

Present: Heather Bout, Chair, CSC; CCSC
Courtland Booth, Vice Chair, CSC; CCSC
Yuval Erlich, CSC; CCSC
Cynthia Rainey, CSC, CCSC

Absent: Wallace Johnston, Chair, CCSC; CSC

Present from Administration: Dr. Laurie Hunter, Superintendent of Schools, CPS & CCRSD
Jared Stanton, Director of Finance & Operations, CPS & CCRSD

I. CALL TO ORDER

Ms. Bout called the meeting to order at 6:32 PM, noting that it was being recorded and broadcast live.

II. PUBLIC COMMENT

None

III. CHAIRS & LIAISONS REPORT

Mr. Erlich stated that he attended the Recreation Commission meeting and noted that they are short a volunteer. He also stated that he attended the Select Board meeting, noting that they will be holding a training session for committee members in October. He also stated that the Select Board held an extremely interesting presentation on Minuteman Arc. Dr. Hunter stated that she spoke with Jean Goldsberry, from Minuteman Arc, over the summer, noting that she is interested in continuing partnerships and expanding collaboration with the schools. Mr. Erlich noted that he attended the SEPAC forum.

Ms. Bout stated that she attended the committee trainings in the past that Mr. Erlich had mentioned, noting that she would highly recommend them. Michael Lawson, from the Select Board, stated that the training session would be held on November 2nd from 9:00AM – 12:00PM at the Town House, noting that it was open to all committee folk.

Mr. Booth noted that he also attended the SEPAC forum. Mr. Erlich stated that the parents presented to the school committee members and admin at the SEPAC forum, noting that it was a tour de force for the district. Dr. Hunter noted how constructive and productive the forum was.

IV. RECOGNITIONS

A. CMS Building Service Workers. Mr. Stanton stated that he was very happy to recognize Jim Bozak and Brian Morgan for all of their work at Peabody and Sanborn over the summer to ensure the buildings were ready to open for the start of school. He stated that the amount of work done over the summer was incredible and also noted the help of consultant Jim Healy. Dr. Hunter stated how hands-on Mr. Bozak and Mr. Morgan were, noting their extraordinary efforts. Mr. Bozak noted all of the planning, communication and great crew of people, including: Gary Reed, Julie Byer, and Michael Fee. He also thanked Dr. Hunter and Mr. Stanton, as well as Karen Baker, Head of the CTA, Tyler Steffey, and Justin Cameron. Mr. Morgan stated that the consultant, Jim Healy, did a fantastic job and noted that the teachers were amazed at the difference of the buildings. Ms. Bout stated that they were hoping for the swap to happen for several years and noted what an amazing accomplishment it is, thanking Mr. Bozak and Mr. Morgan. Mr. Booth stated that they are deeply indebted to them, noting what a presence they both are in the schools.

V. SUPERINTENDENT'S REPORT

Dr. Hunter stated that August 26th was opening day with the staff, noting the energy and enthusiasm. She stated that the keynote speaker was principal Bill Henderson, noting that he inspired everyone with discussions of inclusion. She stated that they are in the early stages of Educator Evaluations and the Leadership Team met multiple times over the summer to relook at the process and strategize mindset philosophy. Dr. Hunter thanked the community for the reasonable money to upgrade the middle schools to enable the kids who will never see a new middle school a better experience. She stated that Mr. Cameron held the first 2 nights for 6th graders and noted that the change was tangible in the approach to 6th grade. She noted what a supportive environment it is for the 6th graders. Dr. Hunter stated that she's been attending staff meetings, has been in classrooms and back to school nights, noting that it's been a very smooth opening. She thanked the transportation team for all of their work.

Mr. Erlich asked if it would be possible for them to see the middle school buildings to see the updates and Dr. Hunter stated that this would be possible.

VI. CORRESPONDENCE

Ms. Bout stated that they were asked about EEE. Dr. Hunter thanked the town for their support in determining their approach in a very collaborative way. She stated that they are waiting for the hard frost to occur. Mr. Booth confirmed that the current recommendation is no outdoor activities from dusk to dawn, parents taking precautions and the Board of Health monitoring daily. Dr. Hunter stated that she is in continuing contact with the Board of Health and that there are restrictions on outdoor activities from 6:00PM to 6:00AM. She stated that students can bring towelettes or roll-ons to school, but cannot bring spray repellents and are encouraged to wear long pants.

VII. REPORTS FOR DISCUSSION

A. Concord NMI-Starmet Reuse Planning Committee. Paul Boehm, from Concord NMI-Starmet Reuse Planning Committee, stated that the NMI-Starmet property was in business in 1952 and in about 1980, there were investigations about contamination at the site, which was then made into a superfund site in 2001. He stated that the NMI-Starmet Reuse Planning Committee was set up by the Select Board in 2018 and they just began their work mid-year. He stated that in 2015, the town was authorized to purchase the site at the right time, noting that the right time hasn't approached as of yet. He stated that the site has gone through a lot of planning and is set for final cleanup to residential standards. He stated that \$250,000 million will be spent on the site by the time it is finished, noting that the cleanup will take another 4-6 years. Mr. Boehm stated that the charge of the committee is to examine and recommend possibilities, noting that they are holding an open meeting on October 17th to hear feedback from the community. He stated that they are visiting with town committees and stakeholders prior to the 17th to brief them on what they're doing and to get initial thoughts/feedback. He stated that the EPA has hired a contractor to assist the committee as part of the superfund reuse effort, at no cost to the town. He shared a map of the site that included a breakdown of different zones, noting that the entire site is 46 acres. He noted restrictions to certain areas on the site, but stated that over half of the site could be developed in some way. He stated that the EPA is trying to coordinate with the town now to have an idea of what the site would be used for before the final cleanup is completed. He noted that one of their principles is that this would be revenue neutral for the town. Mr. Boehm shared some of the ideas they have received so far: housing, indoor recreation, educational center, town service infrastructure, and artisan workshop space.

Ms. Bout thanked Mr. Boehm for including the school committee in the discussion. Mr. Booth asked about the expertise of the contractor and Mr. Boehm stated that their expertise is in redeployment and superfund sites. Mr. Booth asked if they are looking for how this connects to Envision Concord and Mr. Boehm stated that this is one of their guiding principles, noting that the Chair of Envision Concord is on their committee. Ms. Rainey asked if there were any limitations in use of the property and Mr. Boehm stated that there were a couple of areas that they couldn't dig. Ms. Bout stated that having no base supporting public transportation seems to come up a lot around town. Mr. Boehm stated that transportation has come up, as well as a senior center and affordable housing. Ms. Rainey asked if there were notions of public/private partnerships and Mr. Boehm stated that anything is a possibility and that they were hoping for multiple uses of the site.

Ms. Bout stated that they would email Mr. Boehm with any ideas and asked what the process for narrowing down the ideas would be. He stated that they will prioritize possibilities based on input and then determine how to proceed after presenting to the Select Board. Mr. Booth asked about the process by which the town if offered the property and Mr. Boehme stated that the ownership of the site is in question, noting liens on the property. He stated that the town can purchase it as long as they can find out who owns it, overcome the tax issues and ensure there's no liability when they take it over.

A motion was made by Ms. Rainey, seconded by Mr. Erlich, to move up the Special Education Overview section of the meeting. The motion was unanimously approved.

VIII. NEW BUSINESS

A. Special Education Overview. Dr. Hunter stated that they developed 2 programs at Thoreau for intensive needs. She stated that they are building a social/emotional program at Alcott and Willard has been designated as the language based program. She stated that they built social/emotional programs at Peabody and Sanborn and a language based program at Peabody, noting that this could stretch to Sanborn as needs are warranted. She stated that they are building K-8 strands that are leading into the high school so they will have continuity. She noted that many of these classrooms are brand new. Ruth Grube, Director of Student Services, stated that they want to keep their students in district if they can to allow them to have free and appropriate education in the least restrictive environment. She noted how advantageous it is for students to be in their own town socially and academically. Dr. Hunter stated that at Thoreau, between the 2 programs, they are supporting 16 kids; Alcott - 4 kids; Willard - 6 kids; Peabody - 6 kids; Sanborn - 11 kids. She stated that they hired a team chair at CMS, 4 specialized teachers, and assistants. She noted that they had to also hire another ELL teacher due to needs of the kids and a 1st grade teacher at Willard.

Dr. Hunter stated that the number of out of district placements is declining. She stated that it's about what's best for each individual child. She reviewed funding, including: FY20 contingency, circuit breaker carryover, and reallocation of savings. Ms. Bout stated how incredible it is to see what has happened over the past year, noting the benefit to the students. Dr. Hunter noted the readiness they found in the parent community and staff, also noting that the welcoming of the kids has been remarkable. Mr. Booth asked if there were startup costs and Dr. Hunter stated that it was all staffing, noting that they hired highly credentialed people. She stated that staffing is a static cost driver that doesn't have the volatility of out of district tuitions. Mr. Booth asked about in-house training and Dr. Hunter stated that they have several professional development days scheduled K-12, noting that they include many strands for teachers to select. Dr. Hunter stated that Ms. Grube is working on a master list of program descriptions to use as a guide for staff and families. Ms. Grube stated that they want to make sure the programs get traction over the next month and want to make sure the descriptions aren't too tight. Ms. Bout asked how much time the students spend away from their classrooms and Ms. Grube stated that it was different depending on the needs of the student, but that that they want the kids to be included in the general education population as much as they can be. Ms. Bout stated, from the perspective of hearing from her own kids, there is no stigma of kids going in and out of classrooms. Ms. Grube stated that she needs to give the staff credit in how they handle it, noting how fantastic they are throughout the district. Ms. Bout thanked Ms. Grube for all of her work.

VIX. ONGOING BUSINESS

A. SC Goals. Ms. Bout stated that they will not make any decisions tonight, but that they should look at the goals with a Concord perspective. She stated that they should discuss thoughts as they pertain to CPS. She stated that previous years' goals pertained to initiating change or creating new things, but noted that they are in a very different place now. She stated that they need to look at their role and responsibilities and move forward, noting that they need to include pacing as a filter in their discussions. Mr. Erlich questioned what Ms. Bout meant by pacing and Ms. Bout stated that they need to look at how much they are taking on at once, asking people to do way more than they can reasonably handle. Dr. Hunter noted that whatever goals the committee sets will trickle down. Mr. Erlich suggested not to pace, but to prioritize correctly. Ms. Bout suggested breaking the list down into "buckets": Yearly Responsibilities (budget, superintendent evaluation and policy review, community engagement/communication),

2019-20 Goals (supporting the middle school building project, refining the budget process, CTA/CCTA bargaining), Areas of Focus (cultural proficiency/competency, wellness), Informational (Challenge Success), Housekeeping (supporting admin in onboarding, facilities use fees). Mr. Erlich suggested having a time sensitive category such as parking at the high school (for the region). He stated that they have to define their vision on cultural competency to the administration, noting that they want to see many activities over the year aiming at cultural competency. He stated cultural competency shouldn't be just a lens, but be a clear instruction to administration of their expectations. He stated that Challenge Success is a tool within social/emotional and shouldn't only be informational. He stated that the budget and superintendent evaluation don't belong in the discussion since they aren't discretionary activities. Ms. Rainey noted that they need to be mindful of the time commitment to these topics.

Mr. Booth noted that some of the categories are more focused around student achievement and others around operations and management. He recommended combining the Area of Focus and Informational buckets into one. Ms. Bout reviewed their "buckets", as redefined in their discussion, as Yearly Responsibilities, 2019-20 Goals, Areas of Focus, and Housekeeping. Dr. Hunter suggested that they make sure that they goals are aligned with the Strategic Plan. The committee discussed which "bucket" category to place the items on the list in. Dr. Hunter requested that they make sure they feel informed about the current state of topics to make sure the goals fit. Ms. Bout shared some of Mr. Johnston's notes on the goals, noting that most of them align with what they had discussed.

B. CMS Building Update. Ms. Bout stated that the committee is making great progress and that OPM Hill International joined the meeting and had initial suggestions for a designer and project goals, noting that they walked them through a timeline of the entire building project. She stated that there is a Design Subcommittee working on refining the RFS and a Sustainability Committee working on defining the sustainability goals to go into the RFS. Dr. Hunter noted that the Building Committee work is exceptional.

X. ACTION ITEMS

A. Vote to Approve 8th grade trip to Washington, D.C. Dr. Hunter noted that they had adjusted the dates so the trip would occur during the week and also noted that they determined flying would benefit the students over taking a bus. Mr. Booth noted the increased cost due to an additional museum visit, stating that they will have to meet that with more concerted effort. Mr. Erlich stated that, through the cultural competency lens, they should try to see if more important sites should be visited on future trips. A motion was made by Mr. Erlich, seconded by Ms. Rainey, to approve the Grade 8 overnight trip to Washington, D.C, as outlined in the attached document, with the condition that a signed liability waiver is received from all participants, using flights. The motion was unanimously approved.

B. Vote to Approve CMS Music Department trip to Chicago. Dr. Hunter asked that they hold this vote to a future meeting.

Mr. Erlich stated that what they approve is according to federal and state law, noting that they have to abide also by the policy manual that they adopted. He referred to items from two policies regarding field trips (IJOA and JJH), stating that the superintendent will establish regulations to assure that all trips contribute substantially to the educational program and that all trips will allow student access without regard of family ability to pay. He also referred to the policy wording that that states all overnight stay trips should be approved by the school committee. He also stated that Policy JJH states that overnight trips must have prior approval of the school committee and that the school committee would consider the educational value of the trip in relation to the cost prior to granting initial approval and that final approval will not be granted until all preparations for the trip have been completed. He stated that they've never divided this into initial and final, noting that this would allow teachers to come with an initial plan to get their approval and then prepare the details. Mr. Booth stated that they have had requests for planning come before the committee. Dr. Hunter noted that they gave approval to plan the Japan trip this April back at the meeting in June. Mr. Erlich noted that they need to consider the significant educational value and families that have issues with paying. He stated that they need to be extremely careful about the stigma around requesting help with paying. Dr. Hunter stated that she

would like to have a big picture conversation with the entire committee because she needs to re message things to the teachers, noting that they need to add this as an agenda item on a future meeting.

XI. Adjournment

A motion was made by Mr. Erlich, seconded by Ms. Rainey, to adjourn the meeting. The motion was unanimously approved and the meeting adjourned at 9:16 PM.

Respectfully submitted,

Erin E. Higgins

Approved: 9/24/19

Abbreviations:

CCHS	Concord-Carlisle High School
CCRSD	Concord-Carlisle Regional School District
CCSC	Concord-Carlisle Regional District School Committee
CPS	Concord Public Schools
CSC	Concord School Committee
CTA	Concord Teachers' Association
CCTA	Concord-Carlisle Teachers' Association
EEE	Eastern Equine Encephalitis
OPM	Owner's Project Manager
RFS	Request for Services
SEPAC	Special Education Parent Advisory Council
SPED	Special Education