

LINCOLN-SUDBURY REGIONAL SCHOOL DISTRICT COMMITTEE
Meeting Minutes
Tuesday, November 20, 2018

Conference Room B
390 Lincoln Road
Sudbury, MA 01776

Present

Radha Gargeya, Chair; Ellen Joachim, Kevin Matthews and Carole Kasper. Craig Gruber and Patricia Mostue were absent.

Also Present

Bella Wong, Superintendent/Principal; Sherry Kersey, Director of Finance and Operations; Paula Myers, TA Co-President; Aida Ramos, Director of Student Services. and Nick Carter, Student Representative.

Jeff Barker, Sudbury Finance Committee and Pat Brown, Sudbury Board of Selectmen, were also present.

Tamara Andrews and Dedra Lewis, Metco Parent Representatives were absent.

Call to Order – Radha Gargeya called the meeting to order at 7:35pm. Radha shared a letter he received from Dr. Craig Gruber stating that he is moving out of Sudbury and is resigning his seat effective immediately. Radha expressed his thanks to Dr. Gruber for his service on the School Committee and the Safety Review Committee. Radha will research the procedure for filling the vacant seat and report back to the Committee at the next meeting.

Approval of Minutes

Approval of Minutes for October 16, 2018

Vote: On a motion made by Ellen Joachim and seconded by Carole Kasper, the Minutes for October 16, 2018 were approved pending a small edit by Carole Kasper.

Approval of Minutes for October 23, 2018

Carole Kasper noted that her corrections were not included and asked that the motion to approve the minutes be postponed until the next meeting. All were in favor of postponing approval until the December 10, 2018 meeting.

Presentation

Radha Gargeya introduced Aida Ramos, Director of Student Services, who presented the LS Student Services Report. Aida acknowledged that we encountered technical difficulties with the overhead projector, so the presentation could not be projected for the audience. She noted that the presentation has been posted to the LS website under the Student Services tab. It can also be found on the School Committee website.

Aida opened her presentation reviewing the current number of LS students on IEP's (referring to Individualized Education Programs). The number of LS students currently on an IEP (excluding students placed Out-of-District (OOD)) is 17.3%, compared to 16. % for 2017-18 and 15% for 2016-17. Currently the State average is 17%. She noted that over the last 3 years student diagnoses have been primarily emotionally based; prior to this most were learning based. In the last 2 years there has been an overall increase of 30 students receiving Special Education support under emotional disabilities. She noted that out of a total of 264 students on IEPs, 223 are fully mainstreamed and 32 are partially; LS does a very good job tailoring programs to a student's needs. Aida stated that 51 students are Out-of-District (OOD) placements and she noted that these numbers are trending downward. There also has been a slight decline in 504 plans (referring to Section 504 of the Rehabilitation Act of 1973), which may be due to recent staff trainings on 504 accommodations with our attorney. Both Lincoln and SPS participated in the 504 training and she shared that we are now offering more tri-district training programs which has been beneficial. Radha Gargeya asked Aida to explain the difference between a 504 and an IEP. Aida replied that 504 students only need accommodations to be able to perform as well as their peers at LS; whereas, students on IEPs need specialized instruction in addition to accommodations. Students on IEPs have a Special Education teacher or counselor who supplement their curriculum. A 504 plan levels the playing field for a student while an IEP offers more services with specialized staff. The total number of students receiving services (IEP's, 504's and Out of District placements) is 29%, which is about the same as last year.

The number of students participating in the BEACON program, which assists students transitioning back to school from medical and/or mental health absences has been consistent but the length of stay in the program has been longer. Aida added that the rise in social/emotional disabilities is a national trend. Kevin Matthews asked if anyone knows what the driver is for the increase. Aida said she can only offer her opinion in that she sees social media as a big contributor. She added that times are much different now than the past. Kevin Matthews inquired if there is something we should be doing in the lower grades to help students before they get to LS. Aida replied that one of the K-8 systems is looking to create a BEACON type program. Bella Wong suggested that one intervention is to partner more with our families, consistency all around is important. Kevin said that it's important to start when the students are younger. Ellen Joachim interjected that the elementary schools are dealing with these issues and are trying to address them. Bella referenced Aida's first slide which shows the increase in social/emotional needs over the past few years and emphasized the need for the LS Academy to keep students within the district. Kevin Matthews said when you look at the total number it is stunning that almost 30% of our students are receiving some kind of services. Radha Gargeya said even though

the numbers of students might be steady from year to year costs are going up, especially tuition for Out of District placements, which is not in our control. Aida noted some private schools had increased tuition by 13%.

Aida moved on to the next section of her presentation on the Massachusetts Department of Elementary and Secondary Education's (DESE) LS Coordinated Program Review highlights. She explained that it is a two-year process, DESE's review is based on 55 criteria and we were found compliant in 52 and partially compliant in 3. There were no criteria that LS did not meet. Aida noted that LS was fully compliant for English Language Learners and acknowledged the good work of Sara Hogan, who is the EEL program coordinator.

The LS Academy Project was then addressed. Last year 27% of our students who attended private day schools had a diagnosis of emotional disability and so far this year we have recommended 5 students for 45-day extended day evaluation programs. In previous years, we have recommended the same number for an entire school year. We are seeing an increase in school avoidance, and other districts have experienced similar increases. The goal of the LS Academy is to keep students in the community. The LS Academy will allow students to be mainstreamed when they are ready, and it will also permit them to participate in sports which wasn't always doable when placed in outside programs. Aida is going to visit a similar program that includes on-line courses to evaluate how it works. There are currently two schools in the area who offer similar programs to what is proposed for the LS Academy; one in Holyoke, MA that is not attached to the high school and one in Rhode Island that is attached to the high school. The LS Academy will make us one of the first high schools in MA to implement this type of program. Radha Gargeya asked if we have started the process of reaching out to the community. Bella Wong answered that we are talking about it and kids are aware of it. Kevin Matthews asked how we are marketing it. Aida responded that she is spreading the word to her colleagues. Radha said the goal is to reach the parents of LS students who could benefit from this program before going to outside communities.

Aida ended her presentation by expressing her gratitude to the LS Special Education Parent Advisory Council for all their efforts. The Council is offering two upcoming trainings, one on the Impact of Anxiety and Depression on Learning in January, 2019 and an Executive Function Workshop for Parents and Teens in March, 2019. The Council will also be hosting a program on the college process for students with disabilities, and a date for the program is not known yet.

Public Comment - Jeff Barker, Sudbury Finance Committee member, asked if he could put all the students into one of 4 categories; Mainstream, IEP, 504, or Out of District. Aida replied yes and stated that 264 students out of 315 students who are currently on IEPs are being serviced at LS; only 51 students are currently Out of District. Jeff Barker then asked if we look at the cost of educating a student per year broken down by each category. He inquired if this is a common metric? Bella Wong said sometimes we do take out the OOD tuitions to measure what the costs are but it is just to compare to other districts. Everyone thanked Aida for her presentation.

Recognitions – Bella Wong acknowledged that her list was lengthy since it has been over a month since the Committee’s last meeting. Below are the recognitions she shared:

- LS is celebrating its 10th anniversary of the German Exchange Program and the designation of LS as a PASCHE school.
- Sixty 11th and 12th grade students spent time on Tuesday, October 23rd, developing leadership skills in preparation for the 9th grade Diversity Workshop planned for November 14th. The students’ commitment, energy, and honesty were inspirational. In the afternoon, returning 12th grade student leaders led a case study about the n-word, engaging 11th graders in sharing candid thoughts and feelings with the large group and then debriefing Ta Nehisi Coates’ TEDtalk in smaller groups. Our trained student leaders are incredible resources! The Diversity Workshop subcommittee is comprised of Tracy Burke, Ariel Cox, Jen Garfield, JK Park, Melisa Shen and Susan Shields. Collectively, they prepared and updated the curriculum to ensure that the training would be relevant and meaningful. Ashley Platt (LS ‘06) and Royal Nunes from the City School provided facilitation help.
- Carley Ward, a research associate at the MIT AgeLab, wrote to thank the LS students who participated in the OMEGA Summit at the MIT AgeLab on Saturday, October 20th, 2018. The OMEGA (Opportunities for Multigenerational Engagement, Growth, and Action) is a program for high school students interested in connecting high schoolers and older adults through intergenerational programming. The OMEGA Summit equipped students with the tools to plan for and implement programming in their communities. She announced three college scholarships that the MIT AgeLab will offer in January 2019, and will be matched with funds to support their high school’s intergenerational efforts. Josh Geel was the LS student who attended the MIT AgeLab. Josh is among other students from LS who hold “office hours” at the Sudbury Senior Center to help them with technology issues.
- Many thanks to the Admin Team, Campus Aides, as well as nearly all adults in the buildings, for successfully guiding students through Senior Dress Up Day. The costumes were creative and fun and students well behaved. Expectations for Senior Dress Up Day have been presented clearly and thoughtfully to students in advance of the event. Thank you to all who have had a hand in this endeavor.
- Celebrate the Sciences took place on October 26th, 2018. The day offered numerous talks by community residents whose professional lives involve the sciences. The talks were interesting and informative. Many thanks to Caroline Singler and Nicole Digenis and to students Katie Sobkowicz, Grace Saville, Caitlynn Feng, Sydney Rosenberg, Brigitte Belanger, Shannon Cosgrove, Sarah Klein, Emma Rits, Savannah Nesbitt, and Abby Resnic who greeted and introduced the featured speakers.
- Guest Artist Andrew Mastoon addressed students on November 7th regarding his photographic work. He will return on December 5th for a collaborative photographic project involving group portraits. Mr. Mastoon is the photographic author of a number of projects that speak to the heart of his photographic subjects and the viewers who encounter his subjects’ photographs and messages. Among his projects are “A Shared Heart”, “Princeton Portraits”, “Facing Forward - Harvard”,

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- “Double Standard” and many others. Please take a moment to view his work on line at <https://www.adammastoon.com>. Jessica Sperandio has organized his visits.
- On November 7th, 22 LS students visited the Greater Boston Food Bank with Tracy Burke, English Teacher and Faculty Advisor. While there, LS students inspected, sorted, packaged, labeled and weighed food and grocery products for distribution to clients at a later date. The Greater Boston Food Bank team introduces students to an overview of what the organization does and who the program serves. We are very proud of our LS students who are always complimented on their work ethic and the “heart” they put into their efforts at the Food Bank. Our thanks to Tracy Burke for her efforts in providing this volunteer opportunity to LS students.
 - 38 students from the LS METCO Program travelled to New York City on November 10th to attend the Historically Black College and Universities Fair. Students had an opportunity to speak to the admissions officers of several colleges and universities. Thank you to Shelly Hinds, METCO Director, for organizing this trip. Congratulations to Modesty Butler, Savannah Nesbit and Christele St. Louis who received on-site letters of acceptance to Historically Black Colleges and Universities. Shelly Hinds reported that a total of 9 letters of acceptance were received.
 - The LSB Players presented “Once Upon a Mattress” in the LS Auditorium on November 14-17th. This energetic, family-friendly musical offered a hilarious take on the classic fairy tale, The Princess and the Pea. Directed and choreographed by Carly Evans, music directed by Michael Bunting and conducted by Tom Grandprey.
 - On November 21st in the LS Cafeteria, LS will host the Senior Citizen Thanksgiving. A representative of the Islamic Mosque in Wayland will open the Thanksgiving celebration with inspirational words. State Senator Mike Barrett and Bella Wong will address our guests. MLKAP Student Hosts Mary MacKeen and Kayla Grosso. LS students will decorate, serve, and entertain our guests. Approximately 150 Senior Citizens attend this much anticipated event. We are grateful to the support of Sudbury Farms/Roche Brothers and to Whole Foods Grocery Store in Sudbury. These organizations have donated 18 turkeys for the dinner. Thanks also to Shelly McLellan and the Aramark staff who will cook the dinner on site.
 - On November 12th, the MLK office ran a Cradles to Crayons drive within LS and at various drop-off sites in Sudbury, such as Sudbury Temple Bnai Torah, Sudbury Orthodontics at 17 Concord Road, Sudbury Presbyterian Church at 330 Concord Road. The drive is to collect toys, books, shoes, and clothes for local children in need.
 - Seth Weiss, Math Teacher, has been invited to a Teacher Appreciation Luncheon to be held at the Massachusetts Academy of Math and Science in Worcester on Wednesday, November 14th to honor the positive influence nominated educators have had on their students and to allow students to publicly express their thanks in person. Congratulations to Seth! He was nominated by Anthony Vuolo III.
 - Lori Hodin, Safe School Coordinator, was recognized by Maura Healey for her leadership role in the Teachers’ Roundtable at the Game Change Leadership Summit held at Gillette Stadium on October 10, 2018. Attorney General Healey also commended Lori and the MVP team for their amazing work encouraging students to take an active role in combating violence and added that the LS Mentors in Violence Prevention “continue(s) to be a model for every high school in our state.”

- On Wednesday November 28, our new faculty members will be observing other classes in the building. This day can be a great opportunity for new teachers to see what different departments, teaching styles, grades, heterogeneous classes and levels are like.
- CONNECTIONS will hold a panel discussion on "Vaping and Legalized Marijuana: The 'New Normal?'" on Tuesday December 4th at 7:30pm in the LS Lecture Hall. Police officers from Lincoln and Sudbury will be joining the L-S Clinical Counselors, Associate Principals and Health Professionals to talk about the impact we are seeing in town and at LS with regard to vaping and legalized marijuana. Students are encouraged to join their parents at this informative event. We thank David Bloom and Sarah Greeley for organizing this program.
- Mary Brunson, Science Teacher, led a field trip of 20 12th grade students to the Broad Institute Career Exploration Day on November 15, 2018. The Broad Institute is a mission-driven community that brings together researchers in medicine, biology, chemistry, computation, engineering, and mathematics from MIT, Harvard, and Harvard-affiliated hospitals.
- Mark Sobkowicz attended the Massachusetts STEM Summit 2018 with three Computer Science students on November 14th. The theme this year was "Pipelines to Prosperity". Now in its 15th year, the summit provided attendees with information regarding stories and models of measurable success along the various stages of the pipeline. The pipeline refers to a lifelong continuum of developmental milestones with efforts to expose diverse students to innovative approaches designed to nurture curiosity, motivation and achievement in STEM areas.
- Sara Fine-Wilson led a field trip of 20 11th and 12th grade art students to the Massachusetts Museum of Contemporary Art on November 19th, 2018. This museum is the largest museum of contemporary art in the US. Students will be exploring the work of several artists including Taryn Simon, Allison Janae Hamilton, Liz Glynn, Sol LeWitt, Robert Rauschenberg, and James Turrell with the guidance of Museum Educators in preparation for the development of their Concentration Ideas in AP Art.
- Lincoln-Sudbury Friends of Music will welcome children ages 5-13 with their parents to visit the Music Zoo on Saturday, December 1st from 1-3 pm at LS. The Music Zoo is an interactive event where visitors can discover the joy and wonder of music and view the LS music spaces. This program will be held in conjunction with the LS Music Department's annual mattress sale fundraiser in the LS cafeteria which runs from 10am-4pm.
- Metal Arts Teacher Kelly Bultema had three neck pieces exhibited at the Pratt Institute in New York City during Jewelry Week, November 12-17th. Kelly hosted an artist talk and was part of a panel discussion on where her jewelry fits in with historical jewelry.

Radha Gargeya added that he wanted to thank the Friends of Music group for all their efforts which has helped sustain and showcase the program.

Student Representative Report –Radha Gargeya welcomed Nick Carter, LS Student Senate President. Nick Carter said the Student Senate currently has 32 members and things are going well. They recently completed their outreach to 9th graders, unfortunately the number of 9th grade students interested was low so they did not hold elections. The Student Senate's first meeting this year focused on the new Homework Policy. The new policy was implemented last year and they want to see how it's been going. They are planning to develop a survey to poll students on how well the guidelines are being implemented.

Nick said another thing the Senate is focusing on is a joint fundraising food drive with Concord-Carlisle High School. The school collecting the most donations will win an award. Nick shared that last year LS lost so Peter Elenbaas had to wear a Concord Carlisle Jersey all day.

Radha thanked Nick for attending the meeting and providing an update to the committee.

METCO Parent Report – No report was given.

Teachers' Association Report – Paula Meyers, TA Co-President shared the following:

- Department Coordinators recently distributed department goals and shared new course proposals.
- Twenty faculty members assisted in the LS Diversity Workshop in addition to the 60 student leaders and committee members. Paula said that a faculty member helps facilitate the conversations in each of the classrooms where the workshops take place. Kevin Matthews asked what is covered in the Diversity Workshop. Paula answered that the workshop has a lot of parts to it and gave a few examples of the topics discussed: historically included and excluded groups, discussion of the n-word, and Vision Guidelines for productive conversations about differences.
- Three faculty members and one administrator recently attended a STEM Summit in Worcester. Mark Sobkowicz, Computer Science teacher, also brought 4 students from his AP Computer Science Principles. Caroline Singler, Science teacher, was there representing Earthwatch (a nonprofit environmental organization). Ginny Blake, Curriculum Director, and Meg Notari, Math teacher, attended workshop sessions about the new Digital Literacy & Computer Science Standard and sessions that discussed schools partnering with businesses, in terms of providing in-school internships or a day of a teacher learning about a particular industry.

Chairman's Report – Radha Gargeya distributed a summary report that he drafted as part of the Committee's goal to improve communications. The draft summary recaps what the School Committee has accomplished so far this year. He reviewed the document and asked members to read it and provide him with any comments. Radha said he would like to publish an article every two months and asked if other members would sign up and take a turn writing them. Radha plans to distribute the articles through the Committee's current email list which also includes local newspapers. He said he will make the corrections and get it out before Thanksgiving. Both Carole Kasper and Ellen Joachim thanked Radha for

writing the report and Carole commented that it will be a great conversation starter for the Listening Sessions.

Liaison Reports

- **LS Finance Subcommittee** - Radha Gargeya shared that the Subcommittee held its first meeting on Friday, November 16, 2018 with the joint Finance Committee liaisons from Sudbury Finance, Lincoln Finance, and Sudbury CIAC. The representative from the Lincoln Capital Planning Committee (Lincoln CapComm) was not available to attend this meeting, so the meeting information was conveyed to Lincoln CapComm afterwards as a follow-up effort. The group discussed LS capital needs, LS Academy and broad strokes about our budget. Bella added that they had the opportunity to talk about the football field turf replacement in the summer 2020. Bella said she shared with them that we would like to recommend that the LS portion of the funding be based on LS usage of the field. She said they are working with Sudbury Parks and Recreation and the Town of Sudbury to determine what that percentage would be. She said our recommendation is to fund this expenditure from the Excess & Deficiency Fund (E&D) and include the request in the FY20 budget, as doing this would count as LS' notice to the towns. Ellen Joachim asked what the total project cost is for the field replacement. Sherry Kersey answered that the cost is \$650,000 for the total project. Bella Wong added that the football stadium field is more expensive because it is used for a high impact sport and we are adding another layer of cushioning. Radha Gargeya said we need to start thinking about ways to set funds aside for future maintenance through usage fees. A discussion ensued about field usage and the income generated by usage fees.
- **Budget Strategies Task Force Meeting** - Radha Gargeya said the Task Force met just prior to tonight's meeting. During the meeting, Sudbury budgetary guidelines with the three costs centers were reviewed.
- **8th to 9th Grade Transition Initiative - "Life at LS"** - Carole Kasper provided and shared that she and Ginny Blake have been working on this and that the middle school principals are driving this initiative. Carole said the Lincoln Middle School meeting is scheduled for Feb. 12th in the Hartwell Multipurpose Room for Lincoln families and Boston families currently attending Lincoln Middle School. Carole said that Ginny has also reached out to the Sudbury Curtis Middle School principal as well. Runs an orientation program during the summer for all new incoming students.

A Lincoln 6th & 7th Grade Information Session is scheduled for March 7th which is the same night as 8th Grade Parent Night here at LS. The program will be an opportunity for 6th & 7th grade parents to visit LS, gain overview about the school, meet Bella and Ginny, and take a brief tour of the building.

- **Listening Sessions** - Carole shared that she held two Listening Sessions today and parents asked a number of questions. First, a parent inquired if there are collaborative opportunities for teachers to look at each other classes. Another question raised dealt

with the possibility of creating a space for students to go to hang out afterschool between the time school ends and sports practices start. A place where they can hang out and be near adult supervision. If there are such spaces, can we create a document and map and add them to the website so students can find out where to go. Thirdly, parents asked if the current late bus schedule is published anywhere. Important to communicate the bus schedule to families especially if it changes by sports season. Sherry Kersey answered that the late busses run when sports teams practice. The buses leave at 5:45pm and the information can be found on the LS website under transportation.

Carole also noted that the Committee needs to update the website with Listening Session dates for the second half of the school year.

- **Office Hours** - Ellen Joachim shared that she held Office Hours on 10/25/18 at the Sudbury Goodnow Library. A prospective parent stopped in to discuss school start times and homework policy.
- **EDCO** - Ellen attended the EDCO Board meeting last week and Commissioner Riley was there for a Q&A session. Ellen said questions centered around Accountability and the new Social Studies standards and assessment.

Ellen noted that she and Carole attended the EDCO Roundtable on 10/24/18. She said the primary topic discussed was "Blizzard Bags" which school districts are using to help make up excessive snow days

- **School Start Time Subcommittee** - Ellen said that SPS has created a new Start Time Subcommittee and they have reached out to us with their meeting dates.

Superintendent/Principal Report

Bella Wong provided the below report:

- We are now finished with our surveys, although smaller surveys around homework and academic honesty may be developed.
- Bella recently attended two Collaborative meetings - CASE which manages our transportation and she noted that CASE has experienced a substantial increase in transportation costs - 25% in two years. She said that Sherry Kersey is researching other options now to reduce these numbers. Also, Bella attended the EDCO board meeting and they disclosed that they ended FY18 with a deficit which they are covering by using Excess & Deficiency funds.
- Petteri Elo, Finnish educator, visited LS on October 30th. He offered three programs for teachers; Phenomenon Based Learning, Finnish Education Reform, and Student Centered Conversations. The visit was funded by a SERF HUB grant.
- On November 2nd, the new METCO Inc. Director, Milly Arbaje-Thomas, hosted a full day retreat for Superintendents and Directors. The retreat covered suggested revisions to the METCO program.

- On November 3rd, Bella attended a full-day Global Education Symposium which covered reforms occurring in Canada, Singapore, and Finland.
- On November 9th. Bella was in Nashville for a Suburban School Superintendents conference which focused on Leadership in Arts and Education.
- We had our first snow delay on Friday, November 16th. It was the first time we used School Messenger rather than iPass to get the word out to staff. Bella acknowledged she encountered a few glitches with the new program and as a result, some calls went out late. All the issues have now been resolved.
- Bella shared that she is excited for our first full-day Professional Day for all staff on Monday, November 26th. The program will address Cultural Proficiency with the focus on race. Staff volunteered to be on a panel to talk about their own path regarding racial identity.
- She is also working on the student travel options for the next year. She is encouraging staff to think about domestic travel options to lower the cost.
- Families received letters about extending the Equity Assessment to include student focus groups. Letters went to families of students selected to participate offering them the opportunity to opt out.
- Bella said she updated and re-distributed her Goals for the year. Carole Kasper asked Bella about her Professional Learning Goal of increasing opportunities to facilitate two-way communications with the LS community. Bella replied that she hosted her first Parent Coffee and also held an open lunch block for staff to stop by; both were well attended. She is also planning to attend more school events and has also started eating breakfast and lunch in the cafeteria. She has begun to do outreach to individuals to acknowledge milestones and she's attempting more spontaneous check-ins with others. Bella said this year she is purposely inviting people to join committees in an effort to get new faces involved.
- Bella reviewed the topics discussed at the most recent Faculty meeting which were academic honesty, safety updates and a new initiative called Q5. Q5 is an alternate way to spend the last weeks of the school year after the seniors have graduated. Currently Weston and Concord Carlisle offer alternative programming and a group of LS staff have begun meeting to discuss the possibility of creating a similar program. Bella said there seemed to be enough interest among faculty members to pursue further investigation. The earliest a Q5 program would be offered would be 2021.

Director of Finance and Operations Report – Sherry Kersey reported that on October 29th she attended the SPS School Committee meeting and representatives from First Student were present to address questions about bus issues. The busing problems stem from a driver shortage which is not just a state issue but a country wide problem. First Student said they have eight new drivers in the pipeline to receive certification to drive. Sherry noted that complaints have decreased in the last two weeks.

Sherry distributed an updated Budget Calendar. She shared that she submitted the FY18 Excess & Deficiency report on October 31st. It was on time and we are now waiting for the number to be certified. She also mentioned the auditors will be coming the 2nd week of December to closeout FY18.

Information and Discussion

- Discussion about School Committee Goals for 2018-19 –Carole Kasper agreed to prioritize two or three of the goals and they will be voted on at the next meeting. Radha pointed out that fewer goals are better than too many.
- Tri-District (LPS, SPS, LS) School Committee - Radha Gargeya said he recently met with LPS & SPS committee chairs and they selected proposed meetings dates of 3/11/19 and 3/26/19. They also touched upon possible topics to be addressed. Radha said that it was good that Aida Ramos mentioned the Emotional Social issues and that subject came up along with transitioning to LS. Another topic for consideration is what are the stressors for the students: Homework? Social media? The topic of Start Time does not apply to LPS so this was taken off the table.
- LS School Committee representation on Sudbury Master Planning Steering Committee – Radha Gargeya said he is still looking for a committee member to represent LSSC. The position is an 18 month commitment. Ellen Joachim volunteered to take on this role.
- Radha shared documents that he had drafted to outline each subcommittee's mission, goals and objectives, and reporting requirements, and possible initial charges. Radha realized that we did not have these documented anywhere. He put together a rough draft for committee members to review and make edits. Below are the committees:
 - Finance Subcommittee - Name changed from Budget Subcommittee, due to the tasks that the Subcommittee actually addresses (more than just the budget). Name change will be voted on at the December meeting.
 - Strategic Planning Subcommittee
 - Policy Subcommittee
 - Superintendent/Principal and Faculty Evaluation Subcommittee
 - Health Insurance Subcommittee
 - Negotiations Subcommittee
 - Educational Technology Subcommittee
 - School Start Time Subcommittee – A discussion ensued on the status of this Subcommittee. The committee's progress has been hampered due to the need for a traffic study. Ellen Joachim shared that SPS is moving forward and noted that the traffic is only one hurdle that needs to be studied along with financial impact and the effects on after-school activities.

Radha closed the discussion and asked members to provide feedback directly to him via email. He would like to vote on the Sub-committee goals at the December 10th meeting. Kevin Matthews acknowledged and thanked Radha for all his hard work on documenting the Sub-committees' missions and goals.

Action Items

Vouchers #1016, 1025-1039 - **The vouchers were reviewed, approved and signed.**

EDCO Articles of Agreement – Bella Wong explained that the EDCO Articles of Agreement have been revised to reflect the withdrawal of the town of Winchester and the addition of

an Anti-Bias section. MA law requires all member towns' School Committees vote on the revisions.

VOTE: Kevin Matthews moved to approve the amended EDCO Articles of Agreement, Ellen Joachim seconded, there was no discussion – all voted in favor.

Other Business – No other business was discussed.

Calendar

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| • Professional Development Day | November 26, 2018 |
| • Friends of Music Mattress Sale & Music Zoo | December 1, 2018 |
| • Depression workshop | December 4, 2018 |
| • Bella hosts drop-in forum for staff in Conf. Rm B | December 6, 2018 |
| • Winter Choral Concert | December 6, 2018 |
| • Speech and Debate Tournament | December 8, 2018 |

Public Comment – No public comment was offered.

Radha Gargeya asked for a motion to adjourn to Executive Session to review and approve executive session minutes related to collective bargaining, contract negotiations with union and non-union personnel and/or litigation issues because to do so in public session would be detrimental to the District's position.

Carole Kasper made a motion to move to Executive Session and Kevin Matthews seconded. A Roll Call was taken and all were in favor; there was no discussion. The meeting was adjourned at 10:45PM to move to Executive Session and not return to Open Session.

Open Session Adjourned at 10:45PM

To view video of the meeting, please go to: <https://sudbury.vod.castus.tv/vod>

Respectfully submitted,

Toni Benhaim