

Carlisle School Committee

Minutes

February 13, 2019

Carlisle School Community Room, Carlisle Schools, 83 School Street, Carlisle, MA 01741
7:00 PM

Present – School Committee: David Model - Chair, Josh Kablotsky, Mary Storrs, Christine Lear, Melynda Gambino.

Present – School Administration: James O’Shea, Superintendent; Dennet Sidell, Principal; Will Verbits, Director of Student Support Services; Susan Pray, Business Manager; Nancy Anderson, Assistant to the Superintendent.

Meeting Documents:

Minutes from 1/9/19	Negotiations Subcommittee Minutes 12/8/18	Negotiations Subcommittee Minutes 1/3/19
Solar Canopy Images from Ameresco	Superintendent Goals 2018-2019: Mid-Year Update	Proposed 2019-2020 School Calendar
CPS Budgetary/Enrollment Projections 2019-2027	Use of Cameras for Safety and Security Policy (and MASC policy)	Policy on a Drug and Alcohol Fee Workplace (and MASC policy)
Domestic Violence Leave Policy (and MASC Policy)	Equal Opportunity Employment Statement (and MASC statement)	Buildings and Grounds, Safety and Security Policy
Emergency Closings Policy	Facility Naming Policy	

I. Call to Order

Chairman David Model called the meeting to order at 7:02 pm. He announced that the meeting is being videotaped.

Mr. Model started the meeting by reading the following statement:

Everyone who is in this meeting tonight, whether a salaried professional, an unpaid volunteer, or a concerned parent, is here because of one thing: we care deeply about the education of our children.

In January 2018, the School Committee’s negotiation subcommittee, which also includes representatives from the CPS Administration, Town government, and Carlisle’s Board of Selectmen, began contract negotiations with the Carlisle Teachers’ Association. One of the ground rules of our negotiation process was that “There will be no public disclosure or discussion of proposals or conduct of the meetings and negotiations, nor any disclosures to print or electronic news media until either party or both parties jointly seeks the assistance of a third party to resolve a negotiation dispute.” While it is public knowledge that we have engaged a third-party mediator to assist with the negotiating process, the Sub-Committee has opted not to discuss details of the negotiation outside of Executive Session. We know that everyone wants to

see a successful resolution to the issues and that nobody is enjoying how long the process is taking, but we are continuing this negotiation in good faith and ask you to respect our position.

With that being said, I will now open the floor for public comments. As always, please identify yourself when asked, address your comments directly to me, do not repeat comments already made, and be respectful of others and of everyone's time. Thank you.

II. Public Comment Period

Mr. Model welcomed everyone to the meeting, and asked if any members of the public had comments. Linda Vanaria, 2nd grade teacher and president of the CTA was recognized and read the following statement:

Good Evening,

My name is Linda Vanaria, I am a second-grade teacher here at the Carlisle School and I am the President of the Carlisle Teachers' Association.

I wish that I could be here tonight to present the great work of the Carlisle students and teachers. I wish that on this raw evening that the staff here tonight could be at home working on their lessons or spending time with their families. Unfortunately, I am here this evening to share with you that the members of the Carlisle Teachers' Association are disheartened that we have continued into February without a contract. We have been in negotiations for 14 months. It is inexcusable that the faculty and staff of the Carlisle School do not have a contract and have not received a Cost of Living increase this year. Yet, our faculty comes to Carlisle each day committed to supporting our students academically and emotionally just as we always have.

Our staff continually participates in professional development, our staff is trained to keep our students safe, our staff dedicates evenings and weekends creating enriching, innovative curriculum and fun, activities for our students such as Model UN, Outdoor Ed, trips to Washington and the celebration of Chinese New Year. Our staff devotes hours in helping students think beyond their Carlisle school community to care for those who do not have the same advantages they have. Our staff is dedicated to educating the whole child.

Our staff has asked for a modest increase in our salary package. Our staff deserves this increase, our staff deserves your respect and your support. As a School Committee and the largest employer of the town, it is your responsibility to support your staff with a salary that is fair, justified, and competitive. It is your responsibility to support your staff, and not add undue stress to your staff. The continued lack of a contract and lack of respect and support has created a stressful situation for your staff.

Adding to our stress is your goal to look into restructuring the highly successful middle school model. Conversations around this subject have led to speculation around changing this effective model that we as the educational professionals know is best for all of our middle school students. These conversations also suggest the possibility of reducing staff.

The Mission of the Carlisle Public Schools is to provide a collaborative and caring community in which each student is known, understood, and valued so that students can learn to their fullest potential in a safe, inclusive environment with high expectations and clear standards for all. As educators this mission guides everything we do for our students. We believe in this mission and know that the team model we have in place is the best approach for meeting all of our students' needs.

It is the School Committee's responsibility to support your experienced, dedicated, and caring staff. Please, settle this contract with the fair, reasonable request we have put forward. We look forward to meeting with the mediator on February 26th. Thank you.

III. Review/Approve Minutes

Ms. Storrs made a motion to approve the minutes of the meeting of January 9, 2019; Mr. Kablotsky seconded the motion. All members present voted in favor of approving the minutes with minor edits.

Ms. Storrs made a motion to approve the Negotiating Subcommittee minutes of 12/6/18 and 1/3/19; Ms. Gambino seconded the motion. All members present voted in favor of approving these minutes.

IV. Information/Discussion Items

- A. Performing Arts Studio: Project Update and Donor Recognition. The project timeline was discussed. Ideally the project would be completed over the summer while students aren't in school, as the length of the project is 2-2 ½ months. If the project can't be completed given the current bid schedule it might be postponed until the summer of 2020. Mr. Kablotsky asked if some of project could be done in December; this is not known. Sara Wilson had asked about naming rights for the new room. Ms. Storrs would like Ms. Wilson to come back to the Committee with more details.

- B. Recreation Commission Architectural and Engineering Study of Spalding Field. Drew McMorrow, Chair of the Recreation Committee (RecCom) was called and participated in the meeting on speaker phone. Mr. McMorrow shared that RecCom has been working on Spalding Field and it is in disrepair. There are sinkholes, drainage and grading issues, forest overgrowth, weed and insect infestations, animal waste; it is a big landscaping challenge. It also has history as a landfill site. Mr. McMorrow shared the proposed warrant article with the Committee: "To see if the Town will vote to raise and appropriate up to \$20,000, to be expended by the Board of Selectmen, for an architectural and engineering study of Spalding Field for the purpose of planning future recreational use by the School and the Town." There were further details shared about the land; it is close to wetlands, is sloped, and there are questions if it is suitable and can bear the wear and tear for artificial turf. Mr. Kablotsky thanked Mr. McMorrow for all his hard work, and was curious about what was in the landfill. It was thought to possibly have been construction material from the school in the 1960's. The deadline for articles is next week. The Committee wondered if it has relinquished some control over the field if the RecCom does a study. Mr. Model applauded the work and approach of the study and supports it as

a necessary first step. Mr. McMorrow said the Board of Selectmen supports the study. Mr. McMorrow also said the RecCom is seeking to use insect control pesticides for grubs on field. The field has been under an organic control plan for a period of time. Mr. Kablotsky asked if the proposed pesticide treatment complies with regulations. Mr. McMorrow said that parasitic nematodes have been used for 2 years with no luck. One proposed pesticide treatment is a more robust initial treatment, active for about a month, then an ongoing treatment after that. The Committee needs more information and will have a future discussion about use of pesticides on Spalding field. Mr. O'Shea said he would discuss with Rob Fortado, CPS Facilities Manager.

C. Community Center Discussion: Banta Davis or Moseley Property. Jerry Lerman of Council on Aging (COA) presented. There is a question of whether it would be possible to use Banta Davis as a possible site for Community Center. Currently, RecCom uses parts of the school for various programs. Can RecCom count on the continued use of school facilities, or should a community center replace the use of school space? Mr. Kablotsky said that he is not able to say whether the CSC can permanently commit to use of facilities at the school; he would like information on specifically what the RecCom needs. Currently RecCom uses the Brick Building, gym and auditorium for programs. Ms. Gambino asked if the proposed Community Center could possibly fulfill the need of the RecCom programs. Mr. Lerman explained that RecCom is trying to determine what would be in a community center to best serve the entire Carlisle community. The proposed Community Center would include a large room, but not as large as the auditorium. Mr. Model would like children to be encouraged to go to a Community Center. RecCom has been happy to work with the school and has for years. Mr. O'Shea said that he does not have problems with RecCom using school space. Ms. Gambino said a Community Center on Banta Davis property could support sports games and also offer a concession window. Mr. Kablotsky said some of the Banta Davis land was for the purpose of constructing another school if the need ever arose. Mr. Model asked if there is a footprint for a school expansion if needed on Banta. Ms. Gambino was not aware of it. Mr. Model said that it needs to be on someone's radar that the school expansion parcel on Banta Davis will be set aside. Mr. Model will confer with Steering Committee to check that the master plan includes the school expansion possibility.

D. Solar Project Update. Jonathan DeKock attended representing the Solar Committee. Ms. Gambino led the discussion. She spoke with three of the vendor's (Ameresco) references; all provided positive feedback. The School opted not to do water management (gutters) as the solar canopy provides some protection from the rain. The canopies are a "Y" design with a gap, so snow and ice doesn't fall on people. The engineer said there is no impact to the parking capacity. Mr. Kablotsky is wondering about student drop-off and if a new configuration is needed for buses. Mr. DeKock will pose this question to Ameresco. There needs to be a bylaw change to expand the solar district at the school; Mr. DeKock said a bylaw change needs to be voted at Town Meeting. The next steps involve finalizing the lease agreement, developing a paving plan, engineering design, followed by site plan review. There is a government incentive program attached to this project and the sooner it is started, the better it is financially for the Town.

- E. Superintendent Goals: Mid-Year Update.** Mr. O’Shea identified his four goals; Student Development, Family and Community Engagement, District Improvement and District Planning. He reviewed these goals and discussed action steps and progress for each. He shared that educator evaluation responsibilities have been identified, and through following an evaluation map and timeline, all required observations and formative assessments have been completed. Examples of engaging parents and faculty include development of the Husky Home Learning Day program, the new Student Information System and development of a new Middle School schedule. There are great conversations taking place around school. He discussed the District Planning Goal and shared that restructuring is causing concern among staff members. The major concern is the middle school model. Models have not been finalized, but possible ideas include a three-member team approach (teachers would teach additional disciplines) and a departmental model (for example, all MS Social Studies taught by two teachers). All of the options are still in the exploration stage. Restructuring options, as well as their ramifications, will be discussed in more detail at the March CSC meeting. Mr. Model reminded everyone that the CSC asked School Administration to come up with a couple of models. Restructuring will be discussed in the SC meetings of March, April and May. There are many opportunities for parent input. Mr. Kablotsky commended Mr. O’Shea for turning challenge and change into opportunity.
- F. EDCO Articles of Agreement.** Mr. O’Shea shared that small adjustments have been made to the articles and a vote from CSC is needed on the changes, which include a date change and a change in voting rights.
- G. Proposed 2019-2020 School Calendar.** The Carlisle Teachers’ Association has voted on the calendar. Ms. Lear shared that there were comments on social media about the school year start date. Mr. O’Shea said that the Calendar Committee is comprised of teachers and staff. The calendar synched with CCHS. Wording at the bottom of the calendar will be changed.
- H. Superintendent’s Recommendation to Enroll Teachers’ Children in Kindergarten 2019.** Meghan Cox is requesting that her daughter attend Kindergarten next year. Presently, with this child, the Kindergarten enrollment is at 48. Last year it was approximately the same number. This will be voted on in March.
- I. Update on FY19 School Budget.** Sue Pray gave an update on the budget. Circuit breaker funds are not in the budget yet but will be in March.
- J. 8 Year Projected Enrollment and Budget.** Mr. O’Shea reviewed the projected enrollment chart. The New England School Development Council (NESDEC) provides projections by District; these are compared with an internal CPS model. Mr. O’Shea created his own projection formula based on trends in the last 5 years. The Compound Annual Growth Rate is calculated in years FY 19-FY 27. These are all ground up budgets. This is important information when presenting budget information to the town. The school keeps placeholders for Out of District (OOD) placements. Historically we have 7-9

students in OOD per year. The number is stable, but the cost is increasing. Mr. Kablotsky asked whether Mr. O'Shea had looked at steps to take in budget planning to come up with a lower compound annual growth rate? Sue Pray said she is looking at who is retiring and who might be requesting lane changes. FinCom asked us to look 8 to 10 years into the future. Mr. Kablotsky asked what do we do as a district to change the slope of that curve? Mr. Model answered that reviewing the middle school schedule and restructuring are part of the evaluation process. Ms. Gambino added that it's important to be flexible with new models and using our resources.

K. Policy Review. Ms. Storrs wants to talk about the process of the policies with Jim, so policy reviews were tabled for the present.

V. Communications/Correspondence

The Communications/Correspondence folder was circulated.

VI. Superintendent's Report

Highlights of Superintendent Jim O'Shea's report included:

Science Bob

Kindergarten Mitten Play

Chinese New Year festival – volunteers, students, Chiao Bin all did a great job

Family Folk dance – Valerie Thomforde has a folk dance club

3rd grade Native American showcase

5th grade Concord Museum visit

Shakespeare and Company with 8th grade

School vacation next week

Coffees with Superintendent after vacation

The Administrative team hosts COA breakfast in March

HVAC study

VII. Members'/Committee Reports as Needed

Regional School Committee. Ms. Storrs reported that Concord signed off on a virtual snow day plan for K-8 and 9-12. Concord FinCom asked the RSC to look at services that town of Concord provides to the school, it wants to make sure Carlisle pays its share. There is a warrant article for additional parking paving and lighting at CCHS. Dorothy Presser is new MASC rep for Carlisle and Concord. Ms. Storrs added that the Committee should start thinking about regional reps moving forward.

Ms. Gambino reported that the Town received a grant award for Complete Streets. The State is having a press event on February 26, and Ms. Gambino will attend. The project will include work in the rotary and a sidewalk segment from East Street to Ferns.

Long Term Caps. Mr. Kablotsky said there is one final meeting set up to finalize recommendations for new washer/dryers for the fire station.

Municipal Facilities. Mr. Kablotsky reported that a new facility manager has been hired. The Committee negotiated a fee for architects for the police station. The contamination from the underwater tank at the fire station not as bad as what was initially thought.

VIII. Warrants

- A. Payroll Warrant #4819; \$396,626.70
- B. Accounts Payable Warrant #5019; \$72,003.79
- C. Payroll Warrant #5119; \$369,316.21
- D. Accounts Payable Warrant #5319; \$42,576.97
- E. Accounts Payable warrant #5619; \$95,466.31 was added at the time of the meeting

IX. Action Items

- A. Vote Land Use for Solar Project. Ms. Gambino moved that the School Committee approve the proposed installation of solar canopies in the school parking lot and bus area contingent upon establishment of a solar overlay district and associated bylaw, reaching an acceptable lease agreement with paving plan and school committee approval of Engineering designs, and meeting the conditions of site plan review. Ms. Storrs seconded the motion. All members present voted in favor of the motion; the motion passed.
- B. Vote EDCO Articles of Agreement. Ms. Storrs made a motion to accept the EDCO Articles of Agreement as amended; Ms. Lear seconded the motion. All members present voted in favor of the motion; the motion passed.
- C. Vote 2019-2020 School Calendar. Ms. Storrs made a motion to accept the 2019-2020 School Calendar as proposed with the change of language in the footer; Ms. Lear seconded the motion. Ms. Storrs, Mr. Model, Ms. Lear and Ms. Gambino voted in favor of the motion; Mr. Kablotsky voted against it. The motion passed.
- D. Vote Buildings and Grounds, Safety and Security. Ms. Storrs made a motion to accept this policy; Ms. Lear seconded the motion. All members present voted in favor of the motion; the motion passed.
- E. Vote Emergency Closings. Ms. Storrs made a motion to accept this policy; Ms. Gambino seconded the motion. All members present voted in favor of the motion; the motion passed.
- F. Vote Facility Naming. Ms. Storrs made motion to accept this policy; Ms. Lear seconded the motion. All members present voted in favor of the motion; the motion passed.

X. Citizens' Comments

There were no citizens' comments.

XI. Adjourn Meeting

Adjourn to Executive Session pursuant to MGL Chapter 30A, Section 21(a) with no intent to return to open session for the following purposes:

Purpose 2, To conduct contract negotiations with Business Manager

Purpose 3, To discuss strategy with respect to collective bargaining or litigation if an open meeting may have a detrimental effect on the bargaining or litigating position of the public body and

Purpose 7, To comply with, or act under the authority of, any general or special law federal grant-in-aid requirements. Mass. Gen. Laws Ch. 39, 23B (1)-(7). G.L. c. 30A, sec. 22(g), consideration of release of executive session minutes from previous meetings.

Ms. Storrs moved to move adjourn to Executive Session with no intent to return to open session for Purposes 2, 3 and 7; Mr. Kablotsky seconded the motion. The following votes were taken in roll call:

Gambino, aye; Storrs, aye; Model, aye; Kablotsky, aye; Lear, aye.

The public meeting was adjourned at 9:39 p.m.

Respectfully submitted,



Nancy Anderson
Assistant to the Superintendent