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Town of Sudbury

Community Preservation Committee

<http://www.sudbury.ma.us>
email: cpc@sudbury.ma.us

PROJECT SUBMISSION FORM

Submitter: Sudbury Park & Recreation Commission ("P&R")

Submission Date: 11/07/12

Submitter Name: Nancy McShea, Director of Park & Recreation, Sudbury

Supporting Groups:

- Lincoln-Sudbury Regional High School (L-S)
- Friends of Lincoln-Sudbury Softball (FLSS)
- Friends of Sudbury Park & Recreation (FSPR)
- Many others TBD by 12/15/12.

Submitter's address & phone number:

44 Fairbank Road
Sudbury, MA 01776
(978) 443-1092

- Open Space
 Community Housing
 Historic
 Recreation

Submitter's email address: McSheaN@sudbury.ma.us

Project Name: L-S Softball Field, Featherland Park, and Davis Field Development

Project Description: This project has three components:

- **L-S Softball Field Improvement** - To improve the overall field conditions of the softball field located at Lincoln-Sudbury Regional High School ("LSRHS") and to bring the field to MIAA / NFHS standards. Funding is sought to rectify documented safety and Title IX issues associated with the field. The current condition of the LSRHS softball field is not to standard and is a safety risk for players during games and practices. As a result of this investment, Sudbury athletic groups will gain increased access to L-S facilities as a result of the extension of the inter-municipal agreement that was initiated with the COMMUNITY FIELD.
- **Featherland Park Redesign** - The upper portion of the Featherland Park complex consists of one adult softball field and one little league field with adjacent on-site parking. The engineering and design services estimate assumes that the site is to be reconfigured to include two mid-sized diamonds with associated site amenities. This will allow LSRHS softball to continue to use Featherland and eliminate a safety risk by relocating Men's softball to Davis Field. SLL advocates this redesign and has voiced strong concerns in regards to safety given the location of the softball field in the middle of Featherland Park. In addition, given only one softball field at LSRHS, LS requires the use of Featherland Park to field freshman, JV and Varsity teams. Enabling Featherland to be used for softball eliminates potential Title IX issues.
- **Davis Field Design** - Currently Davis Field consists of a large open space, with no formal field designation. The engineering and design services estimate will include complete design and permitting of the full potential build-out, which will include adult softball, baseball and multi-purpose rectangular fields for lacrosse and soccer. Davis Field represents an excellent opportunity for the town to meet documented recreation needs as identified in the recently completed field usage study.

These three projects complement each other to benefit a wide variety of user groups. They dramatically increase the utilization of existing town assets, which is consistent with the P&R Commission's long-range plan. They also combine to address two important safety concerns for the town: the playability of the high

school softball field and the safety issues inherent in having men’s softball in close proximity to little league baseball.

Fiscal Year	Total Project Cost	CPC Funds Requested	Other Funding Sources (amount & source)	
2014	\$406,000	\$336,000	\$70,000	FOLSS (\$40k), SGSL (\$5k), LS Boosters (\$5k), FSPR (\$10k), SGL (10k). Other sources are being actively pursued to reduce the amount of the CPA request.

How does this project meet the General Criteria and Category Specific Criteria for CPC projects? This project meets virtually all of the criteria (general and category specific) for CPA funding. A detailed description of how it meets these criteria is being prepared and will be submitted as soon as possible.

Does this project fall within the jurisdiction or interest of other Town Boards, Committees, or Departments? If so, please list the boards, committees or departments, whether applications and/or presentation have been made, and what input or recommendation have been given.

- **LSRHS School Committee:** LSRHS SC fully supports the request for CPA funding for the softball field portion of this project. Related presentations and discussions took place on 2/28/12, 3/27/12, and 10/23/12. Discussions regarding the extension of the inter-municipal agreement that was created with the COMMUNITY FIELD project are important to the success of this request. By extending the agreement to include other fields on the L-S campus, the community will benefit greatly and it will provide increased incentive for investment in L-S athletic facilities. The COMMUNITY FIELD project has been a great success for both L-S and the community. Expanding the usage agreement to include other fields is critical to this application.
- **Sudbury Board of Selectmen:** This multi-faceted funding request has not been presented to the BOS, but we are working on making that happen as quickly as possible. As was the case with the COMMUNITY FIELD, this request will depend on a successful agreement between the BOS and the L-S School Committee.

For Community Preservation Committee Use:

Form received on: _____ Project presented to CPC on: _____
 Reviewed by: _____ Determination: _____

Recreation proposals that address as many of the following criteria as possible will receive preference:

- **Support multiple recreation uses** – this proposal will benefit baseball, softball, soccer, girls lacrosse, and boys lacrosse. It also cuts across age and gender lines.
- **Serve a significant number of residents** – The groups to benefit from these fields represent nearly 6,000 Sudbury residents.
- **Expand the range of recreational opportunities available to Sudbury residents of all ages** – Yes as outlined above.
- **Jointly benefit Conservation Commission and Park and Recreation Commission initiatives by promoting passive recreation, such as hiking, biking, and cross-country skiing, on town owned property** – Yes. An improved Davis Field can be used to highlight and promote the access to adjacent conservation land for hiking, cross-country skiing, etc.
- **Maximize the utility of land already owned by Sudbury (e.g. school property)** – Developing the facilities at L-S is a high priority of the Park & Recreation Commission. And extending the inter-municipal agreement will allow the town to receive a sizable return on the investment. For similar reasons, investing in both Featherland Park and Davis Fields represents very cost effective ways to meet our recreational needs.
- **Promote the creative use of railway and other corridors to create safe and healthful non-motorized transportation opportunities** – The development of Davis Field and associated parking will complement the potential rail trail that could either pass by or end at a location close to Davis Field.

Park and Recreation
Capital Master Plan FY2014 – FY2023

The following is for planning purposes only and may be adjusted to meet the current field demands, and or field condition changes. This is to serve as a tool to look at the overall need to add additional facilities and improvements to current facilities within the Town of Sudbury. This document does not imply where the funding will come from to complete these items but rather identifies the needs based on the Park and Recreation Commission's highest priorities. The Park and Recreation Commission has compiled this year by year list of items in an order they deem appropriate for construction and rehabilitation in order to meet the needs of all users as identified in the Gale Field Use Master Plan update from 2012. References to LSRHS fields imply that an intermunicipal use agreement will be established prior to any funds being spent. This plan was voted in favor by unanimous vote at the November 1, 2012 Park and Recreation Commission meeting.

FY2014

Replacement of the Lincoln Sudbury Regional High School softball field to include: field reconstruction. (*assumes intermunicipal use agreement)	\$250,000.00
Design, permitting and field planning money for Davis Field	\$60,000.00
Design, permitting and field planning money for the redesign of Featherland	\$40,000.00

FY 2015

Davis Field Construction to include: 1 90' baseball diamond, 1 60' softball Diamond, 2 multipurpose fields, parking, and walking trail.	\$1,000,000.00
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FY 2016

Reconstruction of Upper Featherland field to include 2 70' diamonds	\$455,000.00
LSRHS softball field lights and site amenities (* assumes intermunicipal use agreement)	\$300,000.00

FY 2017

Cutting turf field replacement	\$400,000.00
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FY 2018

Turf 1 and Turf 2 turf field replacement at the high school \$800,000.00
(*assumes intermunicipal use agreement)

FY 2019

Feeley Field reconstruction to include the following:
1 90' synthetic turf baseball field, reconfiguration of the 3 softball fields,
Athletic field lighting, site amenities building, site amenities and site parking. \$1,815,000.00

FY 2020

Haskell Complex Multipurpose field to include:
Demolition of existing baseball field and development of a multipurpose field \$200,000.00

Haskell Playground upgrades \$100,000.00

FY2021

Community Turf field replacement \$400,000.00

FY 2022

Feeley Tennis Court Reconstruction \$300,000.00

FY 2023

Bruce Freeman Rail Trail Design Money \$800,000.00
(total project- @8 million, town share \$800,000)

TOTAL for FY 2014 – FY 2023 = \$6,920,000.00

Town of Sudbury

Community Preservation Committee

<http://www.sudbury.ma.us>
 email: cpc@sudbury.ma.us

PROJECT SUBMISSION FORM

Co-Submitters: Sudbury Park & Recreation Commission ("P&R")
 Lincoln Sudbury Regional High School ("LSRHS") *RR Gungor*
 Friends of Lincoln Sudbury Softball ("FOLSS") *[Signature]*
 Sudbury Girls Softball League ("SGSL") *Nancy Kimble*

Submission Date: 11/7/12

Group or Committee Affiliation (if any): N/A

Co-Submitter's address, phone number & email:

Sudbury Park & Recreation Commission
 Fairbanks Community Center, 40 Fairbanks Road
 Sudbury, MA 01776
 987-443-1092 / prc@sudbury.ma.us

Lincoln Sudbury Regional High School
 390 Lincoln Road
 Sudbury, MA 01776
 978-443-9961 / lsschoolcomm@town.sudbury.ma.us

Friends of Lincoln Sudbury Softball
 PO Box 100 / 44 Kendall Road
 Sudbury, MA 01776
 617-875-5676 / slpg@comcast.net

Purpose (please select all that apply):

- Open Space
- Community Housing
- Historic
- Recreation

Sudbury Girls Softball League
 12 Camperdown Lane
 Sudbury, MA 01776
 978-460-5451 / nanconkim@comcast.net

Project Name: LSRHS Softball Field Improvement Initiative

Project Description: This group seeks CPA funding to improve the overall field conditions of the softball field located at LSRHS. Funding is requested to rectify significant documented safety and Title IX issues associated with the field. Funding is sought to level, reseed (or sod), and resurface the field; install irrigation/drainage system; install fences along right and left field lines; install required electrical to support irrigation/lighting; and complete other minor improvements. The objective is to make the field a safe, high quality athletic venue for softball players from Kindergarten (Sudbury Girls Softball League "SGSL") to high school (LSRHS) through adult (Sudbury Women's Softball League "SWSL"). (See attached for additional details.)

Costs: See Exhibit 1 for detailed project budget.

Fiscal Year	Total Project Cost	CPC Funds Requested	Other Funding Sources (amount & source)
2014	\$300,000	\$250,000	\$50,000 FOLSS (\$40K), SGSL (\$5K), LS Boosters (\$5K)

How does this project meet the General Criteria and Category Specific Criteria for CPC projects? This project meets the General Criteria and Category Specific Criteria (Recreation) for CPC projects, as updated in July 2012. (See attached.)

Does this project fall within the jurisdiction or interest of other Town Boards, Committees, or Departments? If so, please list the boards, committees or departments, whether applications and/or presentation have been made, and what input or recommendation have been given. (See attached.)

- **Sudbury Board of Selectmen:** Bob Haarde and John Drobinski endorse this request.

For Community Preservation Committee Use:

Form received on: _____ Project presented to CPC on: _____
 Reviewed by: _____ Determination: _____

Project Description: This group seeks CPA funding to complete the renovation and improve the overall field conditions of the softball field located at Lincoln Sudbury Regional High School ("LSRHS") and to bring the field to MIAA (Massachusetts Interscholastic Athletic Association) and NFHS (National Federation of High Schools) standards. Funding is sought to rectify documented safety and Title IX issues associated with the field. The current condition of the LSRHS Softball field is not to standard and is a safety risk for players during games and practices. The objective is to make this field a safe and quality softball venue available for all the female softball playing groups in Sudbury. This will include a range of players from Kindergarten to 12th grade (SGSL), all three LSRHS Softball teams, and Sudbury Women (SWSL).

The proposed project will include:

- (1) Leveling and seeding (or installing sod on) the outfield area to rectify the current slope of the field (26" drop in left field and 40" drop in right field) and uneven playing field. This will improve field safety, playability, and durability.
- (2) Installing an appropriate drainage system to improve field safety, playability, and durability.
- (3) Resurfacing infield to improve drainage and enhance safety, playability, and durability.
- (4) Installing sufficient irrigation to support the long-term safety, playability, and durability of the field.
- (5) Installing sufficient electrical upgrades to support irrigation, scoreboard, lights, and other needs (i.e. batting cages). Installing fencing along the right and left field lines to improve field safety. (Today trees and a significant decline pose major safety issues to players.), and
- (6) Providing for other minor field/facility enhancements.

While not specifically requested today, we anticipate seeking funding for the following field upgrades/enhancements in the future that combined total approximately \$300K (See Exhibit 1.):

- Installing lighting to permit the use of the field in the evening.
- Building of dugouts.
- Creation of ADA compliant bleachers/seating and access.
- Other minor field/facility enhancements.

General Criteria - The Sudbury Community Preservation Committee will give preference to proposals that address as many of the following general criteria as possible:

Are eligible for Community Preservation Act (CPA) funding according to the requirements described in the CPA legislation:

The proposed project meets the General Criteria and Category Specific Criteria (i.e. Recreation) for CPC projects as documented in the July 2012 CPA statute – Community Preservation Act: Enabling state - .G.L. ch.44B as approved in July 2012.

In Section 1 of the July 2012 update, the definitions of "Capital improvement" and "Rehabilitation" were updated. Specifically, this project would qualify both as an "Extraordinary Repair" under the definition of "Rehabilitation" as amended, and also as "reconstruction or alteration of real property that materially adds to the value of the real property or appreciably prolongs the useful life of the real property" under the new, added definition of "Capital Improvement". This has been confirmed by Jody Kablack, Chris Morley, and Katherine Roth, Associate Director Community Preservation Coalition.

This request is consistent with the town's Master Plan and Open Space and Recreation Plan. In 2012, P&R commissioned Gale Associates ("Gale") to complete a comprehensive review of **all** of Sudbury's athletic fields. On 10/9/12, Gale presented to P&R its findings in a verbal overview of the "Athletic Fields Needs Assessment and Master Plan Update" ("Master Plan Update"). **In this town-initiated draft report, the LSRHS softball field is classified as "unsafe for use" in its current condition. The draft report also states "This field needs to be reconstructed prior to any other redevelopment within the community."**

The draft Master Plan Update reports that the number of softball fields in town is not sufficient to cover the demand from all the various softball playing groups (i.e. men, women and youth organizations). In the draft Master Plan Update, Gale reports "...considering the softball field at the high school is unsafe for use and the lower softball fields at Feeley conflict and cannot be used simultaneously the Town has a total of four (4) usable softball fields at one given time." Based on an analysis of "need-by-type", Gale concludes that "two (2) softball fields are required to sustain the current user demands" in Sudbury. Further, the best quality softball field in town is at Upper Featherland. This lit field is used almost exclusively by the Sudbury Men's Softball League except in the spring when the LSRHS softball program uses the Featherland field after school primarily for the JV and Freshman teams. The other softball fields in town are used by the women's and girls' leagues and have variability in degrees of playability with the LSRHS field deemed unsafe by Gale.

The draft Master Plan Update outlines three potential comprehensive redevelopment strategies for the Town fields. **The LSRHS softball field is the first priority to be addressed in each of the three scenarios.** Again, **the draft Master Plan Update states "Prior to any other athletic redevelopment within the Town of Sudbury, the High School Softball Field must be addressed."** Each scenario recommends the LSRHS softball field to be upgraded in FY2014, ahead of other field projects.

Of note, P&R is currently evaluating a comprehensive field redevelopment plan, most likely focused on one of the three scenarios mentioned about. The timing of approval for the LSRHS softball project is critical as it is the first step in each of the potential scenarios outlined in the draft Master Plan Update. By moving forward with the LSRHS softball field project in FY2014, P&R will still have time to conduct a thoughtful and thorough review of the Master Plan Update and then recommend the most appropriate comprehensive field redevelopment plan.

While we are awaiting the final Master Plan Update report to be issued, the proposed project is consistent with the recommendations presented to P&R on 10/9/12, the draft Master Plan Update, and the 2009-2013 Open Space and Recreation Plan. Throughout the 2009-2013 report there are references to "the need to effectively renovate existing fields" as well as the benefits and purpose of CPA funds. Further, the Town "needs to continue its efforts to seek and obtain any other sources of funding to implement open space and recreation goals, including state and federal grants and private fundraising." The proposed project will include \$50K in private funding and leverages existing (LSRHS owned) assets.

In addition, this project is consistent with the town's Master Plan (dated 2001). Specifically, this project is consistent with Section 3 "Natural and Cultural Resource Element" and "Goal 3: Support the existing recreational facilities, areas and programs, and create additional facilities, areas and programs to serve the needs of Sudbury residents while protecting our limited natural resources." Further, the project is consistent with the following subsections: "Objective C: Provide recreational programs to meet the needs and desires of the community." And "3. Actively support the Community Preservation Act to establish funding mechanisms for recreation needs." The proposed

project does not require additional land (or elimination of open space) and it serves the needs of Sudbury residents.

Receive endorsement by other municipal boards or departments:

The following departments/boards/ individuals, in addition to the submitters, endorse this request:

- **Sudbury Board of Selectmen:** Bob Haarde and John Drobinski endorse this request.
- **Nancy McShea, Parks and Recreation Director,** endorses this request.
- **Sudbury Women's Softball League** endorses this request and has committed to assist FOLSS with future fundraising initiatives.
- **Sudbury Little League** endorses this request.

Further, it should be noted that LSRHS School Committee consents to permit the improvements outlined in this request to take place on LSRHS's property. LSRHS will help to facilitate project management for the field project. LSRHS SC agrees to work collaboratively with the Town of Sudbury to enter into an arrangement much like the Inter-Municipal Agreement – L-S Community Field Agreement executed in December 2006. This agreement will permit SGSL, SWSL, and (possibly) Sudbury Little League to use the LSRHS Softball Field. (See Exhibits 2, 3, and 4.)

Preserve the essential character of the town as described in the Master Plan: (See below.)

Save resources that would otherwise be threatened and/or serve a currently under-served population:

- The proposed project will improve space already being used for recreation (but in a significantly limited capacity due to current safety issues).
- No new open space will be taken for this project.
- This project would benefit the female softball playing organizations in our town and bring their playing fields closer to the number and quality of the baseball fields in Sudbury. The proposed field improvement project will provide a safe softball field for the girls/women of Sudbury. Today, there is wide disparity between the quality and number of fields available for girls/women versus boys/men. Currently there are a total of six softball fields in Sudbury – three at Feeley, one at Curtis Middle School, one at Featherland, and one at LSRHS. Of these six, the highest quality field, which also has lights, has been used almost exclusively for Men's Softball in the spring and summer. SGSL cannot use the field at LSRHS due to the documented safety issues. This leaves the girls and women with only four usable softball fields, only one of which can be considered a quality field (Upper Feeley) according to the draft Master Plan Update. In contrast, the boys Little League and Babe Ruth programs have a total of nine usable fields – four at Featherland (two lighted,) one at Haskell, one at Feeley (lighted), one at Curtis MS, and two at LSRHS. In summary, the girls and women of Sudbury currently have four fields available to them (none lighted) while the boys and men have ten fields available, including the Featherland Softball Field (four of which are lighted).
- Therefore this project would help serve female athletes in town who are currently an under-served population.

Either serve more than one CPA purpose (especially in linking open space, recreation and community housing) or demonstrate why serving multiple needs is not feasible:

Given the unique field configuration for softball fields and that the current space can only fit a single field, the proposed field enhancement will be limited to that of softball use. The field could be used for instructional baseball and/or T-ball where the proper field configuration is not essential.

The field can be used for multiple groups of softball players, ranging from youth (grades K-12 – SGSL and LSRHS Softball Program) to adults (SWSL).

Demonstrate practicality, feasibility, urgency:

The proposed field improvement is a straightforward, practical project. It would be feasible to complete the proposed project within approximately 15 months from start to finish. The initial field construction (i.e. installation of drainage, field leveling, and reseeding (or sod)) should occur between the months of June and October (2013). If seeded, the Field would need to be taken “off-line” for the fall of 2013 through the fall of 2014 to ensure proper root structure and long-term durability. In the spring of 2014, additional seeding would occur. If sod is used, the field would be available in the spring of 2014 for only limited use by the LSRHS team to help ensure proper root structure. We recommend installing additional fencing in the fall of 2013 to help protect the field while the new grass is growing/“taking”.

While not specifically requested today, we anticipate seeking funding in the future for lighting, dugouts, and ADA compliant amenities (bleachers/seating) (i.e. “Phase II” also summarized in Exhibit 1.).

The urgency of completing the field improvement project is based on the following:

- (1) Safety Risk** – The current field condition is viewed as a significant safety issue as documented in the 6/15/12 “Softball Field Evaluation and Master Planning Report – Lincoln Sudbury Regional High School” issued by Gale Associates. (See Exhibit 5.) In addition, in the P&R draft Master Plan Update undertaken by Gale and presented (in draft form) to P&R on 10/9/12, the LSRHS softball field was deemed unsafe and the highest priority due to significant safety issues. Of the fields reviewed by Gale, the LSRHS field was the only one deemed unsafe to play in its current condition. The Sudbury youth and adult softball organizations will not schedule events on this field in its current condition.

It should be noted that lawsuits involving bodily injury arising from the practice and play of softball indicate that most allege improper field condition. Defendants are often asked “Was the alleged surface defect foreseeable and was it fixable?”

The following highlights key findings documented in and excerpts from the 6/15/12 Gale Report:

“The current softball facility is generally in poor condition and presents a number of significant safety concerns. The outfield’s prevailing grades are unacceptable and are a safety hazard, particularly along the right field line. Lack of irrigation and a poorly constructed root zone have resulted in inadequate root growth, which has led to areas devoid of turf. The poor condition of the softball field is inconsistent with the high standards maintained at other LSRHS facilities...”

“Planarity

- The prevailing grades throughout the outfield do not meet MIAA and NFHS regulations, which typically slope away from the infield at 1.25% - 1.5%.
- The drop off in grade along the right field line is approximately 3-4 feet and is an extreme safety hazard.

Playing Surfaces

- The outfield turf is in poor condition, with weak growth density and areas devoid of turf. It is unsafe for use.

- There are large areas of insect infestation..."

"...Overall, the field is in poor condition and presents safety hazards in some areas. There is a lack of turf growth throughout the outfield and the current grade issues pose a major safety concern."

Evaluation Summary Table (from 6/15/12 Gale issued report):

	Failing / Unacceptable	Marginally Meets Intended Purpose	Good field Minor Deficiencies	Excellent Field Meets/Exceeds All Requirements
Geometry Compliance			X	
Turf Condition	X			
Safety	X			
Support facilities/equipment		X		
ADA Compliance	X			
Overall:		X		

Based on these documented findings and the overall poor playability of the LSRHS softball field, the Town of Sudbury/SGLS did not use the LSRHS softball field during the summer and fall of 2012.

- (2) **Title IX Risk:** The current condition of the LSRHS softball field does not meet MIAA and NFHS guidelines for Title IX and it is not at parity with the boys' facilities. The primary problem is the inconsistent surface and slope of the outfield grass area.

While no suits have been filed and no known litigation is pending, a Title IX suit is a potential risk for both the town and LSRHS. Documentation for the following question could prove valuable when conducting a self-evaluation or during an Office of Civil Rights ("OCR")/Title IX investigation. - *"Does the policy and practice of school-utilized facilities provide comparable access for practice and competition?"*

2011 NFHS Softball points of emphasis state: "FIELD OF PLAY. All high school softball fields used for competition should be properly maintained. This includes ensuring that the grass is well groomed and mowed to the proper height. The field should be level with no obstructions between the foul lines..."

Again, the LSRHS field does not meet the NFHS Softball points of emphasis, given the uneven playing field (i.e. in many locations there is no grass or only clumps of crabgrass) and significant slope (i.e. not a level field). While the trees along left field base line are technically out of play, they are potential obstacles that can cause significant injury due to their proximity to the field and the current lack of fencing along the third base line.

Demonstrate that the project can be implemented expeditiously and within budget:

This is a straightforward project. Gale and Kevin Rossley, LSRHS Grounds and Maintenance Director, are confident the project can be completed within budget and in line with the timeline outlined above. That being said, the timing of planning and developing the required drawings and public bid process is aggressive.

Demonstrate that project alternatives, and alternative funding mechanism, have been fully explored:

The following funding options have been pursued:

- When FOLSS initially approached LSRHS leadership to improve the softball field, FOLSS was advised there was no funding available in the LSRHS budget for this project due to the difficult fiscal environment at LSRHS.
- FOLSS subsequently requested approval from the LSRHS SC to approve the use of a banner recognition program on the field to help raise project funding. In exchange for monetary donations, sponsors would be permitted a tasteful banner to be displayed on the outfield fence. Many towns/municipalities (Concord-Carlisle, Canton, Needham, Acton-Boxborough, etc.) have turned to "banner recognition" type programs or field naming rights to help fund field improvement projects and/or athletic operating costs. In exchange for monetary donations, sponsors are given the opportunity to be recognized on the fields.
- This prominent display of donors/supporters on athletic field fences on LSRHS school property was rejected due to the desire to protect campus from widespread commercialization. Instead, a less prominent recognition program in the form of "tasteful plaques" and/or bricks was ultimately approved.
- Because other towns/municipalities have permitted companies/organizations to have their names displayed on scoreboards, dugouts, etc., some potential donors declined to move forward with the LSRHS project. For example, many years ago, Middlesex Bank funded the Feeley Baseball Field scoreboard that prominently displays the Middlesex name. In contrast, Middlesex Bank, FOLSS's bank, declined to provide any funding for the project. Other Banks and a number of local Sudbury businesses have been approached with limited success. A major local business owner was interested in the potential for naming rights, but this concept was not supported by the LSRHS SC.
- Compliments to Sudbury Farms who has stepped up to make a \$2,500 investment.
- Other potential donors (individuals and corporations) who were approached wanted to understand why the town and LSRHS were not providing some funding. A constant comment was "If there is both a significant safety and Title IX issue, this is the town's/school's responsibility." "If you were seeking funding for "a nice to have improvement" I would be more inclined to donate...It's an embarrassment to the town and a travesty that the girls' safety and right to equal treatment are not being addressed."

Produce an advantageous cost/benefit value:

- Support of the softball field improvement initiative demonstrates to the girls/women of Sudbury and the LSRHS community that they are valued and have the same rights as their male counterparts who have access to superior athletic facilities.
- Girls'/Women's involvement in athletic pursuits is advantageous to their health, wellness, and ability to effectively contribute to their own and their community's well being.

"Although there is a federal law that mandates equal participation opportunities for male and female students in secondary and post secondary institutions of higher education, the real reason we want equal opportunity for our daughters to play sports is so they too can derive the psychological, physiological and sociological benefits of sports participation. Sport has been one of the most important socio-cultural learning experiences for boys and men for many years. Those same benefits should be afforded our daughters. It is important for all of us to know that:

- *High school girls who play sports are less likely to be involved in an unwanted pregnancy; more likely to get better grades in school and more likely to graduate than girls who do not play sports*
- *As little as four hours of exercise a week may reduce a teenage girl's risk of breast cancer by up to 60%; breast cancer is a disease that afflicts one out of every eight American women. (Journal of*

the National Cancer Institute, 1994)

- *40% of women over the age of 50 suffers from osteoporosis (brittle bones). (Osteoporosis, 1996) None of us should want our daughters to repeat the experiences of generations of women -- our mothers and grandmothers -- who were not permitted to play sports or encouraged to participate in weight-bearing exercises that are necessary to establishing bone mass.*
- *Girls and women who play sports have higher levels of confidence and self esteem and lower levels of depression*
- *Girls and women who play sports have a more positive body image and experience higher states of psychological well-being than girls and women who do not play sports.*

Sport is where boys have traditionally learned about teamwork, goal-setting, the pursuit of excellence in performance and other achievement-oriented behaviors -- critical skills necessary for success in the workplace. In an economic environment where the quality of our children's lives will be dependent on two-income families, our daughters cannot be less prepared for the highly competitive workplace than our sons. It is no accident that 80% of the female executives at Fortune 500 companies identified themselves as former "tomboys" - having played sports." From: "Benefits - Why Sports Participation for Girls and Women" - Education.com

- **Cost associated with potential lawsuits:** While there are no known current or pending lawsuits, both the town and LSRHS face the potential risk of litigation associated with Title IX Principles and/or a potential injury related lawsuit. (See Exhibit 6.)

Leverage additional public and/or private funds:

- FOLSS will contribute **\$40,000** towards the cost of the Softball Field Improvement Initiative.
- Of the \$40,000 commitment, approximately \$8,300 is currently in a LSRHS account allocated for Softball. LSRHS confirms these funds will be made available for the project. In addition, FOLSS will continue fundraising to help fund future field improvements.
- SGSL has already contributed **\$5,000**.
- Sudbury Women's Softball has committed to assist with future fundraising efforts.
- LSRHS Boosters hopes to contribute **\$5,000** for the project in 2013. Additional funding will be considered in the fall of 2013.
- FOLSS will also pursue CPA funding from the Town of Lincoln. It is unclear if this is a viable funding mechanism, due to the minimal use of the Sudbury softball fields by Lincoln residents and the use of CPA funding from one town for land on another. Nonetheless, this is being investigated.
- Additional funding will be requested from the Sudbury Foundation (by 1/1/2013), Friends of Park and Recreation, private donors, and continued FOLSS fundraising.

Preserve or utilize currently owned town assets.

- The proposed project will improve space already owned by LSRHS and historically used by the town for recreation. The LSRHS field has not been used by the town since May 2012 due to documented safety concerns. The completion of this project will provide a safe place for girls/women from Kindergarten through adult to exercise. The potential future addition of lights will increase the capacity of this asset for an additional one to two events each evening.

Recreation proposals that address as many of the following criteria as possible will receive preference:

Support multiple recreation uses:

- Given the unique requirements and configuration of a softball field, the primary use for the LSRHS softball field will be softball. The field can accommodate girls/women from Kindergarten to adult.
- The field could also be used for instructional sessions for Little League baseball and/or T-ball where field configuration is not essential.
- The field could be used for LSRHS Wellness classes.

Serve a significant number of residents:

As stated above, there are currently only four softball fields available to the girls and women of Sudbury in the spring: 1. Upper Feeley, 2. Lower Feeley #1, 3. Lower Feeley #2 (note: due to the configuration of these two fields, Lower Feeley #2 can't be used at the same time as Lower Feeley #1 unless players are 12U or under); and 4. Curtis. The Featherland Softball field has been used almost exclusively by the Men's Softball program every weeknight in the spring and the LSRHS field is not usable due to the safety issues. In the summer, only the three softball fields at Feeley are available to the girls and women as the men use both Featherland and Curtis during that time.

Use of the LSRHS field will increase significantly upon completion of the project. Current and potential future users of the LSRHS field include:

- **Sudbury Girls Softball League:** Approximately 225 families participate in SGSL. An average of 230 girls play in the spring league, 50 during the summer, and 50 in the fall.

In the spring of 2011, 236 girls played in SGSL. The LSRHS field was used 34 times (3 weeknights/week and twice on Saturday for 7 weeks).

During the summer of 2011, the town's U18 travel team used the LSRHS field approximately 3 nights a week. In addition, the U14 travel team used the LSRHS field a few times when no other field was available. Whenever possible, these teams played at the Upper Feeley or Curtis fields because they were both in better condition. In fact, for one U18 game the opposing team refused to play on the LSRHS Softball Field because of its unsafe conditions.

In May 2012, the use of the LSRHS field by SGSL was discontinued due to the unsafe conditions reported and documented by Gale Associates. Therefore, SGSL Travel Softball was limited to 3 fields (all at Feeley) in the summer of 2012.

The SGSL summer travel program continues to expand. In the summer of 2010, one travel team (U14) existed, in 2011 and 2012 the program had three teams (U12, U14, and U18), and in 2013 a fourth team (U10) may be added. In the summer of 2012 SGSL had approximately 50 summer players and hosted teams from other towns 3-4 nights a week.

If the LSRHS field were safe and usable, SGS would renew its use of the field 6 days a week in the spring and summer, with Sundays available for makeup games. The LSRHS field would become SGSL's primary site for summer games, allowing the girls to host teams from other towns without the embarrassment associated with playing on a sub-quality, unsafe field. It would also be helpful for SGSL to have the ability to host games or practices on Thursdays in the summer when no other softball fields are available.

- **LSRHS Softball Program** consists of approximately 40-45 participants each spring, broken down as follows: Varsity (12-13), Junior Varsity (11-13), and Freshmen (15-18). Currently, the Varsity team is the primary user of the field; however, all teams use the field at different times. The LSRHS softball season generally lasts 11 to 12 weeks each spring. During the spring season, program participants practice and/or have a game five days a week (Monday – Friday), but have not historically practiced or had games on the weekend. Currently the JV and Freshmen teams generally practice/play at Upper Featherland (using both the softball and baseball fields (the latter for practice only)).
- **Sudbury Women’s Softball League:** Approximately 90 women participate in the Sudbury Women’s Softball League each year (with about 125 over a few years). Play occurs on Thursday nights from April 12 through October 25. The league plays three games at Feeley Field (using all three fields) each Thursday night during the spring/summer. This fall, the league is playing games Thursday evenings on Upper Featherland under the Lights. The future addition of lights at LSRHS would provide an additional venue for Women’s softball in Sudbury.
- **Sudbury Little League:** When not being used for softball, the LSRHS field could easily be used as a practice field for Little League or T-Ball players, as it has been done on an informal basis in the past.

Expand the range of recreational opportunities available to Sudbury residents of all ages:
(See below.)

Jointly benefit Conservation Commission and Park and Recreation Commission initiatives by promoting passive recreation, such as hiking, biking, and cross-country skiing, on town owned property: (See below.)

Maximize the utility of land already owned by Sudbury (e.g. school property):

While the field improvement project will not directly support passive recreation, it is important to note that the field improvement project is for an existing field and will not require taking away undeveloped land/open space. The cost of improving an existing field versus building a field de novo is about 66%-75% of the cost of a de novo field, excluding the additional cost of acquiring the land.

The Field Improvement Initiative will help maximize land already owned by the town and LSRHS. Without lights, the use is limited to daylight. More important, due to the significant safety issues associated with the current field configuration, current and/or previous users have either stopped using the field or limited use of the field. (Refer to prior discussion.)

Promote the creative use of railway and other corridors to create safe and healthful non-motorized transportation opportunities. N/A

STATEMENT OF NEED:

As outlined in the draft Master Plan Update prepared by Gale and presented to P&R on 10/9/12, there is a significant need to increase the quality and number of softball fields in Sudbury to serve the youth and adult female softball organizations. Step one is to improve the condition of the LSRHS softball field so that it is deemed safe and playable. Gale has deemed the field unsafe for play in its current condition. In response, SGSL/P&R no longer schedule events on this field.

The condition of the LSRHS softball field is not to standard with the NFHS / MIAA guidelines, is a safety issue, and not at parity with the boys' baseball and other sports facilities – a Title IX principle. The primary problem is the inconsistent surface and slope of the outfield grass area.

The current condition of the LSRHS Softball field is not to standard and a safety risk for players during games and practices.

- ✓ The present outfield grade slopes too dramatically for safe play.
 - It slopes 1" down for every 4.4 feet of run in left field. (26" drop from level.)
 - It slopes 1" / 2.9 feet in right field (steeper). (40" drop from level.)
 - The optimal slope for play and drainage is 1/8; however 1/6 is acceptable.
- ✓ The outfield grass has a significant presence of clumps of crabgrass.
 - There are areas in between the clumps of crabgrass that have light or no grass coverage, making the playing surface extremely uneven and dangerous.
- ✓ Examples of 2011 season safety issues/injuries:
 - While tracking a fly ball, an opposing team's outfielder tripped on the uneven playing field, fell, hit her head, and had to leave the game (with what was believed to be a concussion).
 - While attempting to connect the scoreboard's battery power system, a LSRHS player experienced a modest electrical shock.

EXHIBITS:

1. LSRHS SOFTBALL FIELD IMPROVEMENT INITIATIVE – PROJECT BUDGET
2. 2/28/12 – FRIENDS OF LS SOFTBALL LSRHS SCHOOL COMMITTEE PRESENTATION - SUMMARY
3. 2/28/12 – FRIENDS OF LS SOFTBALL LSRHS SCHOOL COMMITTEE PRESENTATION - DETAILED
4. 10/23/12 – FRIENDS OF LS SOFTBALL LSRHS SCHOOL COMMITTEE PRESENTATION
5. 6/15/12 – SOFTBALL FIELD EVALUATION AND MASTER PLANNING REPORT - LINCOLN SUDBURY REGIONAL HIGH SCHOOL (ISSUED BY GALE ASSOCIATES)
6. TITLE IX OVERVIEW
7. EXAMPLES OF SIMILAR PROJECTS
8. 4/5/12 SUDBURY TOWN CRIER ARTICLE – "PLAYING ON A FIELD OF NIGHTMARES"

EXHIBIT 1.

**LSRHS SOFTBALL FIELD IMPROVEMENT
INITIATIVE - PROJECT BUDGET**

LSRHS Softball Field Improvement Initiative

	The proposed budget is based on Gale Report dated 6/15/12, P&R commissioned Gale Report - draft presented on 10/9/12, and feedback from Kevin Rossley (LSRHS Grounds & Maintenance).		UNIT	QUANTITY	UNIT COST	COST	TOTAL COST (6/15/12 Gale Rpt)	(ADJ)	ADJ. TOTAL COST ESTIMATE	CPA REQUEST FY2014	FUTURE PROJECT COSTS
1a	Bonds & Insurance (2%)	LS	1	\$4,164	\$4,164			\$0	\$4,164	\$4,164	
1b	Mobilization/Demobilization	LS	1	\$20,000	\$20,000			\$0	\$20,000	\$20,000	
1	General Conditions						\$24,164		\$24,164	\$24,164	
2	Erosion Control	LS	1	\$5,000	\$5,000		\$5,000	\$0	\$5,000	\$5,000	
3	Demolition	LS	1	\$5,000	\$5,000		\$5,000	\$0	\$5,000	\$5,000	
4a	Strip & dispose of existing clay (assume 4")	CY	87	\$870	\$870			\$0	\$870	\$870	
4b	Prepare sub-base, shape & compact	SY	779	\$2	\$1,558			\$0	\$1,558	\$1,558	
4c	Clay Infield Mix	Ton	130	\$45	\$5,850			\$0	\$5,850	\$5,850	
4	Softball (Infield Only)						\$8,278		\$8,278	\$8,278	
5a	Strip & screen & stockpile topsoil (assume 8")	CY	864	\$9	\$7,776			\$0	\$7,776	\$7,776	
5b	Place & amend root zone materials, 8"	CY	864	\$27	\$23,328			\$0	\$23,328	\$23,328	
5c	Seed athletic field mix & fine grade	SF	35000	\$0	\$10,500			-\$10,500	\$0	\$0	
5d	Turf establishment requirements	LS	1	\$8,000	\$8,000			-\$8,000	\$0	\$0	
5e	Sod Option				\$0			\$35,000	\$35,000	\$35,000	
5	RECONSTRUCT OUTFIELD						\$49,604		\$66,104	\$66,104	
6a	Install irrigation system & controller	Zone	8	\$2,500	\$20,000			\$0	\$20,000	\$20,000	
6b	Connect to Existing Well	LF	1600	\$10	\$16,000			\$0	\$16,000	\$16,000	
6c	Other							\$1,144	\$1,144	\$1,144	
6	IRRIGATION						\$36,000		\$37,144	\$37,144	
7a	4' High Perimeter Fence	LF	730	\$20	\$14,600			\$0	\$14,600	\$14,600	
7b	12' Wide Gate	EA	2	\$1,725	\$3,450			\$0	\$3,450	\$3,450	
7c	Pedestrian Gate	EA	6	\$560	\$3,360			\$0	\$3,360	\$3,360	
7	FENCING						\$21,410		\$21,410	\$21,410	
8	SITE DRAINAGE	LS	1	\$40,000	\$40,000			\$0	\$40,000	\$40,000	
9a	South Wall	SF	600	\$45	\$27,000			\$0	\$27,000	\$27,000	
9b	Northwest Wall	SF	200	\$45	\$9,000			\$0	\$9,000	\$9,000	
9	RETAINING WALLS						\$36,000		\$36,000	\$36,000	

LSRHS Softball Field Improvement Initiative

	The proposed budget is based on Gale Report dated 6/15/12; P&R commissioned Gale Report - draft presented on 10/9/12; and feedback from Kevin Rossley (LSRHS Grounds & Maintenance).	UNIT	QUANTITY	UNIT COST	COST	TOTAL COST (6/15/12 Gale Rpt)	ADJ.	ADJ. TOTAL COST ESTIMATE	CPA REQUEST FY2014	FUTURE PROJECT COSTS
10a	Strip & screen & stockpile topsoil (assume 6")	CY	37	\$5	\$185		\$0	\$185	\$185	
10b	Gravel base (6" thick)	CY	37	\$30	\$1,110		\$0	\$1,110	\$1,110	
10c	Prepare sub-base, shape, compact & fine grad	SY	222	\$2	\$500		\$0	\$500	\$500	
10d	Bituminous walkways, 3" thick	SY	222	\$23	\$5,106		\$0	\$5,106	\$5,106	
	10 WALKWAYS / RAMP					\$6,901		\$6,901	\$6,901	
	SUBTOTAL				\$232,356	\$232,356		\$250,000	\$250,000	
	CONTINGENCY (10%)				\$23,236	\$23,236		\$25,000	\$25,000	
	SOFT COSTS (10%)				\$23,236	\$23,236		\$25,000	\$25,000	
	TOTAL PHASE I				\$278,828	\$278,828	\$17,644	\$300,000	\$300,000	
	PHASE I: Sources of Funding:									
	FOLSS (inc. \$8K in LSRHS Account)							\$40,000	\$40,000	
	SGSL							\$5,000	\$5,000	
	LSRHS Boosters (pending approval)							\$5,000	\$5,000	
	Other							\$0	\$0	
	Other							\$0	\$0	
	CPA Funding							\$250,000	\$250,000	
	Total Sources							\$300,000	\$300,000	

LSRHS Softball Field Improvement Initiative

The proposed budget is based on Gale Report dated 6/15/12, P&R commissioned Gale Report - draft presented on 10/9/12, and feedback from Kevin Rossley (LSRHS Grounds & Maintenance).										
	PHASE II (Not in CPA Funding Request)	UNIT	QUANTITY	UNIT COST	COST	TOTAL COST (6/15/12 Gale Rpt)	ADJ.	ADJ. TOTAL COST ESTIMATE	CPA REQUEST FY2014	FUTURE PROJECT COSTS
11	BLEACHERS	SE	100	\$250	\$25,000	\$25,000	\$0	\$25,000	\$0	\$25,000
12a	Landscaping	LS	1	\$10,000	\$10,000		\$0	\$10,000	\$0	\$10,000
12b	Storage shed on concrete pad	LS	1	\$10,000	\$10,000		\$0	\$10,000	\$0	\$10,000
12c	Sports Field Specialties Dugouts	EA	2	\$10,000	\$20,000		\$0	\$20,000	\$0	\$20,000
12c	Bullpens	LS	1	\$15,000	\$15,000		\$0	\$15,000	\$0	\$15,000
12e	New Backstop	LS	1	\$20,000	\$20,000		\$20,000	\$0	\$0	\$0
12	SITE AMENITIES					\$75,000		\$55,000	\$0	\$55,000
13	SCOREBOARD	LS	1	\$15,000	\$15,000	\$15,000		\$0	\$0	\$0
14a	Site Electrical (connection of system)	LS	1	\$40,000	\$40,000		\$0	\$40,000	\$0	\$40,000
14b	MUSCO Athletic Field Lighting System	Pole	4	\$35,000	\$140,000		\$0	\$140,000	\$0	\$140,000
14	ATHLETIC FIELD LIGHTING					\$180,000	\$0	\$180,000	\$0	\$180,000
	SUBTOTAL PHASE II				\$295,000	\$295,000	-\$35,000	\$260,000	\$0	\$260,000
	CONTINGENCY (10%)					\$29,500		\$26,000	\$0	\$26,000
	SOFT COSTS (7%)					\$20,650		\$18,200	\$0	\$18,200
	TOTAL PHASE II					\$345,150		\$304,200	\$0	\$304,200
	TOTAL COST (PHASE I & II)				\$573,828	\$623,978	-\$17,357	\$604,200	\$300,000	\$304,200

EXHIBIT 2.

**2/28/12 – FRIENDS OF LS SOFTBALL LSRHS
SCHOOL COMMITTEE PRESENTATION –
SUMMARY**

FOLSS LSRHS SCHOOL COMMITTEE PRESENTATION

2012 Softball Field Improvement Project – 2/28/2012

“All we are looking for is a level playing field...”

Friends of Lincoln-Sudbury Softball (“FOLSS”) is a newly formed 501c.3 (pending) organization of parents and softball advocates created to support and enrich the LSRHS Softball Program with resources, including donated funds, physical improvements, energy, and equipment.

Board: Sue Pardus, Jan Ryan, Amy Vesely, Jeff Dade, Joe Durning, Nancy Kimble, and Ruthann Wry

We Seek the following from the LSRHS School Committee:

- ✓ Recognition of the Friends of Lincoln-Sudbury Softball (“FOLSS”) Organization.
- ✓ Support and acknowledgement of FOLSS’ plans to raise funds for the Softball Program.
- ✓ Approval to complete improvements to the LSRHS Softball Field.
- ✓ Approval for FOLSS’ proposed Banner Recognition Program to help fund the Softball Field Improvement Project.

Executive Summary:

- ✓ Improve condition of the LSRHS softball field by adding electrical service to the area and an irrigation system to maintain the outfield surface going forward.
- ✓ Provide funding for the project and project management assistance to LSRHS Building & Grounds to level and reseed the outfield grass area.

Problem Statement:

The current condition of the LSRHS Softball field, which is located near the main entrance to the school parking lot, is not to standard and a safety risk for players during games and practices.

- ✓ The present outfield grade slopes too dramatically for safe play.
- ✓ The outfield grass has a significant presence of clumps of crabgrass.
- ✓ These conditions make playability difficult, are not to standard, and are a safety hazard for players.
- ✓ The current condition of the LSRHS Girls’ Softball field appears to be outside the guiding principles of NFHS Title IX in comparison with both boys’ LSRHS baseball fields (i.e. Varsity & JV/Freshman).

Objectives:

- ✓ Bring the LSRHS Softball field up to an acceptable level of playability for the Girls’ Softball Program.
- ✓ Remove the students’ safety risk from an uneven, badly sloping playing field that can cause injuries, such as sprained ankles and concussions, as well as bad hops that affect good and fair playability.
- ✓ Install appropriate electrical system to support both irrigation and safe and proper scoreboard operation.
- ✓ In the spirit of Title IX, bring the LSRHS softball field to the same condition as all the other playing fields at LSRHS, including the Boys’ Varsity and JV/Freshman baseball fields, soccer, lacrosse, and other LSRHS school sports venues.
- ✓ Improve the first impression for all entering the school grounds near the field by having a visually pleasing, ‘Class A’ fully functional athletic field.
- ✓ **These objectives are to be accomplished by leveling and reseeding the outfield grass area and installing an irrigation and electrical system to maintain the grass surface quality.**

Scope of the Project:

- ✓ **Phase I: Electrical** – Provide 200 amp service to the field for irrigation control, scoreboard, pitching machine, and possibly future lighting.
- ✓ **Phase II: Landscape** – Level and seed the outfield area.
- ✓ **Phase III: Irrigation system** – Install irrigation system for the softball field to be connected to the athletic fields’ well water supply and connect power for safe scoreboard operation.

Budget & Funding:

Project Costs: \$45,200

- Phase I Electrical - \$7,200
- Phase II Landscape - \$24,000
- Phase III Irrigation / Electrical - \$14,000
- 10% "overage/cushion" - \$4,800

Total Budget: \$50,000

Future Necessary Funding – Incremental Annual Maintenance Costs/Upkeep: \$1,430

(Estimate provided by LSRHS Buildings & Grounds)

Project Funding Sources:

- **LSRHS Softball Account - \$10,000**
 - Includes \$1,500 from LS Boosters
- **FOLSS Fundraising - \$40,000 goal:**
 - Sudbury Girls Softball League ("SGSL") donation - \$5,000 (Committed)
 - Matching Gift Donor - \$5,000 (Committed)
 - Contribution Acknowledgement Banner Program - \$15,000
 - Spring 2012 Electronics Recycling - \$6,000
 - Spring 2012 Car Wash - \$2,000
 - Other Fundraising/Donations - \$7,000

Ongoing Fundraising - \$3,000 annually (minimum)

Future Project Evaluation and Benefits:

- ✓ Conduct survey to evaluate field playability, safety, use, & maintenance (before/after).
- ✓ SGSL is 200+ families strong across grades K-8.
- ✓ SGSL's use of field will increase (currently spring and only limited summer due to field conditions).
- ✓ Enhanced field conditions will benefit player safety for LSRHS and SGSL programs and increase interaction between programs.
- ✓ **Varsity/JV players help with coaching and training youth clinics.**
- ✓ SGSL has committed \$5,000 towards this project.

Timeline & Next Steps:

February – March 2012

- Present project proposal to School Committee for approval.
- Officially form Friends of LS Softball ("FOLSS") as a 501c3.
- Complete Phase I Electrical.
- Complete Bidding Process for Phase II Landscape and Phase III Irrigation.
- Select vendors.

March – August 2012 – FOLSS fundraising activities (dates subject to change)

- March 24th (Saturday) – Electronics Recycling
- April 28th (Saturday) – Babysitting Night
- May 5th (Saturday) – Alumni Softball Event
- May 20th (Sunday) – Car Wash
- Ongoing – Solicitation of local businesses/individuals.

August – September 2012

- Complete Phase II Landscape then Phase III Irrigation - FOLSS Project Management.

September 2012 – March 2013

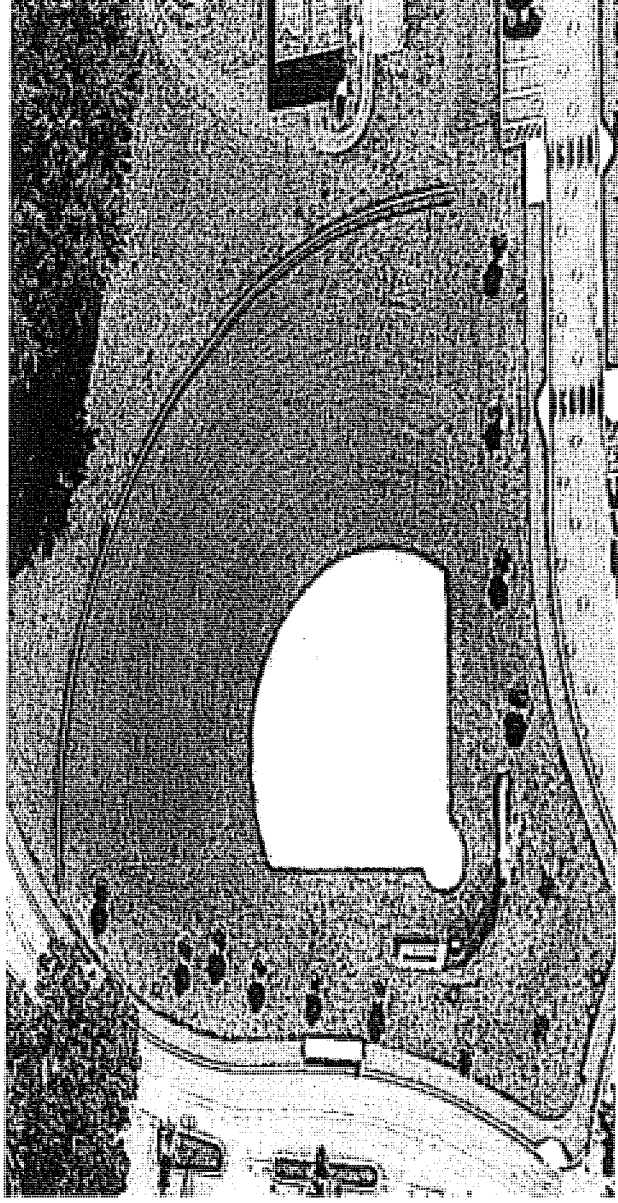
- FOLSS fundraising for ongoing field maintenance and/or other requirements/projects.
- Design, obtain LSRHS approval, and install recognition banners.

April 2013 – "Opening Day" Celebration.

EXHIBIT 3.

**2/28/12 – FRIENDS OF LS SOFTBALL LSRHS
SCHOOL COMMITTEE PRESENTATION –
DETAILED**

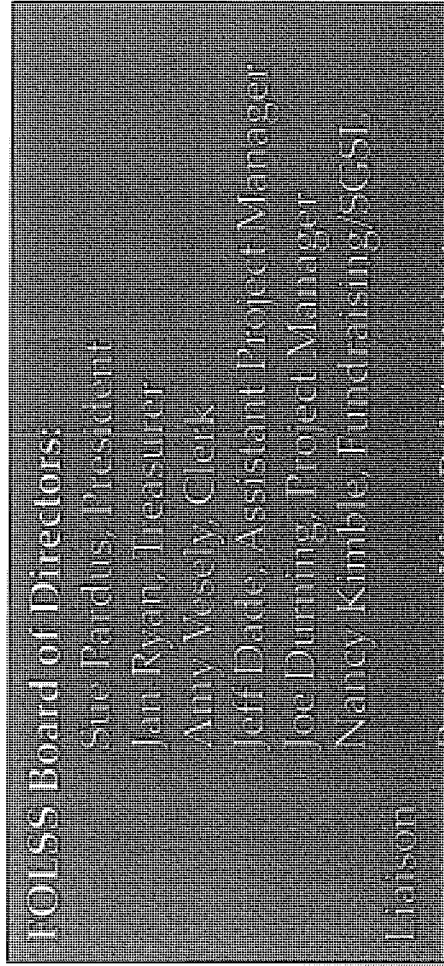
Lincoln-Sudbury Regional High School 2012 Softball Field Improvement Project



FRIENDS OF LINCOLN-SUDBURY SOFTBALL ("FOLSS")
LINCOLN-SUDBURY SCHOOL COMMITTEE
PRESENTATION
FEBRUARY 28, 2012

Who we are

- ✓ Friends of Lincoln-Sudbury Softball (FOLSS) - a newly formed 501c.3 (pending) organization of parents and softball advocates created to support and enrich the LSRHS Softball Program with resources, including donated funds, physical improvements, energy, and equipment.
- ✓ All FOLSS members and contributors understand and appreciate that participation with this organization collectively and/or individually will have no influence or bearing on team selection, playing time, and/or positional assignments by the coaches and staff of the Lincoln-Sudbury High School Softball Program.



Who we are and our Partners

Our first order of business is to lead a project to improve the LSRHS playing field.

FOLSS and the Field Improvement Project have had encouragement/support/guidance from LSRHS leadership:

Scott Carpenter – Superintendent/Principal

Nancy O’Neil - Athletic Director

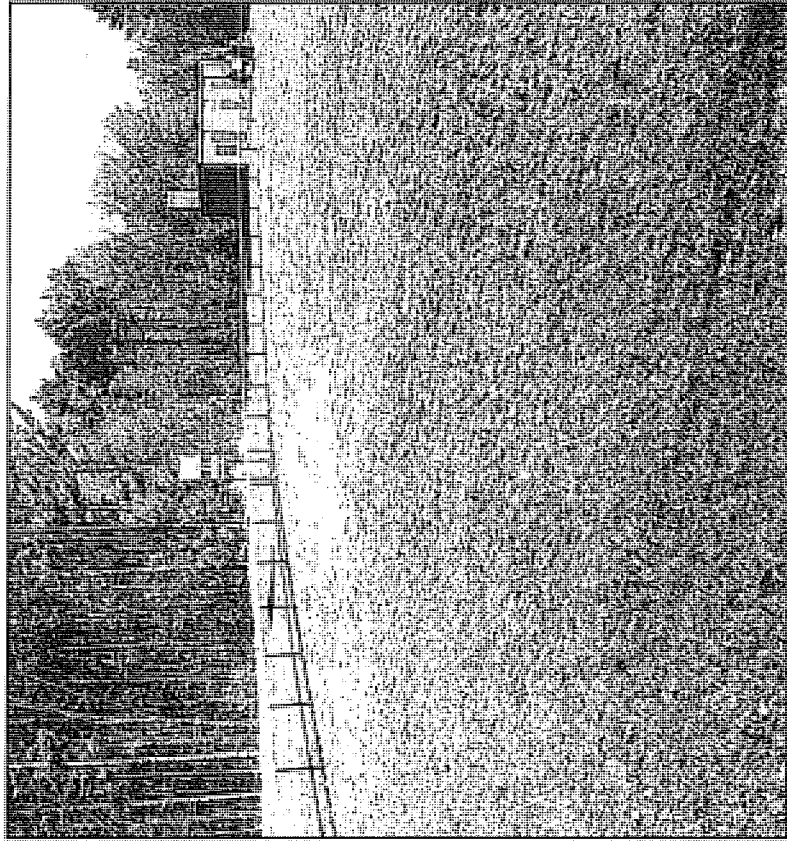
Nancy Childress - Head Coach/Softball Coaching Staff

Kevin Rossley - Building & Grounds Coordinator

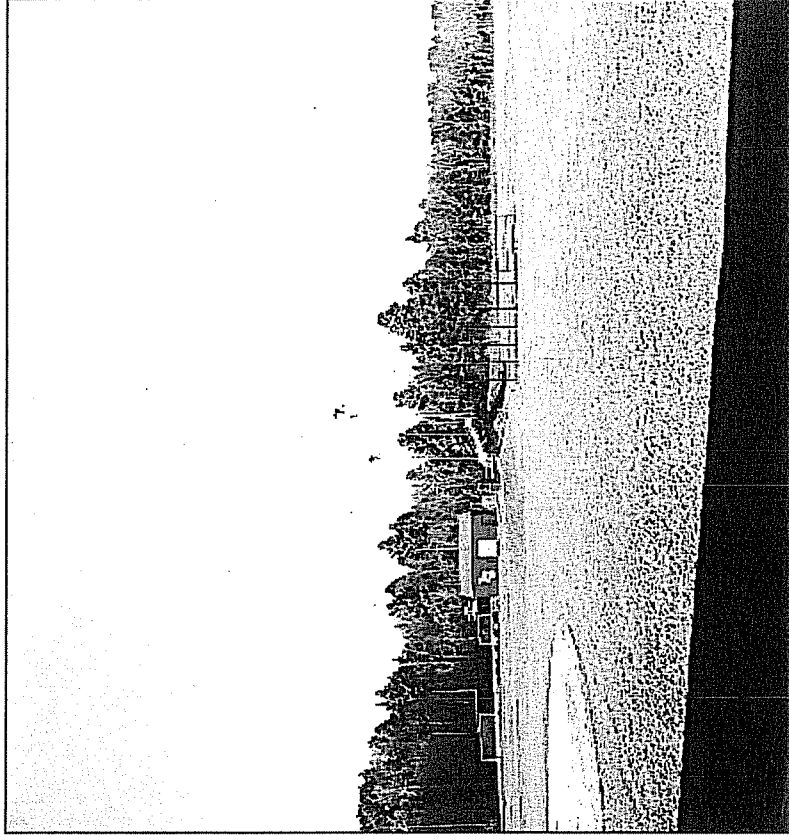
Judy Belliveau - Director of Finance

Lincoln-Sudbury Regional High School 2012 Softball Field Improvement Project

“All we are looking for is a level playing field...”



GIRLS' SOFTBALL FIELD



BOYS' BASEBALL FIELDS

Lincoln-Sudbury Regional High School 2012 Softball Field Improvement Project

THE FRIENDS OF LINCOLN-SUDBURY SOFTBALL ORGANIZATION SEEKS THE FOLLOWING FROM THE LSRHS SCHOOL COMMITTEE:

- ✓ *Recognition of the Friends of Lincoln-Sudbury Softball ("FOLSS") Organization.*
- ✓ *Support and acknowledgement of FOLSS' plans to raise funds for the Softball Program.*
- ✓ *Approval to complete improvements to the LSRHS Softball Field (outlined herein).*
- ✓ *Approval for FOLSS's proposed Banner Recognition Program to help fund the Softball Field Improvement Project.*

Agenda

- **Executive Summary**
- **Problem Statement**
- **Objectives**
- **Scope of the Project**
- **Budget & Funding**
- **Future Project Evaluation**
- **Timeline & Next Steps**

Executive Summary

- ✓ Improve condition of the LSRHS softball field.

The condition of the LSRHS softball field is not to standard with the NFHS guidelines, is a safety issue, and not at parity with the boys' baseball facilities – a Title IX principle. The primary problem is the inconsistent surface and slope of the outfield grass area.

- ✓ Provide funding for the project and project management assistance to LSRHS Building & Grounds to level and reseed the outfield grass area.

This project will add electrical service to the area and add an irrigation system to maintain the outfield surface going forward.

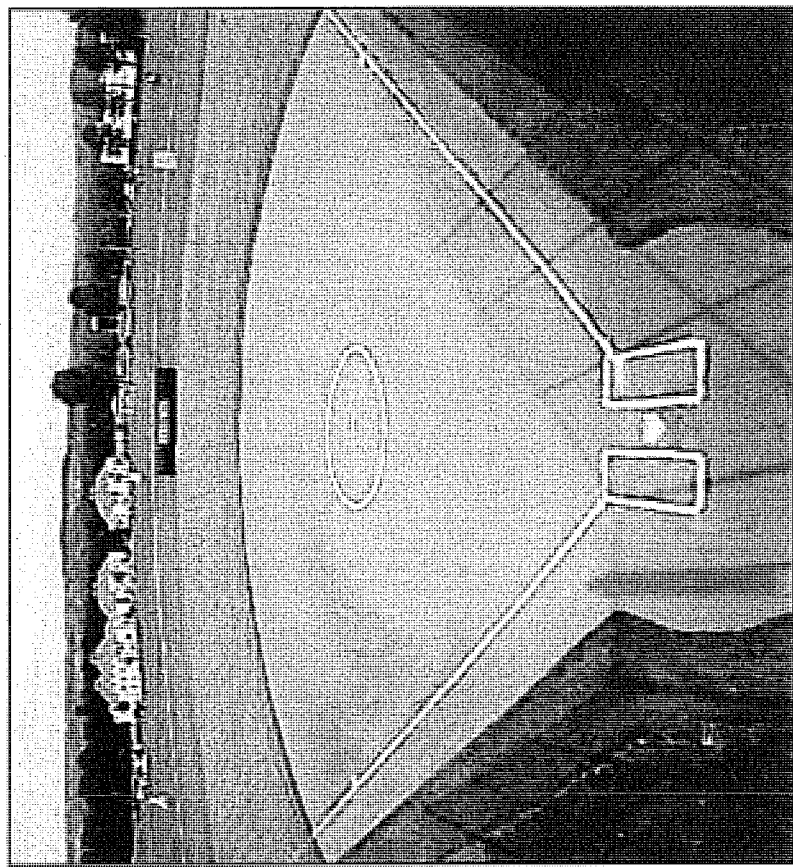
Provide a safe and equitable environment for the LSRHS Girls' Softball Program.

Lincoln-Sudbury Regional High School 2012 Softball Field Improvement Project

Current State



Future State



Problem Statement

The current condition of the LSRHS Softball field, which is located near the main entrance to the school parking lot, is not to standard and a safety risk for players during games and practices.

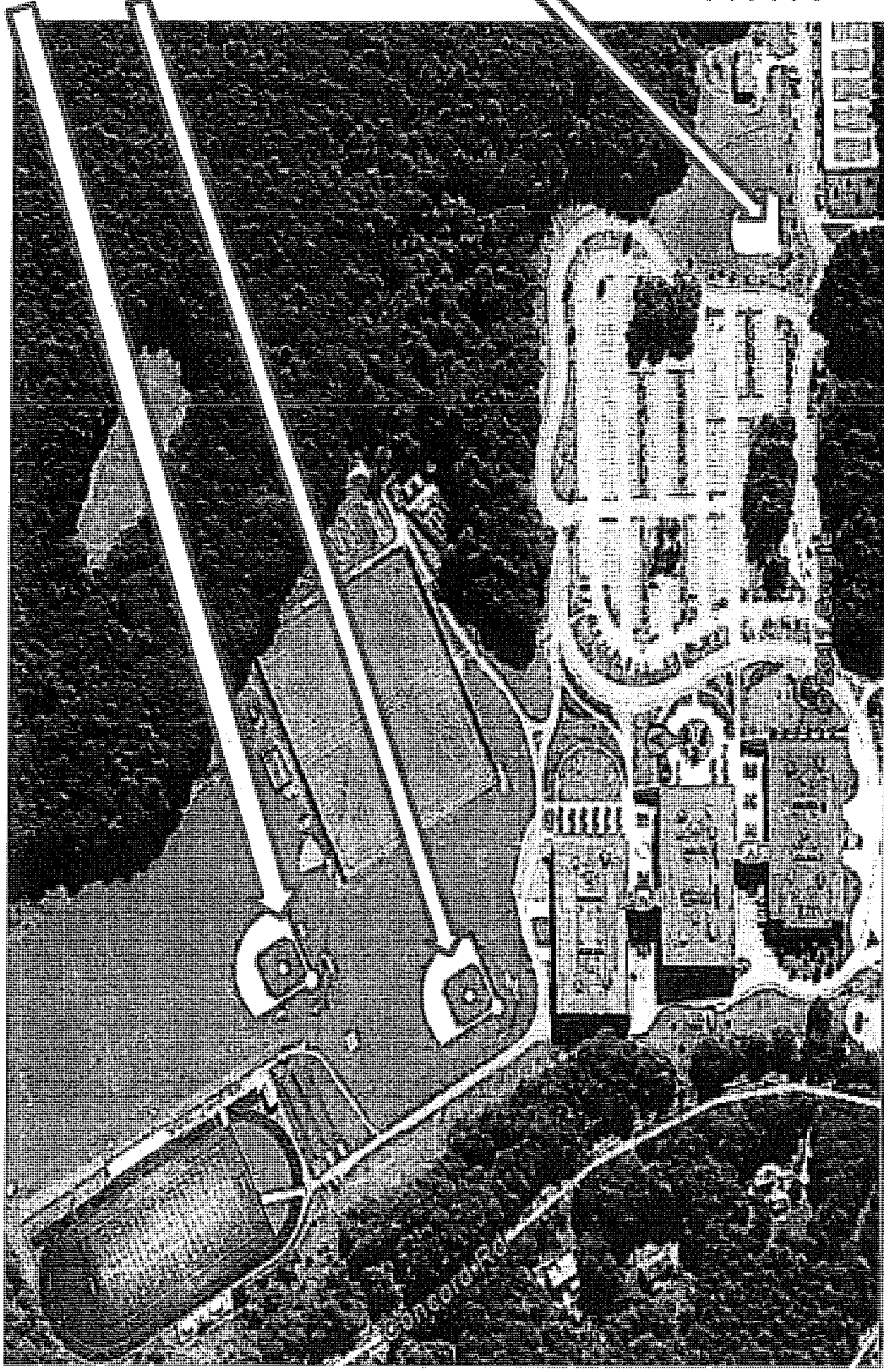
- ✓ The present outfield grade slopes too dramatically for safe play.
 - It slopes 1" down for every 4.4 feet of run in left field. (26" drop from level.)
 - It slopes 1"/ 2.9 feet in right field (steeper). (40" drop from level.)
 - The optimal slope for play and drainage is 1/8; however 1/6 is acceptable.

- ✓ The outfield grass has a significant presence of clumps of crabgrass.
 - There are areas in between the clumps of crabgrass that have light or no grass coverage, making the playing surface extremely uneven and dangerous.

- ✓ Examples of 2011 season safety issues/injuries:
 - While tracking a fly ball, an opposing team's outfielder tripped on the uneven playing field, fell, hit her head, and had to leave the game (with what was believed to be a concussion).
 - While attempting to connect the scoreboard's battery power system, a LSRHS player experienced a modest electrical shock.

These conditions make playability difficult, are not to standard, and are a safety hazard for players.

Problem Statement



Boys' Fields
Varsity
JV / Freshman

- Level Surface
- Smooth Grass
- 2 fenced-in Batting Cages

Girls' Field
Varsity
JV
Freshman

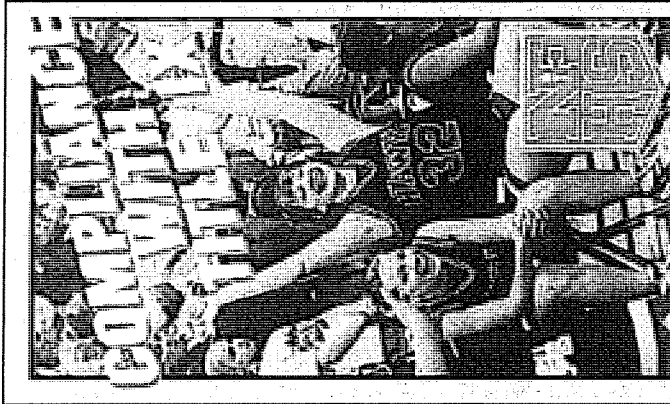
- Not Level Surface
- Rough Grass
- 1 Net Batting Cage

The current condition of the LSRHS Girls' Softball field appears to be outside the guiding principles of NEHS Title IX in comparison with both Boys' LSRHS baseball fields (i.e. Varsity and JV/Freshman).

Problem Statement

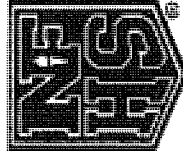
Documentation for the following questions could prove valuable when conducting a self-evaluation, or during an OCR investigation.

Does the policy and practice of school-utilized facilities provide comparable access for practice and competition?



**National Federation of
State High School
Associations**

National Federation of State High School Associations



2011 NFHS SOFTBALL POINTS OF EMPHASIS

FIELD OF PLAY. All high school softball fields used for competition should be properly maintained. This includes ensuring that the grass is well groomed and mowed to the proper height. The field should be level with no obstructions between the foul lines. All lines should be white and properly marked. The foul lines should extend from home plate, beyond the bases, to the outfield fence. If no outfield fence is present, the foul lines should extend at least 185 feet into the outfield. The catcher's box should be marked 10 feet deep and 8 feet, 5 inches in width behind the batters boxes. If a designated media area will be used, the area must be marked prior to the start of the game.

Objectives

- ✓ Bring the LSRHS Softball field up to an acceptable level of playability for the Girls' Softball Program.
- ✓ Remove the students' safety risk from an uneven, badly sloping playing field that can cause injuries, such as sprained ankles and concussions, as well as bad hops that affect good and fair playability.
- ✓ Install appropriate electrical system to support both irrigation and safe and proper scoreboard operation.
- ✓ In the spirit of Title IX, bring the LSRHS softball field to the same condition as all the other playing fields at LSRHS, including the Boys' Varsity and JV/Freshman baseball fields, soccer, lacrosse and other LSRHS school sports venues.
- ✓ Improve the first impression for all entering the school grounds near the field by having a visually pleasing, 'Class a' fully functional athletic field.

These objectives are to be accomplished by leveling and reseeded the outfield grass area and installing an irrigation and electrical system to maintain the grass surface quality.

Scope of Project – 3 Phases

Phase I: Provide 200 amp electrical service to the field for irrigation control, scoreboard, pitching machine and possibly future lighting.

- 1 RFP received / David Cochran - LSRHS B&G approved electrical vendor.

Phase II: Landscape – Level and seed the outfield area.

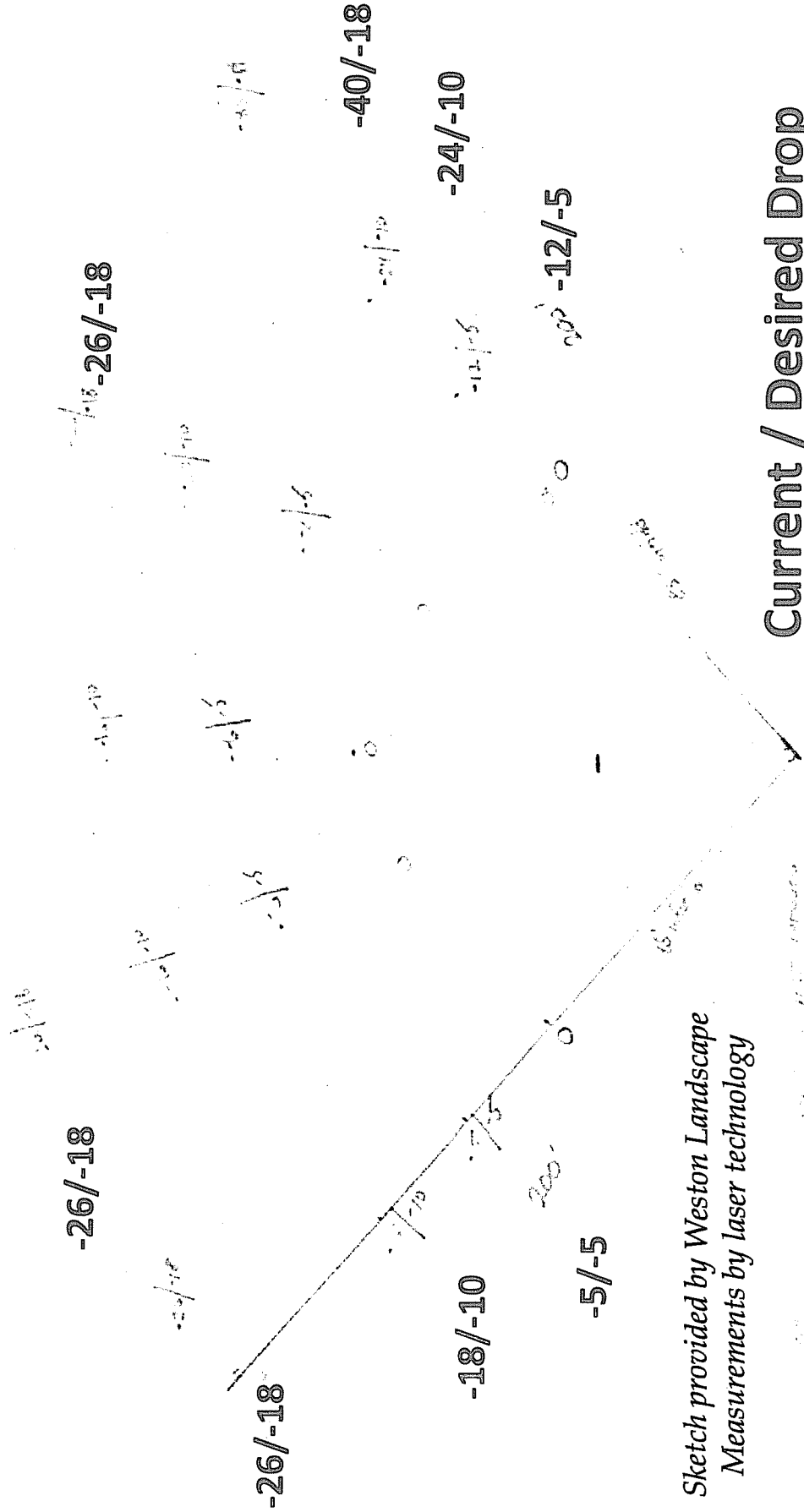
- Lift and set aside existing outfield fence.
- Strip and remove from site all existing turf on field within foul lines and extend outside foul lines by approximately 12 feet.
- Re-grade the entire outfield area to a uniform 1 inch pitch for every 6 feet of run from the infield to the fence by adding necessary amounts of loam.
- Fine grade entire field.
- Re-install outfield fence.
- Seed entire field with athletic field mix and clean up site.

Initiate and complete a 3 RFP bid process in conjunction with LSRHS Building & Grounds and Finance. Service providers selected for RFP:

- Weston Landscape – Sudbury ownership / local ball field construction experience.
- Semple Landscape – Sudbury ownership / local ball field construction experience.
- Valley Crest – LSRHS B&G approved landscape vendor.

Scope of Project

Phase II: Landscape – Level and seed the outfield area.



Sketch provided by Weston Landscape
Measurements by laser technology

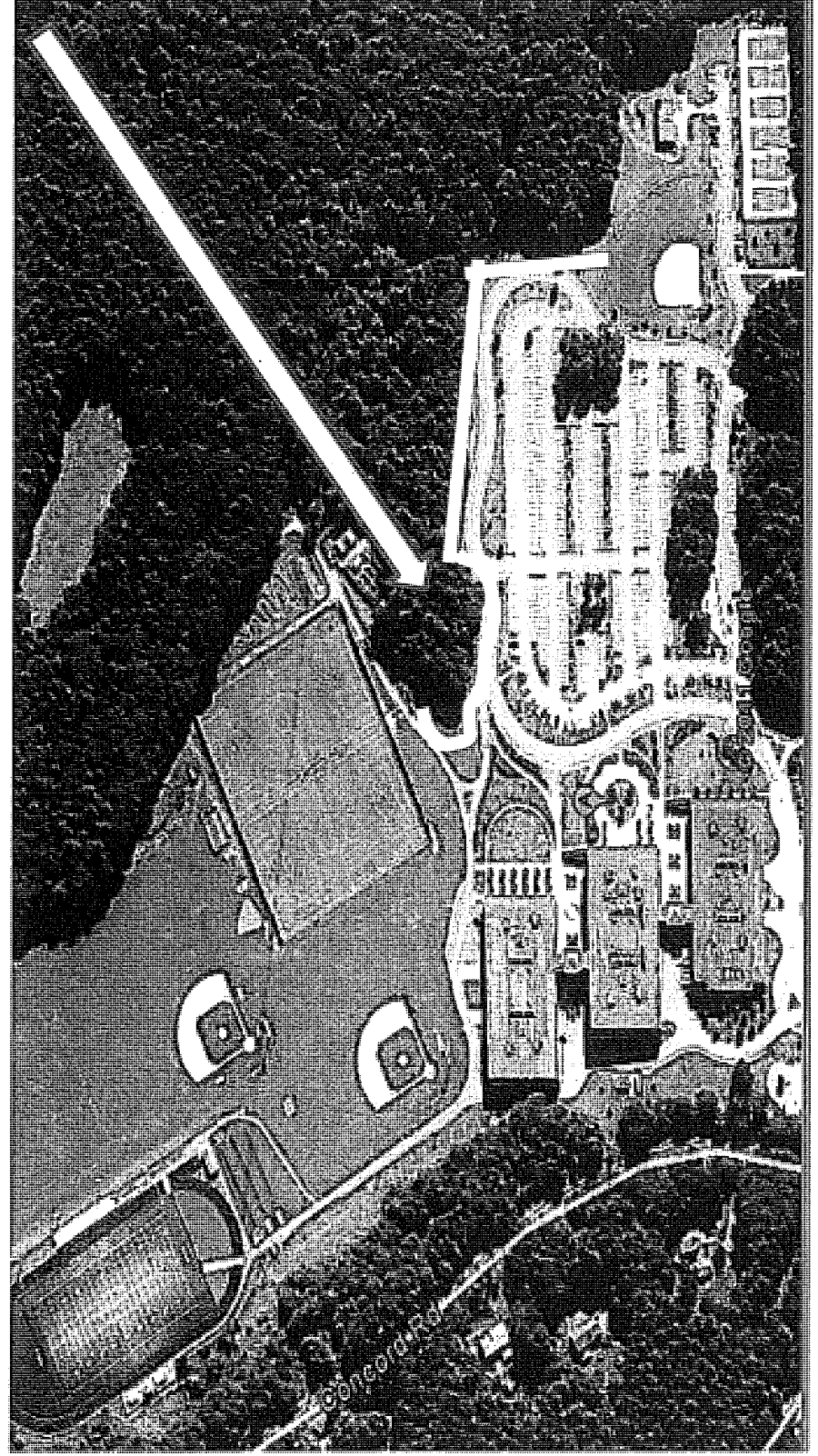
Current / Desired Drop
Desired at 1/6 slope

Measure of 1/6 slope is 1.67 ft vertical
1.67 ft horizontal = 1.67 ft
5000 ft x 1.67 ft = 8350 ft

Scope of Project

Phase III: Irrigation system

- Install irrigation system for the softball field to be connected to the athletic fields' well water supply (main line from lacrosse field tap to softball field).
- Install irrigation controller located at the softball field.
- Connect power for safe scoreboard operation.



Budget & Funding

Project Costs: \$45,200

- Phase I Electrical - \$7,200
- Phase II Landscape - \$24,000
- Phase III Irrigation / Electrical - \$14,000
- 10% “average/cushion” - \$4,800

Total Budget: \$50,000

Future or Other Necessary Funding – Annual Maintenance Costs and Upkeep:

- Future funding will be in the nature of field and irrigation system maintenance.
- The cost to cut grass on a regular basis will not be incremental to the existing budget.
- The total annual start up / running / shutdown, maintenance, and repair for the irrigation will run approximately \$1,430 per year.

- Provide irrigation sufficient to maintain integrity of the grass surface:
 - Incremental electricity
 - Incremental water usage
- Start up irrigation system in the spring / drain down system in the fall.
- Annual repair budget (i.e. broken heads, etc.).

Total Incremental Annual Costs: \$1,430 (Estimate provided by LSRHS Building & Grounds).

Budget & Funding

Project Funding Sources:

- LSRHS Softball Account - \$10,000 (includes \$1,500 from LS Boosters).
- FOLSS Fundraising - \$40,000 goal:
 - Sudbury Girls Softball League ("SGSL") donation - \$5,000 (Committed)
 - Matching Gift Donor - \$5,000 (Committed)
 - Contribution Acknowledgement Banner Program - \$15,000
 - Spring 2012 Electronics Recycling - \$6,000
 - Spring 2012 Car Wash - \$2,000
 - Other Fundraising/Donations - \$7,000

Ongoing LSRHS Softball Team/FOLSS Fundraising - \$3,000 for future operating expenses
(**\$1,430 incremental expenses plus other potential future needs.**)

- Fall 2012 Car Wash - \$2,000
- Other activities - \$1,000

Fundraising Details

Contribution Acknowledgement Banner Program Details:

- Semi-permanent banners attached to the outfield fence.
- Put up in the spring and removed in the fall.
- Size will be 3 feet by 4 feet approximately.
- Limited to eight banners total.
- Design and content approved by LSRHS (Scott Carpenter or designee).

Proposed donation levels:

- MVP \$10,000 / Grand slam \$5,000 / Home Run \$2,500
- Triple Play \$1,000 / Double \$500 / Single \$250
- Sacrifice Fly \$100 / Friends of LS Softball \$25

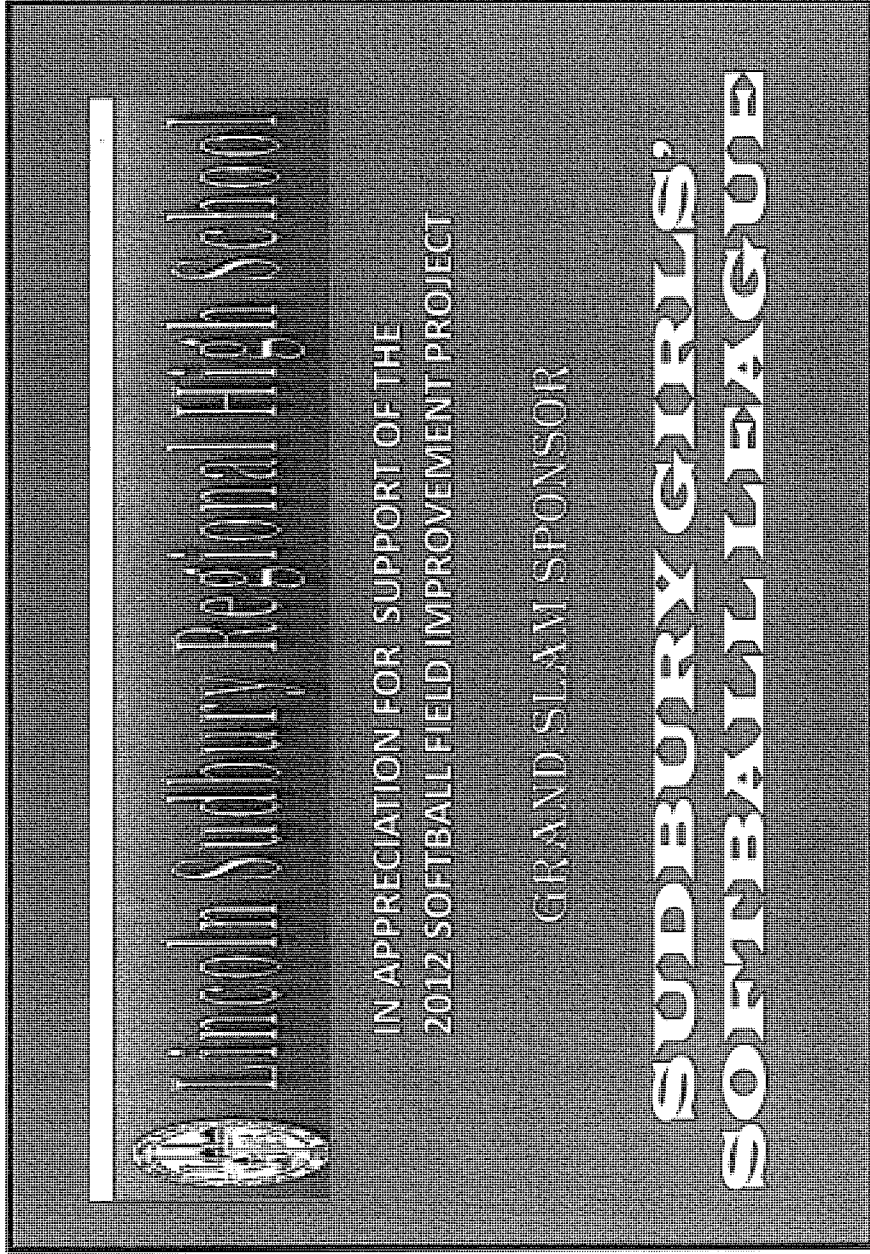
Donation size will determine years displayed and banner prominence:

- 5 years for \$2,500+ / 3 years for \$1,000+ / 2 years for \$500+
- In most cases, each banner will recognize multiple donors at a specific level.
- Other gifts will be recognized in an "Opening Day" Celebration pamphlet. This will include all gifts greater than \$25.

Program management by FOLSS in consultation with LSRHS Athletic Director, Softball Coaching Staff, and/or Building & Grounds Coordinator.

Contribution Acknowledgement Banner Program Details

Banner Example:



Future Project Evaluation and Benefits

- *Conduct survey to evaluate field playability, safety, use, & maintenance (before/after).*
- *SGSL is 200+ families strong across grades K-8.*
- *SGSL's use of field will increase (currently spring and only limited summer due to field conditions).*
- *Enhanced field conditions will benefit player safety for LSRHS and SGSL programs and increase interaction between programs.*
- *Varsity/JV players help with coaching and training youth clinics.*
- *SGSL has committed \$5,000 towards this project.*

Timeline/Next Steps

February - March 2012

- Project proposal to School Committee for approval.
- Officially form Friends of LS Softball ("FOLSS") as a 501c3.
- Award Phase I Electrical to David Cochran (under \$9k rules apply)/Approved by Building & Grounds.
- Phase II Landscape out to Bid (under \$25k rules apply) – 3 bids required.
- Get 3rd bid for Phase III Irrigation.
- Select vendors for Phase I Electrical, Phase II Landscape, and Phase III Irrigation. FOLSS with Building & Grounds.
- Complete Phase I Electrical.

March – August 2012 – FOLSS fundraising activities (dates subject to change)

- March 24th (Saturday) – Electronics Recycling
- April 28th (Saturday) – Babysitting Night
- May 5th (Saturday) – Alumni Softball Event
- May 20th (Sunday) – Car Wash
- Ongoing – Solicitation of local businesses/individuals.

August – September 2012

- Complete Phase II Landscape then Phase III Irrigation - FOLSS Project Management.

September 2012 – March 2013

- FOLSS fundraising activities to support ongoing field maintenance and/or other requirements/projects.
- Design, obtain LSRHS approval, and install recognition banners.

April 2013 – "Opening Day" Celebration.

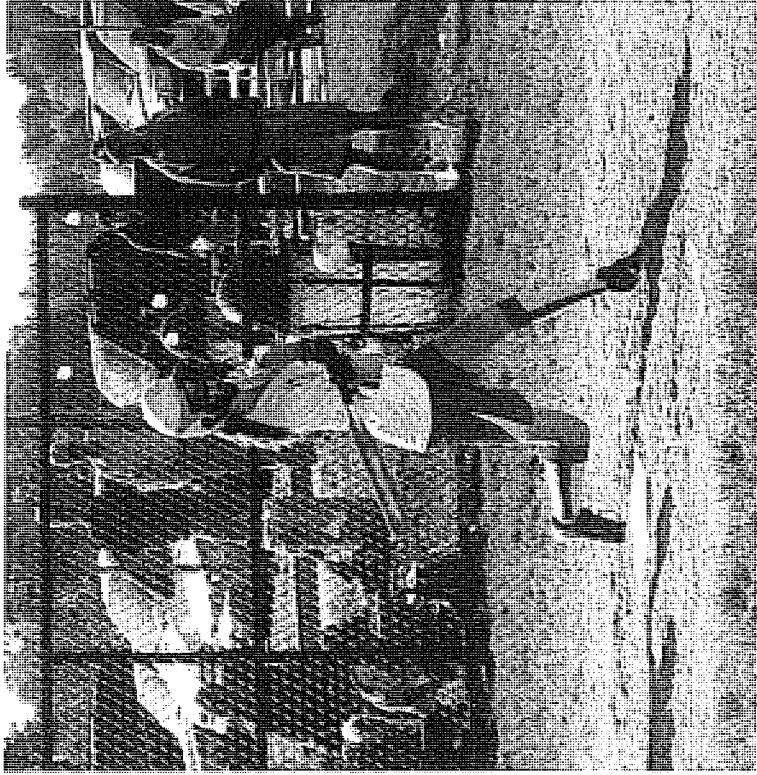
Do we have your support?

- ✓ *Recognize Friends of LS Softball Organization.*
- ✓ *Move forward with Field Improvement Project.*
- ✓ *Conduct Project Fundraising Activities.*
- ✓ *Implement Banner Recognition Program.*

Help Establish a Level Playing Field!

**Lincoln-Sudbury Regional High School
2012 Softball Field Improvement Project**

**THANKS FOR HELPING TO ESTABLISH A LEVEL
PLAYING FIELD FOR THEM...**



LINCOLN-SUDBURY REGIONAL HIGH SCHOOL SOFTBALL PROGRAM

Lincoln-Sudbury Regional High School
2012 Softball Field Improvement Project

For the Future....



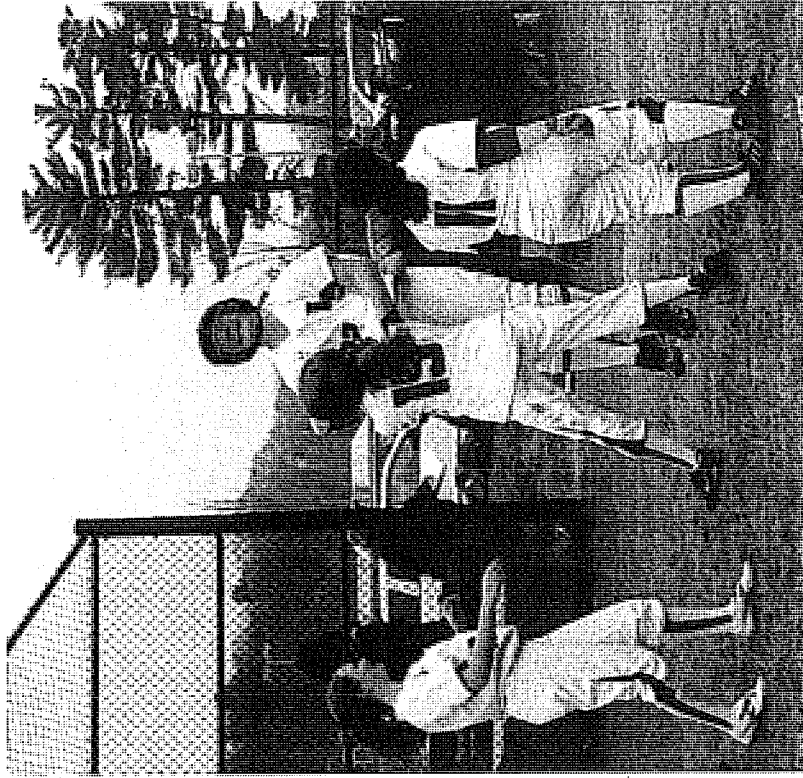
Curtis Softball Team



Sudbury Girls' Softball League

**Lincoln-Sudbury Regional High School
2012 Softball Field Improvement Project**

Thank you for your support!!



LINCOLN-SUDBURY REGIONAL HIGH SCHOOL SOFTBALL PROGRAM

Back-up slides

Future Project Evaluation

- ✓ A survey will be developed to evaluate/track playability, safety, use, and maintenance of the Field (before/after improvements).
- ✓ FOLSS will work with LSRHS Athletic Director/Softball Coaching Staff and SGSL to track actual use of field (before/after improvements).
- ✓ This data will be gathered and shared with FOLSS organization, LSRHS Athletic Director, LSRHS Softball Coaching Staff, and SGSL leadership.
- ✓ Enhanced field conditions will benefit player safety for both the LSRHS program and the players in the SGSL program (that “feeds” the LSRHS program with future high school players).

Future Project Benefit

- ✓ In 2011, 236 girls played in SGSL. The LSRHS field was used 34 times (3 weeknights/week and twice on Saturday (i.e. 5 times for 7 weeks)). During the summer of 2011, the town's U18 and U14 travel teams typically played at the Upper Feeley or Curtis fields because they were both in better condition. (In fact, one game scheduled at LSRHS was moved to Curtis because upon arrival at game time, both Coaches agreed that the field condition was too dangerous for play.)
- ✓ Once the Field Improvement Project is complete, we anticipate the SGSL program will use the LSRHS field 6 days/week in the spring and possibly 6 days/week in the summer. The LSRHS field is the only softball field available in Sudbury to SGSL with a permanent pitching mound installed at 43 feet (the ideal location for U18 and U14 games).
- ✓ The SGSL summer travel program continues to expand. In the summer of 2010, one travel team (U14) existed, last year the program had three teams (U12, U14, and U18), and this year a fourth team (U10) may be added.
- ✓ The support and expansion of the SGSL Program will help to provide a source of well-trained softball players to promote a higher level of play at LSRHS.

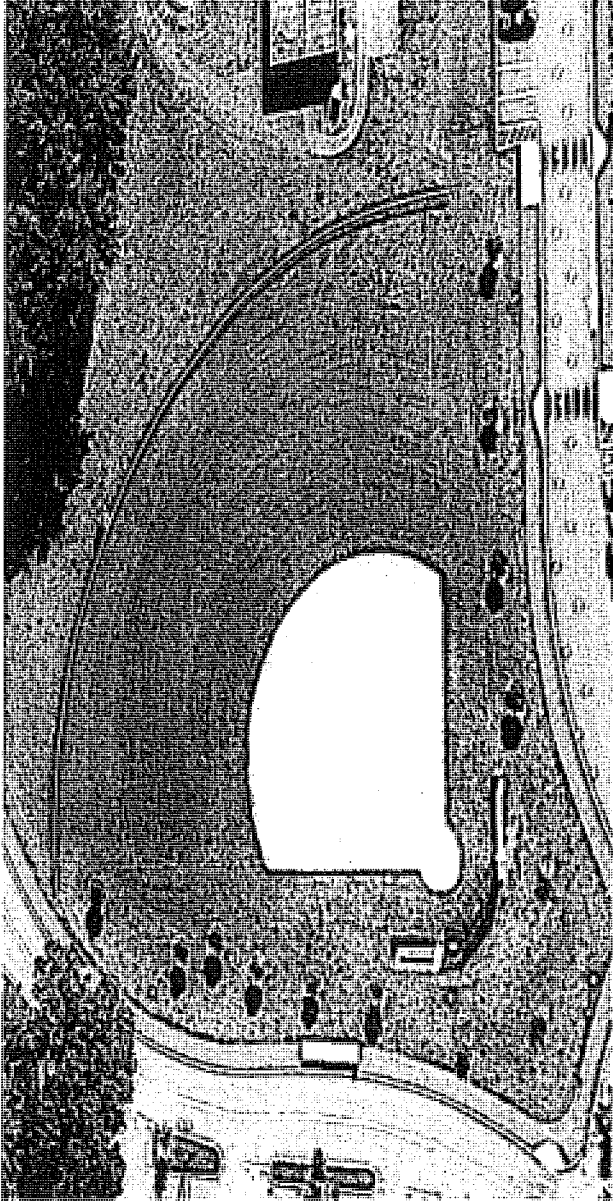
Future Project Benefit

- ✓The Sudbury Girls' Softball League ("SGSL"), with players from kindergarten thru 8th grade, have used the LSRHS Girls' Softball field for games and practices in the spring and summer when not in use by high school teams. **These young players feel honored to be playing on a field the "big players" compete on. Parents are supportive.**
- ✓The SGSL has a very good relationship with the coaches and staff of the LSRHS Softball Program. **Many varsity and junior varsity players help out with coaching and training in the fall and winter clinics for young players.**
- ✓The Board of Directors of the SGSL strongly support this project and have committed to donate \$5,000 towards the completion of this project.
- ✓The managers and coaches of the SGSL make the association with LSRHS and the Softball Program well known.
- ✓With the addition of lights (in the future), the Sudbury in-town women's softball league games could also take place at LSRHS.

EXHIBIT 4.

**10/23/12 – FRIENDS OF LS SOFTBALL LSRHS
SCHOOL COMMITTEE PRESENTATION**

Lincoln-Sudbury Regional High School 2012 Softball Field Improvement Project



FRIENDS OF LINCOLN-SUDBURY SOFTBALL ("FOLSS")
LSRHS SCHOOL COMMITTEE UPDATE
October 23, 2012

Lincoln-Sudbury Regional High School 2012 Softball Field Improvement Project

THE FRIENDS OF LINCOLN-SUDBURY SOFTBALL ORGANIZATION OBTAINED APPROVAL FOR THE FOLLOWING FROM THE LSRHS SCHOOL COMMITTEE:

- ✓ *Recognition of the Friends of Lincoln-Sudbury Softball ("FOLSS") Organization. (Approved – 2/28/12)*
- ✓ *Support and acknowledgement of FOLSS' plans to raise funds for the Softball Program. (Approved – 2/28/12)*
- ✓ *Approval to complete improvements to the LSRHS Softball Field. (Approved – 2/28/12)*
- ✓ *Approval for FOLSS's proposed Banner Recognition Program to help fund the Softball Field Improvement Project. (Decision deferred on 2/28/12. On 3/27/12 SC approved "tasteful recognition" (i.e. plaques) on/near the field.)*

Timeline

- **November – December 2011**
 - LSRHS leadership supports formation of FOLSS.
 - Judy Belliveau, Finance Director, advises FOLSS to form a 501 3(c) organization to raise funds and oversee/manage the Field Improvement Project.
 - Local landscaper scopes outfield project at \$50K (Electrical / Irrigation / Field).
 - LSRHS has bids on electrical and irrigation.
- **February & March 2012**
 - SC committee presentation / approval.
- **April 2012**
 - FOLSS (w/ SC knowledge) engages Gale for Softball Field Evaluation & Master Plan.
- **May – June 2012**
 - Gale Study defines the work needed to establish a safe playing field and provides specifications for such work, including estimated costs.
 - Gale Study: Phase I Costs = \$279K (Field) Phase II = \$280K (Lights/Other)
 - Gale Study confirms issues relative to field condition, safety, playability, and MIAA / NFHS non-compliance (Title IX principles).
 - Report findings support conclusion that scope and cost of the project is beyond FOLSS's mission, expertise, and authority.
 - FOLSS activities "paused" as additional project support and funding is required.

Timeline

- *September 2012*
 - *FOLSS meets with LSRHS leadership.*
 - *FOLSS determines CPA Funding is the best avenue to fund/move project forward.*
- *October – November 2012*
 - *FOLSS participates in review of Sudbury Park & Recreation Commission's Field Master Plan prepared by Gale Associates. (Draft presented 10/9/12.) Again, LSRHS Softball Field is deemed unsafe and is targeted as the first field in the Town of Sudbury to be rehabilitated.*
 - *Meet with and gain endorsement for Field Project from key constituents (i.e. Sudbury Park & Recreation Commission, Sudbury CPC Chair, Selectmen, LSRHS SC Members/Leadership, SGSL, Sudbury Women's Softball, Lincoln CPC, etc.)*
 - *Determine Project Budget/Funding Request. (10/22/12 meeting with Kevin Rossley.)*
- *November 2012*
 - *Submit CPA request to fund a portion of the LSRHS Softball Field Improvement Initiative (by 11/2/12).*
 - *Present CPA Request to Sudbury CPC Committee.*

Next Steps – What We Need From School Committee

- ✓ LSRHS SC support to move forward with a Sudbury CPA request to fund the Field Improvement Initiative. The project will include field improvement (leveling, reseeding, drainage, irrigation, and electrical) as well as lighting/other field structures. The CPA request will be submitted by FOLSS, SGSL, and/or Sudbury Park & Recreation Commission (and possibly Sudbury Women’s Softball).
- ✓ LSRHS SC agreement to work collaboratively with the Town of Sudbury to enter into an arrangement much like the Inter-Municipal Agreement – L-S Community Field Agreement executed in December 2006. This agreement will permit SGSL, Sudbury Women’s Softball, and (possibly) Sudbury Little League to use the LSRHS Softball Field.
- ✓ LSRHS’s agreement to take on the “Project Management” role associated with the Field Improvement Initiative. This will fall under the leadership of Kevin Rossley, Building & Grounds Coordinator, and possibly Michael Connelly, Finance Director. Kevin will meet with the FOLSS team to refine project budget.
- ✓ FOLSS submits to LSRHS SC the Softball Field Evaluation and Master Planning Report – LSRHS dated 6/15/12. This report provides expert opinion relative to the condition of the LSRHS girls’ softball field, work needed to establish a safe playing field, and estimate of costs. This report will accompany and serve as supporting documentation for the CPA funding request.

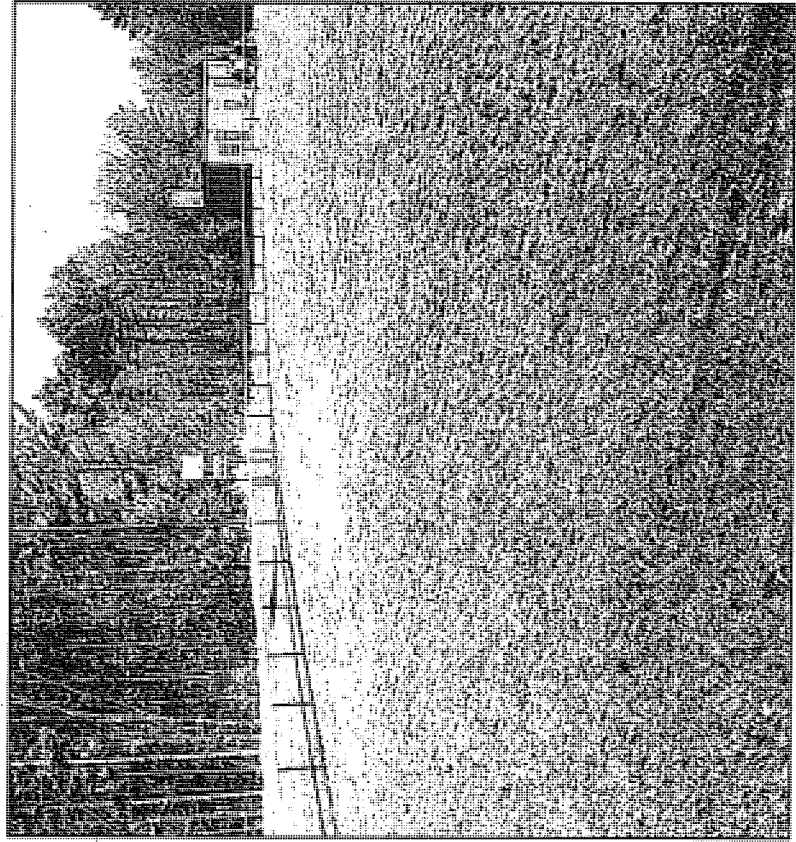
Next Steps

- ✓ FOLSS works with Kevin Rossley to refine Project budget (10/22/12).
- ✓ FOLSS completes CPA request by 11/2/12 (with support of key constituents).
- ✓ CPA request presented to (and hopefully approved by) Sudbury CPC.
- ✓ FOLSS continues fundraising (looking to Boosters, Sudbury Foundation, potential Lincoln CPA funding, Private Sources, etc.) for Field Improvement Initiative.
- ✓ LSRHS SC and Town of Sudbury work to formalize Inter-Municipal Agreement for field use.
- ✓ Components of Project go out to bid. (Need to confirm time frame.)
- ✓ May 2013 – Town Vote.
- ✓ July 2013 – Project funded and started.

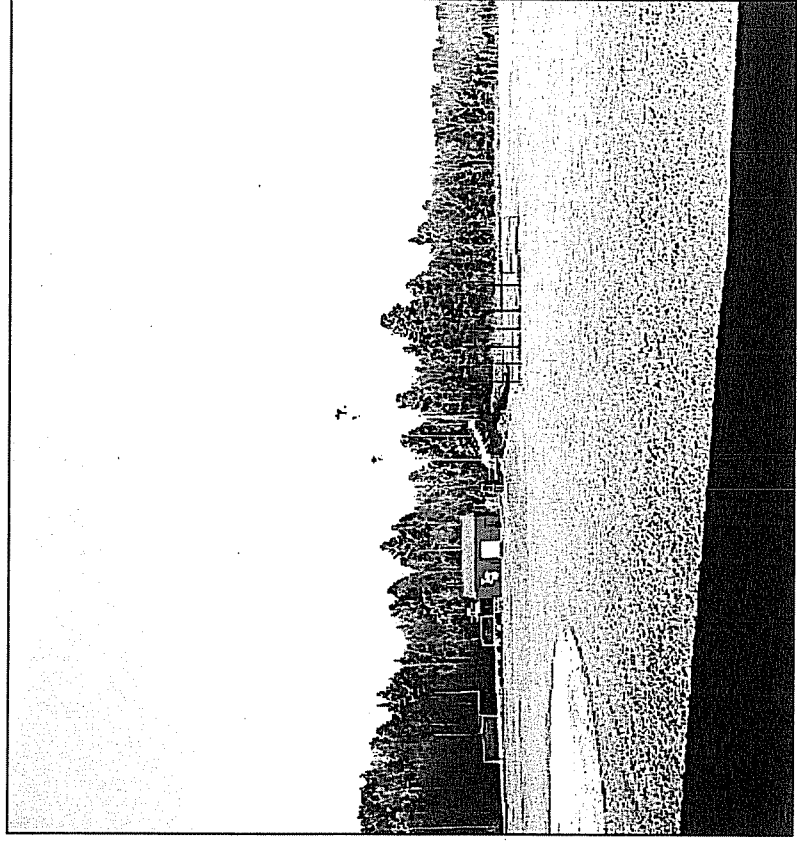
Help Establish a Level Playing Field!

Lincoln-Sudbury Regional High School 2012 Softball Field Improvement Project

“All we are looking for is a level playing field...”



GIRLS' SOFTBALL FIELD



BOYS' BASEBALL FIELDS