the objective in value engineering was to free up funds to tackle some of the things that were not in the original scope of work in Phase III. He stated that the 1st thing was the creation of a cross-country course. He stated that they are hoping to get the maintenance shed done in Phase III as well as some finish work near the football fields. Mr. Boynton stated that they needed to free up \$100,000 in Phase III costs. He noted that they removed a retaining wall near the field that represents a savings of \$30,000. He noted that they reduced the playing surface on either side of the lacrosse wall, representing a savings of \$36,000 in surface costs. He noted that it would be a high quality nylon material. He stated that they eliminated a guardrail, representing \$35,000 in savings as well as a path, saving \$26,700. He stated that the overlook is also being taken out because he feels they can do more design work on it, to be able to provide access to the tennis courts.

Mr. Boynton stated that they have sufficient funds to take on these additions. He provided the SC with a drawing of the cross-country course, noting that it is almost exactly regulation length. He stated that they are hoping to finish the maintenance shed in early fall, noting that there is already a pad there that has already been permitted. Mr. Boynton stated that they would like to do some work to improve the road near the field to loam and seed to reduce dust as well as place some asphalt down to make the area more useful. He noted that they have yet to design the final signage and recognition.

Mr. Grom questioned the cost of the cross-country course and Mr. Boynton stated that it was mostly earthwork. He also questioned the bathrooms and Mr. Flaherty stated that they have begun the process of filling out the application. Mr. Fink noted that this is not a CC at Play issue, that the school will be handling this. Ms. Bout noted that it is really exciting to see everything the SC had questioned being addressed.

A motion was made by Mr. Johnston, seconded by Mr. Conti, to accept Phase III as modified. The motion was unanimously approved.

Mr. Boynton stated that CC at Play has made a donation to CarbonFund.org that is sufficient to cover the planting of 1,861 new trees to offset the carbon footprint. He stated that the amenities building has been central to their aspirations from the beginning, but the reality is the plumbing code and potential cost impact. He stated that they don't feel in a position to commit to undertaking the amenities building in Phase IV without knowing how much it will cost. He noted that when there is clarity on the plumbing code, they would love to be a part of it. Mr. Johnston asked if there was any liability regarding a state fine if there are no facilities provided. Mr. Flaherty stated that he does not know of any punitive effects during the process. Ms. Rigby noted that these types of projects could take a number of years to complete.

B. CCHS School Improvement Plan 2016-17. Mr. Badalament presented on the CCHS School Improvement Plan 2016-17 as well as 2015-2016. He stated that there were 3 goals this year: 1) By June 2016, all students at CCHS will master end-of-course standards; 2) Foster an inclusive, mindful, positive and compassionate school culture that promotes growth and well-being for all; 3) School year, administrators and department chairs will lead all educators in examining innovative practices to improve student learning. He reviewed several key actions for each goal, including: "D & F list", Common Core implementation, AP courses, Next Generation Science Standards, STEAM, Homework Working Group, DCG loop, Wellness Committee, ReTell Course, Rivers and Revolutions, Julie Lythcott-Haims program, 1:1 laptop initiative, Google Classroom, Transition Specialist, Algebridge, DDM's, Concord Fellows and the NEASC Visiting Committee.

Ms. Boynton questioned the Homework Working Committee and what was next for them. Mr. Badalament stated that he's done a lot of transition work with the new Principal around this Committee. She also questioned adding additional new courses and Mr. Badalament stated that there are several new courses starting and they will need to take a look moving forward at providing additional interdisciplinary course offerings.

Mr. Badalament stated that there are 4 goals for 2016-2017: 1) Continue to foster an inclusive, mindful, positive and compassionate school culture that promotes growth and well-being for all; 2) By June 2017, all students at CCHS will master end-of-course standards; 3) Utilize student work to drive targeted innovations and/or adjustments in teaching and learning and 4) Generate a culture of sustainability throughout the school community. He noted that many of the goals are multi-year goals and noted where the NEASC recommendations were embedded throughout the key actions. He noted that a lot of time was spent with constituent groups around decision-making.

Mr. Conti stated that he has known Mr. Badalament for over 20 years and he wanted to wish him well. Ms. Rigby read a thank you letter that she had written for Mr. Badalament thanking him for his 14 years at CCHS and highlighting his career at CCHS, noting his powerful relationships with students, families and colleagues. Mr. Badalament stated that it has been an honor to serve the kids of Concord, Carlisle and Boston.

C. CCRSD Financial Update. Mr. Flaherty presented the FY16 Year to Date Financials. He stated that the YTD balance in Regular Education is \$94,360. He stated that the Special Education budget is over by \$1,353,972, but noted that there was an offset in circuit breaker receipts of \$1.1 million. He noted that it does fall short by about \$244,000. He stated that there will be a decline in the E&D balance and they won't be able to replenish as much as they had planned to, but he believes they will still be able to maintain their AAA bond rating. He stated that it was overall a challenging year with the new high school and they will need to work on budget adjustments going forward. He stated they are not ending as strong as he would have liked. Ms. Rigby noted that they have had a slight reduction in out of district tuition for the next year. Mr. Flaherty stated the balance in Operations was \$259,562 and the Administration balance was over \$130,812 due to: recruiting costs for the new Principal search, recruiting costs for Superintendent Search, payout of Mr. Badalament's unused vacation day, landfill remediation costs and legal services. He stated that the Fixed Cost balance was \$18,846. He noted that they would not have money to carry over for circuit breaker this year. The SC thanked Mr. Flaherty for all of his hard work.

D. CCHS Late Start Time Committee. Ms. Boynton reported on the High School Start Time Advisory Committee. She reviewed the members of the Committee and their charge of providing the SC with recommendations to guide the possibilities for a change to the start of the school day at CCHS along with rationale to support those recommendations. She stated that they met 4 times in May and June and examined MGL requirements and Districts contractual agreements with teachers as well as research on the role of sleep in adolescent development. She stated that they became familiar with the impact of start times on sports, extracurricular programs and transportation and they reached out to other schools that have moved to a later start time as well as students, parents, faculty and administrators for input. She read a press release from the American Academy of Pediatrics urging schools to look at later start times.

She stated that they all felt that later start times should be considered at the high school beginning 2017-18. She stated that they believe the change should be at least 30 minutes to realize the benefits. Ms. Boynton noted that they need to make sure that the community understands the tradeoffs prior to making a change. She also noted that the final decision is the responsibility of the school committee. Mr. Fink noted that there was no question after looking into this of moving to a later start time and that the question was how to do it. Ms. Boynton noted the website www.startschoollater.net as a tremendous resource in the process. She noted that the latest start time recommended was 8:30 and that they were looking at 8:00 as a potential start time. Ms. Bout noted that transportation was the biggest challenge. She also noted that communication is key in this process so the community will understand why a change is needed and what is best for the kids. Mr. Flaherty stated that there would be some lead-time needed to secure the additional buses and financial resources associated with this change. Ms. Rigby noted that they would need to know by December for the Warrant Articles.

E. Superintendent Evaluation 2016. Ms. Boynton stated that everyone met with Ms. Rigby and went through supporting evidence of different goals in an impressive binder provided by Ms. Rigby. She stated that everyone then sent her their evaluations, and she compiled all of the input and tried to capture everyone's comments. She stated that the overall evaluation rating was proficient and that the overall rating for Standard I was exemplary; Standards II, III and IV were proficient. Ms. Boynton then read the summative comments, noting that it's been a great year. Kathi Snook noted the 18 pages of rubric that goes into this evaluation and how complex it is. She stated that the binder that Ms. Rigby created was amazing and noted that it was not created for this purpose. She noted that they are examples of things that happen every day in the District. She thanked Ms. Rigby for creating the binder and noted how much she's learned from Ms. Rigby. Mr. Fink stated that putting the students first is so key, and it is Ms. Rigby's core value. Ms. Snook also thanked Ms. Boynton for compiling all of the data into one report.

VIII. ACTION ITEMS

A. Vote to approve CCHS 2016-2017 Handbook. A motion was made by Ms. Boynton, seconded by Mr. Johnston, to approve the CCHS 2016-2017 Handbook. The motion was unanimously approved.

B. Vote to approve CCHS Football Overnight Trip to ME. A motion was made by Ms. Boynton, seconded by Mr. Johnston, to approve the CCHS Football trip to South Berwick, ME on July 29 & 30, 2016 with the condition that we receive a signed district liability insurance waiver (MIIA) from all participants. The motion was unanimously approved.

C. Vote to approve CCHS PA Grants as gifts to the Region. A motion was made by Ms. Boynton, seconded by Mr. Johnston, to approve the CCHS PA grants for 2015-2016 as gifts to the Region with gratitude. The motion was unanimously approved.

D. Vote to surplus books at CCHS. A motion was made by Ms. Boynton, seconded by Mr. Johnston, to approve the removal of the materials identified in the letter dated June 2, 2106 regarding Surplus Health & Fitness Materials. The motion was unanimously approved.

E. Vote to approve CCHS Tutors Collective Bargaining Agreement 2016-2019. A motion was made by Ms. Boynton, seconded by Mr. Johnston, to approve CCHS Tutors Collective Bargaining Agreement for 2016-2019. The motion was unanimously approved.

F. Vote to approve Pfizer Foundation Matching Gift. A motion was made by Ms. Boynton, seconded by Mr. Johnston, to accept the Pfizer Foundation matching gift of \$12.00 with gratitude. The motion was unanimously approved.

G. Vote to approve 2016-2019 Contracts for Director of Special Education, Jessica Murphy and Deputy Superintendent of Finance and Operations, John Flaherty. A motion was made by Ms. Boynton, seconded by Mr. Johnston, to approve 2016-2019 Contracts for Director of Special Education, Jessica Murphy and Deputy Superintendent of Finance and Operations, John Flaherty. The motion was unanimously approved.

IX. OLD BUSINESS

A. Landfill Remediation. Mr. Fink stated that he and Mr. Flaherty are meeting with the Select Boards in both towns to discuss both steps. He noted that there has been a lot of feedback of potential uses of the land. Mr. Flaherty noted that this needs to remain a front burner issue. He also noted that the SC should be very careful about how many options they consider as well as the complexity of the options. Ms. Bout stated that they have heard lots of ideas for potential uses and considering getting other options takes time and money, she felt some of the options need to be addressed. She recommended a 3 step process of: a forum for public input, SC narrowing down ideas and getting cost estimates and then have another public hearing with options. Mr. Grom noted that it's important to put a timeline down and stated that he felt having a public hearing is a good idea. Mr. Flaherty noted that December 6th is the key date to have all potential bids in, as well as develop potential warrant articles. He also cautioned the Committee that there is a chance that money could be spent on the studies and the DEP may not approve it. Ms. Boynton noted that Carlisle voted in favor of the current remediation plan and that we had asked about possible options back when this first came up 3 years ago, learning that the cap would not preclude any other options. She also noted that the current remediation plan was the safest, least risky, most cost effective and has already been approved by the DEP. She stated that they have an obligation to do something with the land. She stated that there is not a clear demonstrated need for additional student parking, bus parking or an outdoor track. She stated all of these ideas take considerable thought and time to consider. She proposed looking at re-voting the current plan to complete the obligation, noting that it in no way precludes them from doing any of the other options down the road. Ms. Bout stated that she agreed with Ms. Boynton's points, but that she felt having a public hearing with some options for which they have numbers would be a good step. She also stated that it wouldn't be a matter of deciding what to actually put there, but to prepare the land for use down the line.

Mr. Johnston stated that he thinks it should be a two step process of looking at what additional cost would be needed to prep the land and then putting the discussion of what to do with the property into the mix of other topics being discussed. He noted that the idea of a permanent cap was confusing to people, giving them the idea that nothing could ever be done with the land. Mr. Fink noted that they would have more information after Friday. Mr. Johnston stated that he was in favor of a public forum early in the fall to get it settled to move this forward.

B. CCHS Building Project. Ms. Rigby and Mr. Flaherty stated that they ended \$400,000 under budget.

C. Superintendent Search. Ms. Boynton stated that the proposed timeline didn't line up with the approved SC calendar for December. The SC discussed options for meetings in December and agreed upon adding additional meetings on December 6th and 20th, for a total of 3 December meetings. A motion was made by Ms. Bout, seconded by Mr. Johnston, to amend the current SC calendar to include meetings on December 6th and December 20th. The motion was unanimously approved.

Ms. Boynton shared her recommendations with the SC for which members should be included in the Screening Committee, Compensation Committee, Start Time Committee and Landfill Remediation Committee. The SC discussed their thoughts on her recommendations and discussed the option of: Ms. Boynton, Ms. Storrs and Mr. Conti for the Screening Committee; Mr. Grom, Mr. Johnston and Mr. Fink for the Compensation Committee; Ms. Bout, Mr. Fink and Ms. Boynton for the Start Time Committee; and Mr. Johnston, Ms. Bout and Mr. Fink for the Landfill Remediation Committee. The SC discussed that each of the representing groups would choose their own representatives.

X. SUPERINTENDENT'S REPORT

Ms. Rigby stated that the report for the District Improvement Plan is included in the packet. She noted that she and Yolanda Volpe went to Amsterdam to participate in the Education First Global Student Leader Summit around the issues of human rights. She stated that 1,500 students from around the world and educators met at the world forum and participated in workshops and met Nelson Mandela's grandson and Gandhi's grandson. She stated that the highlight was that students led the workshops as well as all the presentations. She noted that the work that they are doing around human rights is phenomenal. She spoke about how inspired she was from Innovation Village – an activity in which the students were placed in groups from different countries and solved problems/issues around many issues and developed solutions to each problem. She noted how compassionate and articulate they all were and how creative the solutions were. She noted how the CCHS students would flourish in this environment and she thanked the SC for the opportunity.

XI. ADJOURNMENT

A motion was made by Ms. Boynton for both CCSC and CSC, seconded by Ms. Bout, to adjourn the meeting. The motion was unanimously approved and the meeting adjourned at 11:22PM.

Respectfully submitted,

Erin E. Higgins

Approved: 7/26/16

Abbreviations:

CASE	Cooperative Association for Special Education
CSC	Concord School Committee
CCSC	Concord-Carlisle Regional District School Committee
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
CPW	Concord Public Works
CTA	Concord Teachers Association
DESE	Department of Elementary & Secondary Education
FAAC	Financial Audit Advisory Committee
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
YRBS	Youth Risk Behavior Survey