

Carlisle School Committee

Minutes

April 10, 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; Nancy Anderson, Assistant to the Superintendent.

Meeting Documents:

School Choice Definition	School Choice Opting Out	Minutes of 3/20/19
Minutes of 3/27/19	Carlisle Demographic and Financial Trends	Recreational Marijuana Facilities Ban
Drug and Alcohol Free Workplace Policy	Tobacco Products Policy	

I. Call to Order

Chairman David Model called the meeting to order at 7:01 pm.

II. Public School Choice Hearing

Ms. Gambino made a motion to open the School Choice hearing; Ms. Storrs seconded the motion. The following votes were taken in roll call: Gambino, aye; Storrs, aye; Model, aye; Kablotsky, aye; Lear, aye. Mr. Model asked if anyone would like to speak in support of School choice. Steve Perlman, Baldwin Road, was recognized and said that we teach our kids diversity and respect for other cultures, yet we don’t have a lot of diversity in the school community. He thought there were benefits to opening the School to School Choice. Nobody in the audience expressed opposition to School Choice. In other comments, John Ballantine, Fiske Street, said that declining enrollment could be an argument for School Choice. Having heard all comments, Ms. Gambino made a motion to close the hearing on School Choice; Ms. Storrs seconded the motion. The following votes were taken in roll call: Gambino, aye; Storrs, aye; Model, aye; Kablotsky, aye; Lear, aye. The hearing was closed.

III. Public Comment Period

Mr. Model welcomed everyone to the meeting, and asked if any members of the public had comments. There were no comments.

IV. Review/Approve Minutes

Ms. Gambino made a motion to approve the minutes of the meetings of March 20 and 27; Ms. Storrs seconded the motion. All members present voted in favor of approving the minutes with one minor edit.

V. Information/Discussion Items

- A. Recognition of School Committee Members. This is the final regular School Committee meeting with Ms. Storrs and Mr. Kablotsky. Mr. Kablotsky made a statement; he was grateful for the opportunity to serve the school for 9 years. He said that every community member has something to contribute and encouraged all to participate in serving the Town. He believes involvement of individuals builds community. He also said it is possible to disagree with respect and civility. Adults model behavior for children and it's especially important to show respect for diversity of opinion. He closed with saying how impressed he was with the dedication and commitment of the Carlisle School faculty and administration. Ms. Lear said that serving with Mr. Kablotsky and Ms. Storrs has been very helpful. Mr. Kablotsky made us think and Ms. Storrs advocated endlessly for the Town. It's been a joy and an inspiration to be on a Committee with both of them. Ms. Gambino enjoyed the time she has worked together with Mr. Kablotsky and Ms. Storrs and noted they often bring different perspectives to discussions. She appreciated their expertise in business and process. Mr. Model read the following statement:

I have been fortunate to have served almost two terms on a School Committee that was rich in insight and experience. Important legacy knowledge was passed from Bill Fink and Melissa McMorrow to the present committee, and I was able to collaborate with Mary and Josh on a number of issues critical to the Carlisle Schools.

Now it is time for Josh and Mary to move on, and hopefully Christine, Melynda and I have absorbed some of their knowledge as we welcome two new members next month. What is less tangible, but more critical, is their wisdom and judgement. Both Mary and Josh excel in that area, and I will miss both of them.

From Josh, who has served as my Vice Chairman this year, I have come to value his abstract way of framing an issue apart from the specifics of the situation and from a perspective that turns a tactical decision into a strategic one—precisely what a school board should be doing. As Josh has said, (and I paraphrase) “the School will run just fine this year, next year, and probably for another year no matter what we do. But how it runs a decade from now is very much our job.”

Josh's long service to the Town on School Committee is matched by his work on Long Term Caps and Municipal Facilities Committees, both of which reflect his long-term vision to keep the Town strong for many years to come. In a way, Josh's approach to the physical condition of the Town's assets is an analog to his work on the School Committee—making sure the “bones” of the Town are healthy and well cared for, but leaving the day-to-day to the professional staff.

Josh, although you have five children, you will no doubt pick up some free time on your “sabbatical”. We appreciate your long service and wish you good sailing ahead!

Mary has been a Chair, Vice-Chair and long serving representative to the Region. I often bounce ideas off her, her perspective and common-sense approach has been invaluable to me. Mary also has served on both the K – 8 and the Regional Committees long after her son Teddy was graduated—she has been a real trooper, or perhaps a glutton for punishment! During Mary’s time on the Region she has upheld Carlisle’s position as an equal, if minority partner—hard work that is often unheralded but not unnoticed by this Committee.

Mary is moving to the lovely town of Newburyport, so we are not only losing a valued Committee member, but also a Carlisle citizen. Hopefully, however we are not losing a friend. Thank you, Mary.

Ms. Storrs said she takes the job of School Committee member seriously, but she also likes to laugh. It’s important to have a lot of different perspectives on a committee. She added she will miss the Carlisle community. Melissa McMorrow, Concord Street, said this is an end of an era with a lot of bright future ahead. She thanked Mr. Kablotsky for keeping us focused on long term, we are better because of the perspective he has brought. She thanked Ms. Storrs for her wisdom, judgement, and strong conviction that people who serve on this Committee should not come with an agenda. She added that Ms. Storrs brought her mind and heart to countless teacher appreciation luncheons, lunch duties, and cross country meets. Catherine Fink, Daniels Lane, added that her husband Bill couldn’t be here but spoke on his behalf. Mr. Fink wanted to make sure he thanked both retiring Committee members and wished them well. Mr. Fink thanked everyone on the Committee especially Mr. Kablotsky and Ms. Storrs for their positive impact on the children of this town. Mr. O’Shea echoed the sentiments that were stated, reiterating both Mr. Kablotsky’s and Ms. Storrs qualities of wisdom, advocacy, service and always looking for continuous growth.

- B. Carlisle Demographic and Financial Trends. John Ballantine, Fiske Street, presented. He has been a Carlisle resident since 1985 and has been tracking data for over 25 years. The school population was a lot greater around the year 2000. Currently, we want families with kids to move in because school enrollment is declining. For next 10-15 years, enrollment trends are biased on the downside. He questioned how one builds a sustainable program with such variabilities. The total town population is now 5184. The retiring population is growing; both Carlisle and Massachusetts are aging. There has been a big decline in school enrollment; from 846 in 2002 to 600 in 2019. Fewer than 30 children are now born in Carlisle per year. Move-ins come in all different grades and that is variable. He cited some statistics including there were 92 homes sold in 2017, there were nine new construction houses built, but only one child moved in. The average is one new child for every new home, and a half a child for a “turnover” home; this has been surprisingly constant over 25 years. He noted that Carlisle won’t have many new houses built 10 years down the road. The average family size has dropped from 3 kids to under 2. Examples of change over time: the current enrollment is around 630, and down the road it could drop to 522. One question is if we have an unstable population over the years, how do you plan? Aging baby boomers are staying here. Surrounding towns are growing. How do we attract families to move in? Or what can we do to manage the declining enrollment? Ms. Gambino asked Mr. Ballantine

to please update the Committee when he updates his data and thanked him for his presentation.

- C. Spalding Field Discussion. Mr. Model stated that RecCom was looking for support of the warrant article. The Committee supports the study on Spalding Field.
- D. Co-Teaching Update. Dr. Sidell began the presentation. He stated that co-teaching is not new to Carlisle. We have had models in the middle school for years. New this year were the 4 teachers in elementary doing full time co-teaching. The model is for a general education and a special education teacher to work together to deliver services to students; a shared responsibility and accountability for learning. Co-teaching is well researched as one of the best teaching models. Benefits include: enrichment opportunities for students, a supportive system, exposure to positive academic and social models, and having two teachers focused on a classroom throughout the day and in all subjects. There is frequent small group instruction. Laura Marshall, Special Educator in the 4th grade co-taught classroom, added that this position was one of her best jobs. With the small group instruction, she gets direct feedback, can reevaluate what she is doing. One large benefit is that students are accountable and the transition time (from classroom pull-outs) is eliminated because she is in the classroom all the time. Students are connected with their peers. All services are delivered in the classroom. The goal is to keep students in the classroom. Students have grown as writers with more exposure. Students work with different peers. Ms. Marshall cited one student who has grown so much, academically and socially, after being pulled out frequently last year. Students on IEPs are meeting their goals.

Meghan Cox, 3rd grade general educator in another co-taught classroom, said that this was an incredible opportunity, and has pushed her as an educator. Co-teaching has taught her a lot and re-energized her. Another benefit to this model is the increased time to give students who need to be challenged. They don't have time to be bored. Students who have struggled are now able to help others. Ms. Cox compared IEP data from students last year with this year's data. The increased time spent in the classroom is about 300 minutes per week. Math performance data shows huge increases, and one student is now reading above grade level when he/she entered below grade level. Ms. Cox believes she and Ms. Boglarski are giving students what they need. She also surveyed students and some of their feedback included that students on IEPs said they didn't feel like they were missing something (because they are no longer pulled out of class to receive services), there is less time to be disengaged, less time for behaviors, kids feel more comfortable, and it's helpful to have more teachers. Feedback from families included: my child thrives, the model has exceeded expectations, the extra resources are great. (Note: Ms. Lear left the meeting at 8:03 p.m.)

Mr. Kablotsky said this feedback was wonderful, but asked if there were any drawbacks to the model. Ms. Marshall said that time is a downside; a lot of time is spent planning. Teachers are constantly trying to figure out and tweak what they are going to teach. Dr. Sidell said they didn't anticipate some of the social behaviors between students. Ms. Cox referenced the growing pains of being with another person, similar to a marriage, and the need to learn how to learn to balance each other's needs, and learn each other's behavior and thinking, but added that any bumps were ironed out by always focusing on what was best

for students. Ms. Storrs asked how you measure the impact of this model as kids move on to next grade? The answer was that teachers look at the personal growth of students. Mr. Kablotsky asked about why this model was implemented this year. Dr. Sidell answered that he has had a history with co-teaching, as does Mr. Verbits. They knew it was a practice that is well researched and successful. They asked parents for feedback, and looked at staff that would want to do it. These two cohorts worked well for their first time. Moving forward and supported by academic research, certain kids will be kept in the cohort and others will be assigned elsewhere and new kids added to the mix. Mr. Model thanked everyone for the presentation.

- E. Recreational Marijuana Facilities Ban. Peter Gambino, chair of the Planning Board, presented. Mr. Gambino said Planning Board representatives are going before all of the other boards to gain support of warrant articles and ballot questions that involve zoning for recreational marijuana establishment types. If we don't pass something, state law will allow one each of the 8 types of establishments subject to the host community agreement negotiated by the Board of Selectmen. Establishments will be placed with the required setback from child facilities (school, daycare, etc.) The Planning Board had public meetings, conducted a town-wide survey and worked with Town Counsel to draft bylaws. The Board posed 3 questions to townspeople: 81% respondents were in favor of limiting recreational marijuana facilities in some form, and 58% were in favor of a complete ban of recreational facilities. Two amendments were proposed for facilities. Concord and Bedford have partial bans; Acton, Westford and Chelmsford have a full ban. Two votes on Town Meeting agenda require 2/3 majority; a complete ban and a limit on facilities (less than state law). To pass either ban, the Town needs a vote on the Town Ballot. Therefore, if a full ban passes at town meeting and at ballot, it will pass. If both fail either at TM or at the ballot, there will be no local marijuana zoning in effect. Mr. Gambino asked that if people support a full ban, they should also vote for a partial ban. Mr. Model believes the Committee should take a position on this. Mr. Kablotsky asked if there are tax implications. Mr. Gambino said the tax benefits to the town are low, about 3 percent, but extra police details would be needed to help manage lines and for policing these facilities, negating any potential upside effect.
- F. Solar discussion. Jon DeKock presented. There will be three warrants. They need 2/3 vote on zoning bylaw (first), majority vote on 2nd, 2/3 vote on 3rd. Ms. Gambino clarified that these articles will be moved in order. FinCom and Board of Selectmen are hesitant to take positions on warrant articles that have a financial impact. We are generating revenue by the solar project. The school parking lot is already over 30 years old. Mr. Model said the construction damage will render the parking lot unusable if not repaved. If articles pass, then Ameresco goes through other steps. Mr. DeKock said that the permitting process takes at least 2 months. The construction start-to-finish time frame is unknown. If the project does run into September, how will that be managed? Mr. DeKock added that the financial impact is not good if we postpone until the following summer due to the expiring state incentives. Mr. O'Shea added that it's a big challenge if we have to move the project into the fall. Based on values of the leases, it looks likely that lease payments would pay for the paving.

G. School Committee Schedule and Agenda Topics

- a. May Meeting. This is last standing meeting of this current committee. Do we want to move the May meeting to the following week to allow time for new members to come aboard and prepare for reorganization of the Committee? The consensus was no.
- b. Student Presentations. What are impacts of changing these to May? It was felt it is not a lot of time for teachers to recommend students and for them to prepare. The student showcase will stay in June.
- c. Superintendent Evaluation. Everyone thought it would be a time crunch to move this evaluation to May, especially since Superintendent goals were not finalized until mid-year.

Therefore, the current School Committee meeting schedule will remain as published.

H. Policies

- a. Drug and Alcohol-Free Workplace. Mr. O'Shea said this policy was vetted by counsel, who recommended we keep language as is. Language reflects the federal law. MASC language is in there too.
- b. Tobacco Products. Mr. O'Shea asked for this policy to be vetted by counsel as well.

Mr. Model wants to discuss the approach to policies in the summer session.

VI. Communications/Correspondence

Ms. Gambino shared that the Carlisle Conservation Foundation has distributed trails maps to every family and to teachers at the Carlisle School. There is an initiative to get people out on Carlisle Community Trail's Day on May 18 to walk the trails.

VII. Superintendent's Report

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

The search for a new Director of Student Support Services is underway. Committee members have been identified and include students, faculty, and parents. The School will be reposting the job description with updated information.

There was a 4th grade parent meeting about the triad in 5th grade next year.

Students performed in Mechanics Hall; thanks to Valerie and Kevin for coordinating this event.

Carlisle received a silver medal at the MICCA festival.

Master Planning Committee meetings were held in last couple of weeks.

CEF had a fundraiser this past Saturday night.

PTO book fair is going on right now.

Next week is April vacation.

VIII. Members'/Committee Reports as Needed

- A. Regional School Committee. Ms. Storrs reported that the Region could be voting on the CCHS paving project tonight. Carlisle FinCom chose not to support it. Concord selectmen voted 3-2 in favor of it.

Note: Later in the meeting, Ms. Storrs reported that the parking and paving project did not pass in Concord, as texted by Ms. Lear, who left to represent Carlisle at the Concord meeting.

- B. Long Term Caps approved a warrant article.
- C. Municipal Facilities: proposed changes to fire station had been discussed in the past; the new chief asked for time to decide what he needs. A diesel storage tank under the generator has to be removed. They are working through presenting details on Police Station renovation. Community will get to tour facilities to see the proposed changes. Mr. Kablotsky asked Municipal Facilities to consider School Committee representation on the Municipal Facilities Committee.

IX. Warrants

- A. Payroll Warrant #6719; 386,473.84
- B. Accounts Payable Warrant #6919; \$57,127.17
- C. Accounts Payable Warrant #6619; \$44,122.74

X. Action Items

- A. Vote School Choice. Mr. Kablotsky moved that the District opts not to accept School Choice for reasons of space; Ms. Storrs seconded the motion. Mr. Kablotsky is a supporter of School Choice, but schools are not reimbursed for the full amount of educating a student. The following votes were taken in roll call: Gambino, aye; Storrs, aye; Model, aye; Kablotsky, aye. Carlisle will not participate in School Choice for 2019-2020.
- B. Vote to Approve Superintendent's Contract. Ms. Gambino moved to approve Superintendent Jim O'Shea's 4-year contract; Ms. Storrs seconded the motion. All members present voted in favor.
- C. Vote Appointment of Special Legal Counsel to Address Special Education Matter. The School has a special education attorney and this person also represents another town, which presents a conflict in one current special education matter. Ms. Gambino made a motion to approve the appointment of Murphy, Hesse, Toomey & Lehane as special Legal Counsel to address a Special Education matter; Ms. Storrs seconded the motion. All members present voted in favor.

- D. Vote to Support Master Planning Committee’s Warrant Request. The Master Planning Committee is asking for \$160,000 to fund hiring a consulting firm and do supplemental work. Ms. Gambino made a motion to support the Master Planning Committee’s article 12; Mr. Kablotsky seconded the motion. All members present voted in favor.
- E. Vote on Articles for Solar Project. Ms. Gambino made a motion to support articles 24, 25 and 26; Ms. Storrs seconded the motion. All members present voted in favor.
- F. Vote on Complete Streets. Ms. Gambino made a motion to support Warrant article #13, Complete Streets, for funds that will supplement complete streets and crosswalks on 142 Bedford Road and at Banta Davis. Mr. Kablotsky asked for more details and it was determined that another meeting would be needed to discuss this topic. The School Committee will hold a tentative meeting on April 29 at 6:00 before Town Meeting.
- G. Vote on Article 30 Spalding Field Study. Ms. Gambino made a motion to support article 30; Ms. Storrs seconded the motion. All members present voted in favor.
- H. Vote Oversight of Spalding Field Study to Recreation Commission. This discussion was tabled.
- I. Vote Drug and Alcohol-Free Workplace. Mr. Kablotsky moved to reject this policy, nobody seconded the motion. Mr. Kablotsky prefers the policy reference state law. Mr. Kablotsky withdrew his motion.
- J. Vote Tobacco Products. Mr. Kablotsky moved to accept this policy, then withdrew the motion. Policies will be discussed at a future meeting.

Mr. Kablotsky is opposed to us taking a position on the bylaws for recreational marijuana facilities. This topic will be added to the agenda for the next meeting on April 29th.

XI. Citizens’ Comments

There were no citizens’ comments.

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

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

Ms. Gambino made a motion to adjourn the meeting to executive session with no intent to return to open session for the purposes listed above; Ms. Storrs seconded the motion. The following votes were taken in roll call:

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

The public meeting was adjourned at 9:38 pm.

Respectfully submitted,

A handwritten signature in cursive script that reads "Nancy Anderson".

Nancy Anderson
Assistant to the Superintendent