

JOINT SCHOOL COMMITTEE

Concord-Carlisle School Committee
Concord School Committee
Ripley Building
November 12, 2013

Present: Louis Salemy, Chair, CCSC
Pamela Gannon, Chair, CSC; CCSC
Jennifer Munn, Vice Chair, CCSC, CSC
Kathleen Snook, Vice Chair, CSC; CCSC
Phil Benincasa, CSC, CCSC
Johanna Boynton, CSC, CCSC
Melissa McMorrow, 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. Salemy for CCSC and Ms. Gannon for CSC at 6:00 PM.

A motion was made by Ms. Munn and seconded by Ms. Boynton for CSC and CCSC to enter into Executive Session under Purpose 2 of the Open Meeting Law: to conduct contract negotiations with Superintendent Diana Rigby, and to return to Open Session at approximately 6:30 pm.

The motions were approved by roll call: Salemy, Aye, Munn Aye, Snook Aye, McMorrow, Aye, Gannon, Aye, Boynton, Aye.

The Concord School Committee and the Concord-Carlisle School Committee adjourned at 6:05 PM into Executive Session to return to Open Session at approximately 6:30 PM.

The Concord School Committee and the Concord-Carlisle School Committee returned to Open Session and was called to order by Mr. Salemy for CCSC and Ms. Gannon for CSC at 6:30 PM. Mr. Salemy and Ms. Gannon noted that the meeting is being recorded by CCTV and a citizen.

II. READING OF THE MINUTES

A motion was made by Ms. Munn seconded by Mr. Benincasa for CSC and CCSC to approve the minutes for the October 8, 2013 and the October 16, 2013 Joint School Committee Meetings. The motion was unanimously approved.

III. ACTION ITEM

A. Vote to approve the reappointment of Diana Rigby as Superintendent of Schools for a period of three years subject to the terms of an employment agreement to be entered into by her and the School Committees and to authorize the Chairs for the two Committees to sign said agreement.

Ms. Gannon gave an overview of the contract negotiation process. She described that, in keeping with past practice, School Committee Chairs, Mr. Salemy and Ms. Gannon, began preliminary work to negotiate the contract with the Superintendent. The Chairs consulted legal counsel, and met with Superintendent Rigby and the Director of Human Resources, Kelly McCausland. A preliminary draft of the contract was presented to the School Committees at an Executive Session on November 4, 2013. The entire Concord School Committee and Concord Carlisle School Committee went through the contract in detail. Superintendent Rigby and Ms. McCausland were present at that Executive Session on November 4, 2013. The goal was to update the contract for: changes in Massachusetts General Law, clarification language suggested by the School Committees' attorney, dates, salary, clean-up language, and specific suggestions made by School Committee members. Ms. Gannon stated that the School Committees met in Executive Session on November 12, 2013 without the Superintendent present for further discussion. Ms. Gannon announced that the School Committees negotiated with the Superintendent, discussed and reviewed the contract in Executive Session, and reached a preliminary non-binding agreement with respect to a new contract with the Superintendent of Schools. She stated that the preliminary sense of the Committees was subject to a final binding vote in open session.

Mr. Salemy provided an executive summary of changes to Superintendent Rigby's contract of employment. Mr. Salemy described the four (4) major changes to the contract: compensation adjustment of 3% to \$218,545 contingent upon a proficient performance review and commencing on July 1, 2014; the Superintendent will provide 12 months notice, previously 5 months notice, to terminate the contract barring any unforeseen and compelling personal circumstances; evaluation language was updated consistent with new state regulations; and the rollover language that would automatically extend the contract was removed.

A motion was made by Ms. Munn seconded by Ms. Boynton that the CSC and the CCSC approve the reappointment of Diana Rigby as Superintendent of Schools for a period of three years subject to the terms of an employment agreement to be entered into by her and the School Committees and to authorize the Chairs of the two Committees to sign said agreement.

During discussion, Mr. Salemy stated that he was thrilled that Ms. Rigby will be with the districts for three more years and thanked her. Ms. Rigby stated that it was her pleasure to serve the Concord, Carlisle and Boston students in our wonderful school districts. Mr. Benincasa noted that he had very carefully read the contract and emphasized that the compensation was dependent on the performance of the Superintendent over the course of the year. He noted that this underscores that the School Committee had heard the concerns of citizens in the community. He credited the Chairs for demonstrating a commitment to high standards and credited the Superintendent for her commitment in meeting those standards. He stated his support for the contract.

The motions were unanimously approved.

Ms. McMorrow expressed appreciation to the Chairs for their very thorough process. Mr. Salemy noted that the contract would be available to the public by request after the signatures were completed.

IV. CHAIRS REPORT

Ms. Gannon stated that she is pleased and proud to support the reappointment of Superintendent Diana Rigby. She noted that Ms. Rigby is recognized both regionally and nationally as an outstanding educational leader and that the schools and students will be well served through her continued leadership.

Ms. Gannon stated that it is time to move forward; she emphasized that everyone has a choice to commit to working together in a way that supports the best interests of students. She urged everyone to remember that the goal is to provide the very best education for the children of Concord, Carlisle and Boston. Ms. Gannon stated that citizens, parents, teachers, administrators, and School Committee members all need to move forward and work together for the continued betterment of our schools and in support of our students.

Ms. Gannon noted that there is a Finance Committee Guidelines Meeting on Thursday, November 14, 2013 @ 7:30 at The Town House. Ms. Rigby and Mr. Flaherty will present the response to the tentative guidelines. Ms. Gannon also stated that the School Committee website is in the process of being updated and the email addresses will be changing.

Mr. Salemy stated that at the November 26, 2013 Joint School Committee Meeting the bus consultants will present their findings. There will be an additional Joint School Committee Meeting on December 2, 2013 for CC Fields at Play to present their proposal for the renovation plan. The School Committee will discuss the plans and the public will have an opportunity to comment. On December 9, 2013 the MSBA will hold their Topping Off Ceremony at CCHS. Representatives from the State and the MSBA are expected to attend.

Mr. Salemy recognized the athletic success of CCHS fall sports teams: golf, football, boys cross-country, girls soccer, boys soccer, and girls volleyball. He noted how many students and parents came out to support the teams. Mr. Salemy stated that we have a very high performing school, academically, artistically, musically and athletically and commended the students, parents, coaches, and school administration for their support.

DISCUSSION OF SCHOOL COMMITTEE/COMMUNITY COFFEES

Ms. Snook reported to the School Committees about the School Committee/Community Coffee that was held on October 29, 2013 at Alcott School. Ms. Snook thanked Mr. Benincasa, Mr. Salemy, and Ms. Rigby for attending the Coffee. Ms. Snook stated that she was not representing any other School Committee member's thoughts, but expressing her own thoughts and was looking for feedback from the rest of the Committee. She referred to an article published in The Boston Globe about the event. Ms. Snook expressed appreciation to those citizens who took the time to attend and who thoughtfully and constructively articulated their own personal views. She noted

that a few attendees used the forum for the purpose of protest and chose an inappropriate tone to criticize the School Committees and the Superintendent in the name of the community and to accuse the School Committees of not listening to the community. Ms. Snook stated that she was saddened that a small group of residents organized and coordinated an effort to monopolize a forum meant for public dialogue.

Ms. Snook indicated that several avenues are being explored to improve communication and the School Committee Community Coffee is one of the communication initiatives. Ms. Snook stated that the goal of the coffees is to listen to the views of as many citizens as possible and address as many topics as participating citizens would like to discuss. After the coffee October 29, Ms. Snook learned that some citizens in attendance felt they could not voice their opinion or raise another topic of interest beyond the central one being discussed. She stated that silencing these voices was not the intent of herself or of the School Committee.

Ms. Snook reviewed that School Committee Meetings are official business meetings that occur in a public setting and are not public forums, and as such the Citizens Comments portion of the meeting is intended for just that - comments. Ms. Snook indicated the goal of the Coffee initiative was to provide citizens the opportunity to meet with several School Committee members and a representative from the administration to have informal conversation. Citizens could express concerns, ask questions, make suggestions or engage in conversation about an educational issue. The School Committees and administration members present would provide information and answer questions, as they are able, or bring topics back to the School Committees to address further.

The original intention was to hold three Coffees and then evaluate the initiative. Ms. Snook made the following suggestions for future coffees: First, allow for citizens to suggest topics for discussion prior to the coffee and take additional suggestions at the start of the coffee to ensure that people who choose to attend have a say in topics discussed. She emphasized that the intent is not to silence any voices, but to allow those who have taken the time to attend the Coffee to have an opportunity to be heard. Second, to reschedule the third Coffee in order to discuss as many topics as possible, such as the the Knox Trail land acquisition, transportation consultant report, the FY2015 school budgets, and the CC at Play proposal. Ms. Snook suggested that the next coffee be rescheduled from November 19 to December 3, 2013.

Ms. Snook stated that she is committed to listening to all the voices in our entire community. She said that she is optimistic that the entire school community will work collaboratively toward continued outstanding performance as well as improvement in our school and community climate and culture.

Mr. Salemy stated that he had a number of issues with the School Committee Coffee. Mr. Salemy indicated that for someone to say that he or she represents the views of the community is a very bold statement. He noted that the only way to make a statement of this nature would be to hold a town-wide vote or referendum. Mr. Salemy emphasized that it is not helpful and is quite damaging to the school system for citizens to make comments that their view on a particular issue is the view of the majority, when in fact this is not the case.

Mr. Salemy said that to accuse School Committee members of not listening to citizens because the Committee members do not agree with the view of the citizens is an unfair charge. Mr. Salemy noted that last year, even though he is a Carlisle resident, he met with a number of Concord citizens to listen to their views on a number of issues. He acknowledged that that individuals may disagree with how he voted on particular issues and he respects their right to make their opinions known.

Mr. Salemy noted that he has served with fourteen (14) different School Committee members who are all highly talented individuals who bring a particular skill set to the Committees and share a passion to improve our school system. He noted that all members of the School Committees are highly invested in the school system and try to make informed decisions that are in the best interests of the schools. He stated that it is important to note that even though there are times that citizens may not agree with certain decisions, the School Committee members were elected by the community on the basis of their individual backgrounds, experience and character to make these decisions. He noted that there was a contested election in Concord and Ms. Snook and Ms. Boynton were elected by majority vote of the community.

Mr. Benincasa stated that he was not surprised about the tone or the frustration and anger on the part of people who showed up at the Coffee. Mr. Benincasa said that he strongly supports the concept of the Coffees. He indicated that believes that tensions exist throughout the community, and his greatest hope is that there is some give and take. He stated that he likes to ask questions as well as listening to people. He indicated that discussions at Coffees should not be allowed to get too vitriolic, but on the other hand, members should be prepared that citizens will raise issues that they are deeply concerned about. Mr. Benincasa supported open discussions and suggested that the location of the Coffees rotate to different schools. He noted that the Coffees

were something new and different and are evolving. He urged people to keep close interest and scrutiny on all Committees in Town, not just the School Committees, and to get involved.

Ms. Gannon stated that she believes the third Coffee should be held and supported rescheduling to December in order to have an opportunity to talk about current topics. She supported the idea of getting questions beforehand. She expressed concern that citizens felt they were silenced because of the atmosphere and emphasized that everyone should have a voice and be heard.

Mr. Salemy stated that he thought Ms. Snook's plan made sense.

Ms. Boynton stated that she thought postponing the coffee was a good idea. Ms. Boynton said that people who attended the coffee reported to her that they felt intimidated, uncomfortable, and disrespected and some people were afraid to raise their hands. Ms. Boynton stated that it's disheartening to hear these comments.

Ms. McMorrow stated that she thinks moving the date of the Coffee is great, but suggested keeping it at the same location, if possible. She also suggested that a Coffee be held at CCHS at some time for Carlisle parents to participate. She supports the idea that comments should be submitted in advance, but also suggested taking a survey at the beginning of the meeting for additional topics so the meeting is not too formal.

Ms. Rigby stated that there should be clear parameters about personnel. School personnel should not be discussed; personnel concerns should be brought to the school sites. Ms. Rigby also suggested that norms be established at the beginning of the meeting, such as respectful language, respectful voice levels, respectful listening, and not interrupting.

The Committee reached a consensus to hold the next School Committee Community Coffee on December 3, 2013 from 7-8:30pm at the Peabody Forum with Ms. Snook, Ms. Boynton and Mr. Salemy present. Citizens can send suggested topics for discussion to the School Committee (concordcarliseschoolcommittee@colonial.net).

IV. ISSUES FOR DISCUSSION

A. District response for November 14, 2013 Finance Committee Meeting. Mr. Flaherty reviewed the CCRSD Budget first. The preliminary request was for a 3.25% increase that would have brought in \$776,336 more dollars into the high school operating budget. This was presented to the Concord Finance Committee on October 10, 2013. The Finance Committee voted a preliminary guideline to support an increase of \$650,642. Mr. Flaherty presented a set of actions that would get to the Concord Finance Committee Guidelines: reductions in a 1.0 Ripley Administrative Assistant (60/40 position), Art new equipment, professional development, foreign language textbooks, Music supplies & materials, Science textbooks & equipment, Social Studies textbooks, Guidance contractual services, English textbooks, Health & Fitness supplies & materials, Special Education supplies & materials, Athletics officials & coaches' salaries, Library & Media from initial \$10,400 cut to \$20,000 cut. This is a set of steps that could potentially meet the \$125,694 reduction required by the Concord Finance Committee Preliminary Guideline.

Mr. Flaherty noted that reductions had already been made for the 3.25% increase proposal. Reductions had already been made in: computer hardware, utilities, legal, capital outlay, maintenance, insurance, and other program areas. Ms. Munn stated that it was important to note that these reductions happened when the budget was developed. Mr. Flaherty said that this very lean FY2014 budget increase request. Mr. Salemy noted that if the OPEB contribution is taken out, the operating budget increase is 1.75%. Ms. Rigby emphasized that this is a level-services budget, no additional services and programs. Mr. Salemy noted that the previous study by Ms. Munn and Ms. Snook showed that fixed cost increases were 3-3.25%/year.

Ms. Gannon questioned how the potential cuts would affect the classroom, with Art as an example. Mr. Flaherty and Ms. Rigby noted that material would not be available, so some projects may not be done. Mr. Benincasa stated that these cuts would not provide an equivalent program. Ms. Boynton asked for clarification about the cuts, that they are an exercise. Ms. Rigby indicated that they need to show how they would meet the preliminary guideline budget, but stressed that she was not recommending that budget. Ms. Gannon explained that this is part of the back and forth process with the Finance Committee and the final guideline would be voted on later in the month and the School Committee will vote on their final budgets in December. Ms. Munn said that the potential reduction information is valuable to the Finance Committee to understand the impact. Mr. Salemy recommended that everyone attend the Finance Committee meeting on Thursday.

Mr. Benincasa reiterated that if the cuts were made, the same program would not be provided. Ms. Rigby agreed and indicated that any increased enrollment or changes in enrollment were also not factored in. Ms. Snook asked

what salaries would be affected in the cuts. Mr. Flaherty answered that the changes are elimination of the Ripley Administrative Assistance position and coaches salaries. Mr. Benincasa expressed concern about extracurricular activities. Mr. Flaherty stated that coaches salaries could be met in the revolving fund if appropriate or increased fees may have to be considered. Ms. Munn expressed concern about reductions in professional development release time. Mr. Flaherty noted that the 5-year average budget increase has been decreasing over the past years and the originally proposed budget brings the 5-year average to 3.0%

CPS Budget. Mr. Flaherty reviewed the CPS Budget. Mr. Flaherty stated that the preliminary request was for a 4.50% increase and the preliminary guideline budget required a reduction of \$252,000 in addition to the \$200,000 already taken out. Mr. Flaherty noted that the CPS budget is recovering from operating increases of 1.81% in FY10, 0.00% in FY11. Potential reductions to get to the Concord Finance Committee Preliminary Guidelines would be: to request voter approval to use \$75,000 of \$75,425.37 of the Technology Stabilization Fund, reduce building maintenance budget increase request, reduce capital outlay budget, reduce heating portion of utilities budget increase request, reduce a 1.0 Ripley Administrative Assistant (60/40 position), reduce K5 Library Aides (3.0 positions), reduce 1.0 CMS Secretarial. This would total \$480,183.

Ms. Munn asked about the cut in professional development funding and building maintenance and noted that building maintenance was a concern to citizens she spoke with in the past. Mr. Benincasa noted that the Finance Committee should understand that Library Aides are necessary to the program and expressed concern about the reduction in the clerical position at the middle school.

Mr. Salemy thanked Mr. Flaherty and Ms. Rigby for the thoroughness in the responses to the Finance Committee. Ms. Gannon noted that the responses were distributed earlier and asked if members had questions about any items. Mr. Salemy noted that the additional questions from the Finance Committee generated good commended the interaction with the Finance Committee this year.

V. CORRESPONDENCE

A. Letter from MSBA. Ms. Rigby stated that a letter was received from the MSBA regarding Construction Change Order Number 1. The MSBA reviewed the change order and determined that we are not eligible for reimbursement. Mr. Salemy noted that the request was for site work and the MSBA caps the reimbursement percentage for site work at 8% and the Building Committee works very hard to avoid change orders.

B. Ms. Rigby handed out copies of her professional practice goal and student learning goal, which will be discussed at the next meeting.

XII. CITIZENS' COMMENTS

1. Anne Hayden, 342 Sudbury Rd., Concord. Ms. Hayden read a letter regarding school athletic fees, parking fees, booster/friend clubs, CC-POPS, and other organizations donating funds to the schools. Ms. Hayden distributed a copy to the School Committee.

2. Mav Pardee, 87 Stow St., Concord. Ms. Pardee stated that she moved to Concord a long time ago for the schools. She expressed concern that the School Committee rushed the renewal of the Superintendent's contract. Ms. Pardee started to read a statement about the five attributes of educational leadership by the Wallace Foundation and how they relate to Concord and Carlisle students and the performance of the Superintendent, but declined to distribute or email a copy to the School Committee.

A motion was made by Mr. Benincasa seconded by Ms. McMorrow to adjourn the CCSC meeting. The motion was unanimously approved and the meeting adjourned at 8:00 PM. The CSC meeting continued.

VII. RECOGNITIONS

A. Alcott: Ms. Rigby on behalf of Ms. Young, Principal, recognized Tim Gaudreau for the school-wide Turkey Trot.

B. Thoreau: Ms. Rigby on behalf of Ms. Peterson, Principal, recognized the New Educator Evaluation Training Team – Joyce Carter, Laurie Link, Susan Erickson, Sue Howard, Tara Venuti, Jacqui McKenna, Alyssa Walsh, Mehrnoosh Watson, and Nancy Peterson.

C. Willard: Ms. Rigby on behalf of Ms. Fernandes, Principal, recognized the Supervision & Evaluation Training Team - Susan Chafe, Laurie Penney, Genoveva Matheus, Barb Magee, Sharon Hehn, and Kim Coffin.

Ms. Rigby also recognized Technology Specialist Genoveva Matheus and Library Media Specialist Erica Josselyn for providing three technology presentations to the Willard parents this fall.

D. CMS: Ms. Beattie, Principal recognized counseling staff Matt Cadigan, Christine Cunningham, Kim Cyr, Kari Patterson and Kiyomi Edwards. Ms. Beattie also recognized CMS Vice Principal, James Lin.

VIII. REPORTS & ISSUES FOR DISCUSSION

A. CMS Presentation on Integrated Technology, grades 6-7: Lynne Beattie, Principal, Rachel Plante, Art teacher, Kate Frizzell, English teacher, and Barbara Peskin, Technology Specialist. Ms. Rigby introduced the presentation by stating that she had just returned from the Suburban Superintendents Conference to which 100 superintendents are invited from all over the US; this year the focus was on "Leading in the Digital World," participating with superintendents who were using digital tools to personalize learning. The presenters were going to speak about how the middle school is focusing on increasing opportunities for students for personalized learning as well as collaborative, problem-solving, and critical thinking skills to make them ready for their futures.

Ms. Beattie reviewed that 6th and 7th graders at CMS are using a 1-1 computing model. Students use Google Apps For Education, Noodle, and iMovie. Students received their laptops in mid-October. 7th graders received 1 day of orientation, while 6th graders received 2 days. Approximately 450 students received laptops and less than ten (10) students leave their computers at school each night. CMS also had a parent Question & Answer forum. The CMS website has a new technology section (<http://cms.colonial.net/1to1computing>). Twenty-one (21) CMS teachers are participating in the Teachers 21 technology education course with some face-to-face sessions and other sessions online. Twelve teachers completed the course last year.

Ms. Beattie, Ms. Plante, and Ms. Frizzell demonstrated how they are using technology in a student-centered curriculum. They gave a presentation how technology is used in the disciplines of Art, English, Health & Phys. Ed., Math, and Social Studies. Questions asked in each discipline were:

What did the computers add to learning, particularly to opportunities for creative and critical thinking?

What did task look like pre-technology versus post-technology?

How has technology, and where applicable the 1-1 model specifically, enhanced student learning?

Initiatives include: online art portfolios, video journals, online writing portfolios, iMovies, Fitnessgrams, and the use of hybrid textbooks. The teachers emphasized the ability of the students to collaborate and to get instant feedback on their work with the technology.

Ms. Beattie emphasized that the technology tools are used with the goal of seamless integration. She noted that the technology enhances learning by promoting thinking skills, independence and habits of mind, promotes collaboration, and improves the ability to research and publish. The technology and web-based tools are not used for the sake of technology, but to enhance teaching and learning. The students have increased and current access to resources and the teachers have immediate capacity for assessments.

School Committee members and the presenting teachers discussed impacts and efficiencies of technology and the learning curve for its use in classrooms. The Ms. Plante and Ms. Frizzell indicated that teachers who are more experienced in integrating technology are partnering with other teachers in collaboration to most effectively use available tools. The teachers felt the technology is engaging and empowering both students and teachers at CMS.

IX. ACTION ITEMS

A. Vote to approve CMS trip to the Rubik's Cube Competition. A motion was made by Mr. Benincasa seconded by Ms. Snook that the CSC approve permission for CMS students to travel to CT to attend the Rubik's Cube Competition on November 16, 2013. The motion was unanimously approved.

B. Vote to accept grant award from MA Agriculture in the Classroom: Integrated Preschool. The grant will fund a school garden. A motion was made by Ms. Snook seconded by Mr. Benincasa that the CSC accept the award in the amount of \$150.00. The motion was unanimously approved.

X. OLD BUSINESS

A. November 7 Presentation for Public Hearing Article # 1 – Knox Trail. Mr. Flaherty gave an overview of the article, reviewing. If approved, the School Committee proposes to park school buses and other school vehicles on a portion of the property to support in-house school department bus operations. The Town is interested in the land for other purposes. The planned funding source will be part of the CPS portion of Town Manager's capital

budget. Mr. Flaherty noted that parking at Knox Trail would alleviate leasing costs and be in closer proximity to school sites. He noted that the Town is doing a consolidation study, which may provide options for consolidation of fueling and maintenance operations. The schools recently participated with the Town on the Green Communities grant. If the article is approved at Town Meeting, the school department will plan to park buses there immediately, enter into contract negotiations with the Bus Drivers' Union for a multi-year contract and continue to pursue collaboration with the Town for maintenance and fueling.

Ms. Gannon stated that Ms. Boynton, with Mr. Flaherty assisting, gave a great presentation at the Hearing and she noted that meeting was recorded by CCTV. Ms. Boynton stated that there were some good questions at the Hearing and she plans to keep working on the endeavor.

Mr. Benincasa asked how to encourage the community to support the purchase of the Knox Trail property. Ms. Rigby recommended that everyone talk to people about the facts. Ms. Boynton added that an important message at the Hearing was that this land acquisition is not only about the buses, but also about opportunities for both the Town and the schools; also, the site is great - not in proximity to neighborhoods and in an industrial area. Mr. Benincasa stated that it would be a win-win for the Town and schools. Ms. Gannon noted that there are some issues that are cloudy about the use of the site, and it is important for the School Committee to encourage cooperation with the Town. She stated that this is an opportunity for the school department and the Town of Concord to cooperate in ways to make our community greener. Ms. Rigby noted that the overall benefit is a clear example of Town and school collaboration.

XI. SUPERINTENDENT'S REPORT

A. Implementation of new Massachusetts Educator Evaluation System. Ms. Rigby described how the train-the-trainer model is being used to implement the new Massachusetts Educator Evaluation System at CPS. Four (4) workshops were held in August, September, October and November 2013. Eight (8) teachers from each school site who cover all grade levels attended, along with the principals and curriculum specialist participated in training and will share the information with their school sites. The IT support teams are assisting teachers in using the Baseline Edge program. Ms. Rigby distributed forms and rubrics for the teacher evaluations.

B. Thoreau Principal search. Ms. Rigby distributed a proposed timeline for the Thoreau Principal search. She stated that the search would start in November 2013 and end in January 2014 with finalists' interviews with Superintendent and reference checks. Ms. Rigby described that the search committee will include: eight (8) staff members who volunteered, three (3) parents determined by the PTG, an elementary school principal, the Director of Teaching and Learning, and the Director of Human Resources. A questionnaire will be distributed to staff and parents.

C. November 24, 2013 Reception for Michael Goodwin, CCHS Teacher, to be held in the CCHS Library 3:00-4:30 PM. Mr. Goodwin will be recognized for his selection as one of fifty (50) teachers profiled in the recent publication *American Teacher: Heroes in the Classroom*.

XII. CITIZENS' COMMENTS

Paul Horwitz, 173 Hayward Mill Rd., Concord. Mr. Horwitz stated that he is pleased that the School Committee has held public meetings, and will continue to have public meetings, even though it has not been easy. Mr. Horwitz stated that he is trying to come up with some ideas for other things that can be done besides the Coffees, e.g. discussion on Common Core and Next Generation Science Standards. He believes there could be some interesting and fun meetings that would focus on a particular subject, involve expert parents in the community, and talk about interesting educational topics. Mr. Horwitz indicated that he has written some suggestions on the back of the blue form. Ms. Gannon said it would be copied and distributed to the Committee.

XIII. ADJOURNMENT

A motion was made by Mr. Benincasa seconded by Mr. Munn to adjourn the CSC meeting. The motion was unanimously approved and the meeting adjourned at 9:30 PM.

Respectfully submitted,

Sally W. Ferguson
Approved: 11/26/13

Abbreviations:

CSC	Concord School Committee
CCSC	Concord-Carlisle Regional District School Committee
CPS	Concord Public Schools
CCRSD	Concord-Carlisle Regional School District
CCHS	Concord-Carlisle Regional High School
MSBA	Massachusetts School Building Authority