

MINUTES OF THE LINCOLN SCHOOL COMMITTEE
Thursday, January 24, 2019
Hartwell Multipurpose Room, Hartwell Building, Ballfield Road, Lincoln, MA
OPEN SESSION

Present: Tim Christenfeld (Chairperson), Peter Borden (Vice Chairperson), Tara Mitchell, Trintje Gnazzo, Adam Hogue, Laurel Wironen (Hanscom Educational Liaison). Also Present: Becky McFall (Superintendent), Jessica Rose (Assistant Superintendent), Buckner Creel (Administrator for Business and Finance), Mary Emmons (Administrator for Student Services), Robert Ford (Director of Technology).

Absent: Simone Johnson (METCO Representative).

1. Greetings and Call to Order

Mr. Christenfeld, Chairperson, called the open session to order at 7:05 pm.

2. Chairperson's and Members' Reports

Ms. Mitchell attended yesterday's EDCO Board meeting and Roundtable, and the topic was professional development. Since the changes in 2014, districts have been doing different things, and now professional development is used by the Committee and Superintendent to drive the strategic objectives.

Ms. Gnazzo participated in Institute Day at the session for the Profile of a Learner. She noted it was very well organized and a safe place to take risks. She said there is a need for parents, the Committee, and others to get involved because it is work that asks teachers to prepare our students to solve the world's problems and that adds a lot of pressure. She said the session was a good balance of fun and reflection on complex material and issues and thanked Dr. Rose and Dr. McFall.

3. Public Comments

None.

4. Consent Agenda

1. Accept Gift of \$750 from Eastern District Massachusetts Music Educators Association (MMEA)

Documents: 1) Memorandum to School Committee and Rebecca McFall, Superintendent, from Sarah Collmer, dated January 9, 2019; 2) Letter to Mr. Blake Siskavich from Dan Rivenburgh, MMEA Eastern District, undated

2. Accept Gift of \$60 from Thomas and Laura Sander

Document: Memorandum to School Committee and Becky McFall, Superintendent, from Buckner Creel, Subject: Thomas and Laura Sander Gift, dated January 10, 2019

3. Accept Gift of \$500 from Andrew and Jennifer Glass

Document: Memorandum to School Committee and Becky McFall, Superintendent, from Buckner Creel, Subject: Hanscom Family Support Gifts, dated January 18, 2019

4. Accept Gift of \$100 from Donald and Janice Gross

Document: Memorandum to School Committee and Becky McFall, Superintendent, from Buckner Creel, Subject: Hanscom Family Support Gifts, dated January 18, 2019

Mr. Christenfeld moved, and Mr. Borden seconded, the motion to accept a gift of \$750.00 from Eastern District Massachusetts Music Educators Association (MMEA) to assist in funding the “Music Movement of Stage” grant with Lincoln School K-4 music teacher Blake Siskavich, to accept a gift of \$60.00 from Thomas and Laura Sander to be used to support the Lincoln METCO Coordinating programs which provide enrichment to the METCO program, to accept a gift of \$500.00 from Andrew and Jennifer Glass for the Hanscom Family Support Fund, and to accept a gift of \$100.00 from Donald and Janice Gross for the Hanscom Family Support Fund.

There being no further discussion, the Committee voted unanimously for the motion.

Mr. Christenfeld thanked the Eastern District Massachusetts Music Educators Association (MMEA), Thomas and Laura Sander, Andrew and Jennifer Glass, and Donald and Janice Gross for their generous gifts. The administration will send thank you letters.

5. Time Scheduled Appointments

1. Revised PreK Program Plan

Documents: 1) Memorandum to Dr. Rebecca McFall, Superintendent, and Buckner Creel, Administrator for Business and Finance, from Lynn Fagan, Preschool Coordinator, Re: Preschool Program Model, dated January 15, 2019; 2) PowerPoint presentation

Ms. Fagan reviewed her report on the study of the Preschool Program Model that the preschool administration, faculty, and staff have been working on for the last eighteen months to evaluate what needed to be improved to meet student needs. With the new Hanscom Primary School building under construction, there will be more room to accommodate preschool students, who range in age from 2.9 to 5 years. The Preschool will have four classrooms at the new Hanscom Primary School.

Ms. Fagan said the preschool teachers are included in the contract with the Lincoln Teachers’ Association [LTA]. The preschool has had an inclusion model, and the study looked at whether an inclusion model or a partial model would work. The special education needs of preschool students require high staffing levels and high levels of differentiation. The preschool screens from 12 to 40 students each year in order to assess and provide appropriate services. When the new Hanscom Primary School building opens, Lincoln and Hanscom will separate, and there will be two classrooms on the Lincoln campus each with 14-15 students, with placement decisions made by June. She noted that they may need to host a lottery on the Hanscom campus for the 2 ½ hour day or the 4 hour day. Hanscom now has morning and afternoon sessions. Ms. Fagan reported that current programs meet families’ needs, and the preschool offers 4 classrooms on the Lincoln campus with 4 hour classes, and students can choose to attend 2, 3, or 5 days a week. Moving forward, the Lincoln campus will keep the two classrooms with the four hour days. There is also extended-day child care and a special education classroom that has a 1 ½ hour session five days a week. The Hanscom classrooms will keep two classrooms with morning and afternoon sessions. Two Hanscom classrooms will offer two classrooms with a four hour day for 2, 3, or 5 days per week. There will be an extended day for special education students with a 1 ½ hour session five days per week and a separate class.

Ms. Fagan said they will need more specialist time and have increased a Full Time Equivalent [FTE] for extended day programming. They had decreased the class size from 18 to 15 or 16. Dr. McFall said the administration needed more analysis on extra FTEs.

Ms. Fagan said there are logistical pieces to be addressed. She said the Preschool would like to create a more formalized entry and exit criteria for extended-day special education. She noted that her team wanted the Committee to know that their study process was challenging, but they have gained knowledge and made connections with other professionals, and the current preschool model is being used by other preschools. She said the team is excited about the move and is brainstorming to create a bridge between two campuses.

Dr. McFall said that there will be more details about the preschool move and the FTEs by the end of February.

Mr. Christenfeld thanked Ms. Fagan for her work.

2. VOTE on Proposed FY20 Budget

Documents: 1) Memorandum to Lincoln School Committee and Becky McFall, Superintendent, from Buck Creel, Administrator for Business and Finance, Subject: FY20 Budget Guidelines, dated August 22, 2018; 2) Lincoln Public Schools, FY20 Budget Development Timeline, undated; 3) Memorandum to All Budgeting Agencies, Town of Lincoln, from Lincoln Finance Committee, Re: FY 2020 Budget Guideline, Date October 19, 2018; 4) FY20 Preliminary Budget Book; 5) PowerPoint presentation entitled, "FY20 Preliminary Budget"

For fiscal year 2020, the Lincoln Finance Committee has given all Town departments, including the School Department, a 2.5% increase over the FY19 budget. The contract with the federal government to run the schools at Hanscom Air Force Base is in the Band 4 enrollment of 550 to 599 students. For FY19, the district is in the first year of its two-year contract with the federal government to provide education to students of military families at Hanscom Air Force Base.

The base budget for FY20 for the Lincoln campus is \$11,691,998 with improvement initiatives of \$50,000 for a total request from the Town of Lincoln of \$11,741,998. The base budget for the Hanscom campus is \$15,265,777 with improvement initiatives of \$234,701 for a total proposal of \$15,500,478. The FY20 contract price with Band 4 is \$15,700,478, and \$200,000 of that amount will be used for GASB45 benefits for Hanscom retirees. There will not be budget gaps for either campus, even with the improvement initiatives.

Mr. Christenfeld moved, and Mr. Borden seconded, the motion to request \$11,741,998.00 from the Town of Lincoln, Massachusetts for the Lincoln campus for the FY20 budget and to approve Hanscom operating budget in the amount of \$15,700,478.00 for FY20 as presented.

There being no further discussion, the Committee voted unanimously for the motion.

3. Update on Lincoln School Building Project

Document: None.

Mr. Christenfeld reported that the School Building Committee [SBC] met last night. Dr. McFall said the interiors and floor plan of the building were discussed. She said the administrative team shared their thoughts and presented feedback from faculty sessions. The

interior designer shared thoughts on materials and colors, and the team shared feedback from Hanscom's experience.

Mr. Creel said that there will need to be a furniture, fixtures, and equipment budget for the Lincoln school building. There will be hub spaces, common spaces, and there will be new needs. Mr. Christenfeld noted that there is an amount allocated per student, and it is a tight budget that includes technology. Mr. Ford reported that they have information from the faculty on what furniture should be kept.

Mr. Creel said that the CM at Risk, Consigli Construction, and the Owner's Project Manager [OPM] Daedalus Projects, updated the SBC on the schematic design. Consigli gave the construction schedule, which will be two 12-month construction periods instead of two 18-month construction periods. Consigli said that they plan to finish in July-August 2022. Dr. McFall said there will be an exploratory walk over the April vacation, and the administration will let the Committee and community know when they have more information. Mr. Creel said part of the ceilings will be taken down for this exploration as with a renovation there are different needs than new construction work. Dr. McFall said they use lasers to create a map of the existing structure and Dr. Rose said students might have access to those pictures.

Mr. Christenfeld said there will be a sustainability meeting on February 1 at 8:00 am. He said the Committee's focus will be on what will the educational program look like, and how will the campus be managed while under construction. There will be modular classrooms on the soccer field in the fall, and more decisions will have to be made. Ms. Mitchell said they need to send messages to parents.

Dr. McFall said the logistics group with herself, Mr. Creel, and Mr. Haines will be working on the access to the Codman Pool, soccer fields, parking, trucks, and there will be changes. The Parks and Recreation and Conservation Committees will still have their programs on campus.

There is information on the building design at the SBC's website, www.lincolnsbc.org, and the Town's website, www.lincolntown.org.

Mr. Creel met with Maureen Onigman and Mary Gately yesterday on the Hanscom Primary School [HPS] furniture about colors and needs for cafeteria tables. They ordered chairs through the MSBA and saved \$9,000. He thanked Ms. Onigman for looking into the MSBA opportunity. Mr. Ford said the HPS faculty will have their first tour of the new building. Mr. Creel said the contractor has confirmed that the building will be ready for teachers to move into by August 22, 2019.

4. Superintendent Mid-Cycle Report on Progress Towards Goals

Documents: 1) Memorandum to School Committee Members and Dr. Becky McFall, Superintendent, from Jennifer Glass, Re: Formative Assessment Process, dated December 15, 2016; 2) Annual Superintendent Evaluation Timeline; 3) Policy: File CBI, Evaluation of the Superintendent, Revised at School Committee Meeting of March 6, 2014; 4) Policy: File CBI-R, Procedures for Superintendent's Evaluation, Revised at School Committee Meeting of March 6, 2014; 5) Evaluating the Superintendent Under the New Massachusetts Educator Evaluation System: A Guide for the School Committee, School Councils, and Parents, Prepared by the Massachusetts Association of School Committees, Revised, November 2012; 6) Superintendent's Annual Plan for Evaluation, 2018-2019

The Committee is required to evaluate the superintendent's performance on meeting her goals each year. Mr. Christenfeld said that the Committee will provide feedback to Dr. McFall at the February 7 meeting.

Dr. McFall reviewed her progress on meeting her goals. Her progress on Student Learning Goal 1, Collaborative Practices work, has been happening, but the documentation on it has not been done. Faculty are going to their groups and presenting their work to their teams. She has visited all of the teams at Hanscom Primary School, said it was great to see improvement on the way people were working together, putting strategies in place in the classrooms, and bringing tools to their work. Dr. McFall noted that the buildings are designed so that faculty need to collaborate. Mr. Christenfeld asked what end of year evidence from the faculty would help; what evidence would she guide the faculty to provide. Dr. McFall said it is in the strategic priority maps, but the Administrative Council has not yet been able to do those yet. The Administrative Council went through the priorities, but the Council needs to focus on it again. She noted that the principals might be in a better place to gather the evidence and to report on the impact or change. She said the kindergarten group at Hanscom Primary School showed their data with letters and how students were progressing, and she said it was fabulous. Mr. Borden said that evidence that something worked or did not work is helpful.

Dr. McFall said the Principal's Meeting Group is half way through Ron Berger's *Leaders of Their Own Learning* and is eager to carry out the work with the faculty. The Group will put together a district-wide approach to roll out the work. Ms. Gnazzo said it would be important to have parents involved.

Mr. Hogue arrived at 8:18 pm.

Dr. McFall said the learning walks, where two people go into classrooms and observe in order to clarify the points in the 5 Key Questions for Learning, have been terrific. The focus is on teacher-student and student-student exchanges. Dr. Rose said the walks have been great collaborations on what is and is not working in the classrooms, and the conversations after the walks are deeper and different from last year. Dr. McFall said that there is more work to be done despite the amount that has been done.

Dr. McFall's progress on Professional Practice Goal 1, Assessment Review Process, has been slow. She thanked Dr. Rose and Mr. Ford for their work. Dr. Rose, Mr. Ford, and two Lincoln Teachers' Association [LTA] representatives are the Assessment Steering Committee that will review district assessments. The goal comes from a side letter in the LTA contract indicating need to understand clarify which assessments were being used as there were too many, making expectations unclear. Dr. McFall said the landscape in assessment has changed. There are math programs in place and literacy work is happening, but they want to be clear on the expectations for the two subjects first. Dr. Rose added that the reasons for the side letter have been fixed. Dr. Rose said that by year's end, the Steering Committee will articulate on the assessments and have philosophy statements and a framework for how to perform the curriculum review cycle and do the assessments. Mr. Ford said the Steering Committee plans to finalize the document with the required assessments and will share the document with the faculty.

Dr. McFall's progress on Professional Practice Goal 2, review course offerings, staffing, and scheduling, has been disappointing but understandable with all the work on the school buildings and other items. She said that scheduling specialists has been an issue for a long time. She said the Vision of the Graduate will help, and they want to schedule the specialists to match that vision. She has a proposal from a company to craft a district-wide schedule, and she will talk with them on Monday. She noted that there are many issues with specialized schedules for

teachers, and maintaining a 1.0 FTE. She wants to deploy FTEs more effectively and efficiently. Mr. Creel said that it has been an issue since he has worked for the district. Mr. Ford said grades 6-8 in Lincoln would like to have digital literacy instruction.

Dr. McFall's progress on District Improvement Goal 1, successfully complete 20% schematic design phase and initiate the design development phase of the Lincoln School building project, has been accomplished.

Dr. McFall's progress on District Improvement Goal 2, Vision/Profile of a LPS graduate and vision of Hanscom student, is important and on track. She worked with the Administrative Council and faculty during Institute Day. Dr. Rose said that Institute Day gave them the chance to reflect on themselves as educators and learners, the purpose of school and the future and what students will need. Teachers created their own profiles of learners, and there were many approaches. Dr. Rose will create a modified version of the day and get other stakeholder groups to contribute. She said that 84% of the faculty rated all of the Institute Day sessions high or very high quality and indicated that what they learned or worked on that day would influence what they were doing with students. Dr. McFall said the Vision process is similar to the core values process. She said that once they develop a clear profile, they will do the systemic work to make changes.

Dr. McFall asked the Committee to let her know if they would like her to provide any other information. Mr. Christenfeld asked that Dr. McFall make sure that the information under the measures provides an adequate basis for the Committee to make judgments. Mr. Borden asked Dr. McFall to find the balance between documenting versus not going overboard. He said she has been clearly phenomenal in supporting the Committee on the long journey through the building project.

5. Lincoln Agency Annual Report/Town Annual Report: Planning Document: Town Annual Report 2017-2018

Dr. McFall said there is no update on the Annual Report yet, but Mr. Creel is working on the budget report. Mr. Borden will talk with the Finance Committee on what they want for their Agency Report and noted that they asked that the Report discuss outcomes. Mr. Borden will update one used before and include an update on the building, outcomes, and the Profile of a Learner. Dr. McFall said what they want to document and track may not have data that was readily available. Mr. Borden will find out more detail regarding the request from the Finance Committee. Mr. Christenfeld asked if MCAS and PARCC should be addressed, and said the Report should address how the Committee is spending the Town's money effectively. Mr. Christenfeld suggested that the Report say what they want to accomplish and indicate how we are doing it.

Mr. Christenfeld said that Mr. Borden will create a draft of the Lincoln Agency Annual Report.

6. Superintendent's Report Document: None.

Dr. McFall thanked Ms. Emmons for her great work on the Department of Elementary and Secondary Education's [DESE] visit for reviews and compliance. DESE came for tiered focused monitoring. She reported that Ms. Emmons also gathered all the needed materials for

the review with the Department of Defense Educational Activity [DoDEA] for the Hanscom campus. She also thanked Dr. Rose for her work on the English Language Learners [ELL] portion of the review.

Dr. McFall acknowledged that the federal government shutdown affects the district's families. She said there is a list of supports and resources for families. The district has established a Hanscom Family Support Fund to support students with fees or for school-based needs. Ms. Wironen said they began to collect gift cards but are not able to continue because families cannot receive monetary support. She said the Fund was helpful. She said the Hanscom Chapel was collecting diapers and baby wipes. The Coast Guard has a website for donations for families. Ms. Wironen said she appreciates that the district and the Town are acknowledging the shutdown and supporting families. There are 73 Coast Guard families who are impacted on the Base. Dr. McFall thanked the First Parish for their meeting and said they have resources, and she will send a message to the community about it. She said families who need help can go to the principals. Mr. Creel added they may bring a refrigerated truck to the Base to give food.

Mr. Christenfeld thanked Dr. McFall for her work.

7. Curriculum

Document: None.

Dr. Rose reported on Institute Day, the day of professional development for teachers, during the Superintendent's Mid-Cycle Report.

Mr. Christenfeld thanked Dr. Rose for her work.

8. Policy

1. Review Policy ADA, Vision and Mission, First Reading

Document: Policy, File: ADA, Vision and Mission, Voted at School Committee Meeting of March 26, 2001

Mr. Borden reviewed ADA and noted that the Committee and district have the Strategic Plan, a policy on Educational Philosophy, and will have a profile of a learner, so he recommended the policy be eliminated.

Mr. Christenfeld said that the vision and mission are subject to change each year, and the Committee does not want to have to revisit the policy each year. Ms. Mitchell noted that the values are on the homepage of the website, www.lincnet.org.

Policy ADA, Vision and Mission, will come back to the next meeting for a second reading and vote to eliminate it.

2. Review Policy BE, School Committee Meetings, First Reading

Documents: 1) Policy, File: BE, School Committee Meetings, Revised at School Committee Meeting of November 21, 2002; 2) Draft, Policy, File: BE, School Committee Meetings, Revised at School Committee Meeting of November 21, 2002

Ms. Mitchell updated the policy with the correct references to Massachusetts General Law [M.G.L.]. She added the Massachusetts Association of School Committees' [MASC] Policy BEDH, Public Comment, and chose to combine audience participation into this policy. Ms. Mitchell researched other policies, and MASC includes Robert's Rules of Order, which is

also covered in M.G.L. Dr. McFall noted that the Committee does not follow Robert's Rules of Order.

Ms. Mitchell said that minutes do not need to be in the policy manual because the content of minutes is covered in M.G.L. Ch. 30A §§ 18-25. She did not find the voting method in M.G.L. Executive sessions need roll call votes, and the MASC policy includes hearings. Mr. Christenfeld said that the Committee is required by M.G.L. to hold a formal budget hearing, and the Committee has a policy on it, DBF, Budget Hearings. Dr. McFall added that the Committee could host hearings to hear grievances.

Mr. Christenfeld did not think there was value in including time limits for audience participation in the policy. Dr. McFall said the limits help if there is a contentious issue. Mr. Hogue liked having time limits included. Mr. Christenfeld said there is recent case law on Audience Participation 5, citing that the Natick's committee had a more restrictive policy that the Court ruled suppressed free speech, and he will check on the specifics. Dr. McFall suggested the Committee include the district's core values in the policy.

Ms. Mitchell will add the core values and will look at the case law and will update paragraphs 3 and 5.

Policy BE, School Committee Meetings, will come back to the next meeting for a second reading and vote.

3. Review Policy EBAD, Pest Management

Documents: 1) Policy, File: EBAD, Pest Management, Voted at February 4, 2002 School Committee Meeting; 2) Draft, Policy, File: EBAD, Pest Management, Voted at February 4, 2002 School Committee Meeting

Mr. Creel said that Mr. Michael Haines, Facilities Manager, reviewed the policy, which was last done in 2002. He noted that Massachusetts regulations, 333 CMR allow schools to use emails for notification. He said the rest of the policy remains.

Ms. Mitchell asked if Parks and Recreation were also notified. Mr. Creel said that all on the school campus are notified. Mr. Christenfeld said the policy had more procedure in it than policy and asked if they should keep the policy. Dr. McFall and Mr. Creel wanted to keep the policy. Mr. Christenfeld suggested that on page two, under Notification of Pesticide and Herbicide Use, C., the fifth line of the sentence should read, "333 CMR Protection of children from harmful pesticides dated 11.01/2010..." Mr. Creel will check 333 CMR.

Policy EBAD, Pest Management, will come back to the next meeting for a second reading and vote.

4. Review Policy KBFA, Policy on Children's Visits to Schools

Document: Policy, File: KBFA, Policy on Children's Visits to Schools, Reaffirmed at May 6, 1985 School Committee Meeting

Mr. Hogue reviewed KBFA and said that it seemed relevant and recommended that no changes were needed. He asked if it should be combined with another policy.

Mr. Ford suggested that a reference on CORI procedures could be helpful because they were talking about former students.

Dr. McFall said that they have had issues with this policy and asked that the second to last sentence, “Former students are encouraged to visit the schools with their Principal’s approval.” be removed. She said that the principals can make exceptions.

Policy KBFA, Policy on Children’s Visits to Schools, will come back to the next meeting for a second reading and vote.

9. Facilities and Financial

1. Warrant Approval

Document: None.

Mr. Creel presented the payroll warrant totaling \$715,451.72 and the accounts payable warrant totaling \$131,681.24 for a total of \$847,132.96. Mr. Hogue reviewed the warrants and recommended that they be approved. Mr. Hogue moved, and Mr. Borden seconded, the motion to approve the warrants as presented.

There being no further discussion, the Committee voted unanimously for the motion.

Mr. Christenfeld thanked Mr. Creel for his work.

Mr. Creel said the Capital Planning Committee [CapCom] reviewed the three Committee requests for warrants at Town Meeting. The first request is the Hartwell Roof at an estimated cost of \$660,000, and the request was not denied but was sent to the Finance Committee. He said the CapCom turned back \$280,000 to the Finance Committee. Mr. Hogue said the CapCom’s priority is to fix the roof, but it takes most of their budget for the year. The second request for asbestos removal for \$65,000 was denied. The third request for classroom maintenance was reduced from \$75,000 to \$45,000 and approved at the lower amount.

10. Old Business

1. Summary of Investigation

Document: None.

In the 2016-2017 school year, there was a report of bullying of a student. On May 25, 2018, the Committee voted to authorize Dr. McFall to contact an attorney for student services to conduct a preliminary review of the documents and communications regarding the bullying incident and the carrying out of the bullying prevention and intervention plan and to report back as to whether further investigation was warranted. Mr. Christenfeld said that the attorney submitted a report in December that is confidential as it references students. Mr. Christenfeld shared the summary with the parent.

Mr. Christenfeld read the attorney’s statement on the summary of the bullying investigation. The summary is: “Lincoln followed the process required under Massachusetts General Law, Chapter 71, § 37O. It investigated numerous complaints of bullying, using its Bullying/Cyber-Bullying Investigation Reporting Form on multiple occasions, and put in remedial steps on multiple occasions to protect the student. Lincoln was very proactive, and multiple staff met with the parent repeatedly. There are a few instances where there appeared to be non-compliance with Lincoln’s policies, but the non-compliance was procedural errors, rather than substantive, such as not filling out a Bullying/Cyber-Bullying Investigation Reporting Form or sending a written letter of finding. Indeed, in these few instances, the staff was still always very proactive in addressing concerns, such as investigating the concerns, developing plans, and

communicating with the family. Since June 2017, there have been no reported incidents of bullying, and the safety plans have worked.”

Mr. Borden thanked them for the report.

11. New Business

Document:

12. Approval of Minutes

None.

13. Information Enclosures

Documents: 1) Letter to Michael Lueders, President, Lueders Environmental, Inc., from Rebecca McFall, Ed.D., Superintendent, dated January 18, 2019; 2) Letter to Watertown Mall Merchants Association Inc. from Rebecca McFall, Ed.D., Superintendent, dated January 18, 2019; 3) Memorandum to EDCO Board of Directors and Advisory Council members from Nadine Ekstrom, Executive Director, RE: EDCO Collaborative Update, dated January 17, 2019

These items were for the Committee’s information. They were not discussed.

14. Adjournment

On motion by Mr. Christenfeld, seconded by Mr. Borden, the Committee voted unanimously to go into Executive Session for the purpose of conducting a strategy session in preparation for negotiations with nonunion personnel or to conduct collective bargaining sessions or contract negotiations with nonunion personnel and to comply with, or act under the authority of, any general or special law or federal Grant-in-aid requirements and for the approval of Executive Session minutes. The roll call vote was as follows: Mr. Christenfeld, yes; Mr. Borden, yes; Ms. Mitchell, yes; Ms. Gnazzo, yes; Mr. Hogue, yes. The Committee would not be returning to open session. The open session adjourned at 9:53 pm.

15. Executive Session

The next School Committee meeting is tentatively scheduled for Thursday, February 7, 2019 at 7:00 pm in the Hartwell Multipurpose Room, Hartwell Building, Ballfield Road, Lincoln, MA.

Respectfully submitted,
Sarah G. Marcotte
Recording Secretary