

DRAFT
 MINUTES OF THE LINCOLN SCHOOL COMMITTEE
 THURSDAY, FEBRUARY 13, 2025 – OPEN SESSION
 HYBRID MEETING

In-person Attendance: Matina Madrick (Chairperson), Kim Rajdev (Vice Chairperson), Abbey Salon, Susan Taylor, Parry Graham (Superintendent), Torrance Lewis (Assistant Superintendent), Robert Ford (Director of Instructional Operations and Technology), Lisa Berard (Administrator for Student Services)

Virtual: Laurel Wironen (Hanscom Educational Liaison),

Absent: Jacob Lehrhoff (School Committee member), Kim Mack (METCO Representative), Angela Wang (Administrator for Business and Finance)

1. Greetings and Call to Order

Ms. Madrick, Chairperson, called the open session to order at 6:02 PM via hybrid participation. Pursuant to Governor Baker's March 12, 2020 Order Suspending Certain Provisions of the Open Meeting Law, G.L. c. 30A, §18, and the Governor's March 15, 2020 Order imposing strict limitation on the number of people that may gather in one place, as further extended on June 15, 2021 by the Governor's signing of Bill #2475, this meeting of the School Committee will be conducted as a hybrid meeting with both in-person participation and remote participation via Zoom.

2. Student Learning Spotlight – Grade 3

Lincoln School

Miley Everett, Jacob Gombos, Katherin Judson, Daniel Ravenales, Roselani Stinphil-Moro, Mari Young

Dr. Graham welcomed 3rd grade students from the Lincoln and Hanscom Schools and Lincoln K-4 teachers Christine Staffin, Laura Holdman, and Kim Katz. The Lincoln 3rd graders shared information on positive self-talk that was also presented at the school community meeting.

- Importance of positive self-talk.
- Tips about making positive self-talk a habit.
- Positive thoughts lead to positive feelings.

Hanscom School

Celia McLaughlin, Emilia Rae Vilorio

Principal Erich Ledebuhr introduced the 3rd grade students from Hanscom. Teacher Melissa Cassidy joined the 2 students.

- The students shared information about what it means to write a non-fiction book.
- Life cycle of a frog
- Talked about the different parts of a book.

3. Chairperson and Members' Reports

Ms. Rajdev:

- Reported that she attended Community Center Building Committee meetings. The work for this project will commence with moving the maintenance shop to the Hartwell Building.

Ms. Taylor:

- Had a wonderful day of play in the K class at Hanscom. 60 children from 3 classrooms and all of the playthings were open for kids to choose what they wanted to do. The students' play was self-directed, polite and each waited their turn.
- The IDEA Committee continues to meet. Would like to meet with the SC. But they have 58 committees to meet with first.

- Attended the MASC session on the SC role in the current immigration situation. The presenters did a nice job calming things down. This may be a good opportunity for parents to update their contact information.

Ms. Madrick:

- FinCom (Finance Committee) had the 2nd public hearing on the FY26 budget. Dr. Graham and Ms. Wang presented the approved District budget proposal. The FinComm voted that night on the FY26 Budget proposal for Town Meeting.
- SEPAC (Special Education Parent Advisory Committee) had a bowling event at Hanscom Lanes Bowling Alley. About 30 families participated. It was a huge success and a really nice event.

4. Public Comments – none

5. Consent Agenda – none

6.0 Time Scheduled Appointments

6.1 District Improvement Plan Mid-Year Report

Documents: District Improvement Plan Mid-Year Report Memo 2/13/2025; District Improvement Plan 2024-2025

Dr. Graham provided a report on the progress to date on the District Improvement Plan goals, listed below:

Annual Goal #1: Improve current literacy intervention systems so that: at least 50% of K-2 students and at least 50% of 3-5 students identified as reading below benchmark in the fall will improve to reading at or above benchmark by the spring; and, at least 80% of students who are not reading at or above benchmark by the end of the year will demonstrate at least one full year's worth of growth. In addition, conduct a comprehensive literacy curriculum review and develop a comprehensive plan for implementing a substantially revised or new literacy curriculum K-8 for the 2025-26 school year.

Annual Goal #2: Review P-8 social-emotional support systems and 6-8 academic intervention systems, and develop recommendations for improvements for the 2025-26 school year. Specifically, conduct an internal audit of current social-emotional, counseling, and mental health team capacity; and, review the 6-8 child study process and intervention structures. Based on reviews, provide improvement recommendations for implementation in 2025-26.

Annual Goal #3: Support school-based efforts to ensure clear and consistent rules and responses around student discipline. To that end, support schools as they review and update the student code of conduct; clarify student behavior data collection practices, and implement consistent practices for data collection across schools; incorporate an explicit AIDE perspective into the review and update process for student codes of conduct; and continue the investment in and training around Responsive Classroom.

School Committee and Dr. Graham discussed the following

- Ms. Taylor asked about the academic indicators report. Dr. Graham replied that they will talk more about indicators in March.
- Ms. Madrick asked if mCLASS online assessment tool fits into the data dashboard. Mr. Ford replied that the data from mCLASS will be pulled into the dashboard. Dr. Graham added that mCLASS doesn't change the assessments we give but allows the data to be collected more efficiently.
- Ms. Taylor asked if annual reports will include indicators of student behavior? Dr. Graham replied that it is much more difficult to standardize behavioral indicators. We don't have a good way to collect and analyze that data. Mr. Ford added that it is challenging to look at reporting out on standardized data on behavior.
- Ms. Madrick asked how long the CASE Collaborative study of Student Services programs and capacity will be going on? Dr. Berard noted they will start reviewing documents in April. We will actually send some data ahead of time to start baseline reviewing. Then focus groups, observations and they will write a report in May. Should have information to share with SC in June.
- Ms. Rajdev asked regarding the 3rd goal around student behavior data, is there anything more about communicating the expectations to families? Dr. Graham replied that the principals feel good about the language in the code of conduct. It is more about doing some internal work. Not sure about messaging but he will follow up.

- 1 ● Ms. Madrick stated that she is very impressed by how much work is going on with Goal #3.
- 2 ● The School Committee thanked Dr. Graham for all of the work that went into preparing this
- 3 information.
- 4

5 6.2 School Committee Mid-Year Review of Goals

6 Documents: School Committee Goals 2024-2025

7 1. Academic Goal/Student Outcome Goal

- 8 ● Ms. Madrick reported that the School Committee will take a first look at yearly academic
- 9 indicators on March 20.

10 2. Budget/Finance Goal

- 11 ● Dr. Graham reported the pre-solicitation for the Hanscom contract came out yesterday. The
- 12 timeline was posted. Will be posting the RFP on or around March 3rd with an anticipated
- 13 delivery date in April. Will wait for the formal RFP to come out.
- 14 ● Ms. Madrick reported that at the SC Executive Session last week, Dr. Graham and Ms. Wang
- 15 provided a lot of background information. She added that she is grateful for the new quarterly
- 16 financial reports.

17 3. Policy and Procedures Goal

- 18 ● Mr. Rajdev has done amazing work on the policy review. Dr. Berard and Mr. Ford have done a
- 19 tremendous amount of work in updating the policies.
- 20 ● Ms. Madrick added that she would like to do more work with the long-term agenda to catch up
- 21 with the Smart Goals. Working on presentations vs. reports as we move towards the end of the
- 22 year. And continuing to work on timing.
- 23 ● Ms. Rajdev mentioned Robert's Rules that are in the SC handbook.
- 24 ● Speakers should be recognized by the Chair so we do not have people blurting out or
- 25 talking over one another.
- 26 ● Remarks should be brief and kept to 3 minutes or less.
- 27 ● Appreciates the "informality of our meetings" but these are things to think about as
- 28 meetings get longer and as a way of keeping thoughts/information organized.

29 4. Public Relations Goal

- 30 ● Ms. Taylor stated that there have been a lot of events and she appreciates everyone attending the
- 31 events. Also, SC should start thinking about whether to publish a winter newsletter.
- 32 ● Ms. Madrick added that she should do coffees and office hours.
- 33 ● Ms. Taylor suggested joining other meetings in the community to talk with parents and
- 34 caregivers. Ms. Madrick added that SC could work with the PTO and potentially join their
- 35 meetings.
- 36

37 7. Superintendent's Report

38 No other reports.

39 40 8. Curriculum

41 Mr. Lewis reported that the Curriculum Review Committee has been doing a lot of work. Dr. Karyn Saxon,

42 LASH Coordinator, has been a phenomenal leader.

- 43 ● We will pilot 3 then choose 1. Process has been great for vertical alignment and sequences.
- 44 ● Parent explanation in March. Will start piloting in April. Then make a decision on the curriculum in
- 45 May.
- 46 ● Many teachers have volunteered to pilot. Includes both teachers on the committee and some not on
- 47 the committee.
- 48 ● There is no perfect curriculum. It might be the same curriculum across the grade levels. Mr. Ford
- 49 added that it is very common to have different curriculum in different grade spans.
- 50 ● Explained how they will work with 3 different curricula. Curriculum matters but it is the teachers
- 51 that really make it work.

- This process has been accelerated. Future reviews will not be done at this rate. Math will likely take 2 years.

9. Facilities and Financial

9.1 Reporting of Warrants: Summer Warrants

Ms. Madrick reviewed and approved the warrants from the following dates:

Date	Teacher Summer	Payroll	AP	Total
1/29/2025			\$ 227,218.45	\$ 227,218.45
2/4/2025		\$ 946,367.98		\$ 946,367.98

9.2 FY26 Grants and Revolving Funds, Second Reading and Vote

Documents: List of FY26 Grants and Revolving Funds

Dr. Graham reported that Ms. Wang shared the grants and revolving funds for a 1st reading at the last meeting. She felt comfortable bringing this for a 2nd read and vote if SC is comfortable moving forward with the vote.

Ms. Taylor asked for an update about the lunch program at some point. Ms. Madrick suggested that she, Ms. Taylor and Dr. Graham meet to discuss what Ms. Taylor is looking for in a report on food services.

Ms. Rajdev moved to accept all federal and state grants at the final award amounts for Fiscal Year 2025 as amended and Fiscal 2026. Ms. Taylor seconded. Roll call vote: Salon – aye. Taylor – aye. RAjdevb – aye. Madrick aye. Wironen – concur. None opposed. Motion carries.

Ms. Rajdev also moved to approve all changes to School Lunch, Facilities Use, and LASMP fees.

Ms. Tyalor seconded. Roll call vote: Salon – aye. Taylor – aye. Rajdev – aye. Madrick aye. Wironen – concur. None opposed. Motion carries.

10. Policy

10.1 First Reading, Policies in Section I of the School Committee Policy Book

Documents: Summary Sheet I Section Policies; Edited copies of policies in section I

Ms. Rajdev thanked all of the administrators for the work they did on the policies. She noted that this section covers a lot of information and several different topics.

- Purpose of this massive review is to bring our policies in line with MASC.
- Faculty did want to see some policies around curriculum.
- Ms. Madrick asked about policy IHAMA and notification to parents by September 15 (page 28). Dr. Graham added that he is not sure if principals are doing this in practice.
- Ms. Madrick asked about policy IJR. Ms. Rajdev replied that we didn't change much. That is the standard MASC policy.
- Ms. Rajdev added that there is no MASC homework policy. It might make sense to keep our current policy. This could be something for a future committee to review if needed.
- Mr. Ford added that homework policy is usually a pretty hefty undertaking that would involve faculty and administration.

11. Unfinished Business

Ms. Taylor asked if the School Committee would like to put out a newsletter before Town Meeting in March. Ideas for information in the newsletter include:

- Budget pie chart
- Plans for the Hartwell Building next year in thinking about the Community Center
- Curriculum review would be a main topic.
- Town Meeting is a great opportunity to distribute to the residents

1 **12. New Business – none**

2

3 **13. Approval of Minutes**

4 **13.1 School Committee Minutes of the October 10, 2024 and October 24, 2024 School Committee**
5 **Meetings**

6 Ms. Rajdev moved to approve minutes of the October 10 and October 24, 2024 School Committee meetings.

7 Ms. Taylor seconded.

8 Roll call vote: Salon – abstain. Taylor – aye. Rajdev – aye. Madrick – aye. None opposed. Motion carries.

9 Ms. Wironen left the meeting.

10

11 **14. Information Enclosures – none**

12

13 **15. Adjournment**

14 Ms. Madrick asked for a motion to adjourn. Ms. Rajdev moved to adjourn at 7:32 PM. Ms. Taylor
15 seconded.

16 Roll call vote: Salon – aye. Taylor – aye. Rajdev – aye. Madrick – aye. None opposed. Motion carries.

17

18 The next School Committee open meeting is scheduled for Thursday, November 21, 2024 at 6:00 PM.

19

20 Respectfully submitted,

21

22 Amy Pearson

23 Recording Secretary

24

25 *Approved at School Committee Meeting of ...*

DRAFT
 MINUTES OF THE LINCOLN SCHOOL COMMITTEE
 THURSDAY, MARCH 6, 2025 – OPEN SESSION
 HYBRID MEETING

In-person Attendance: Matina Madrick (Chairperson), Jacob Lehrhoff, Abbey Salon, Susan Taylor, Parry Graham (Superintendent), Torrance Lewis (Assistant Superintendent), Robert Ford (Director of Instructional Operations and Technology), Lisa Berard (Administrator for Student Services)

Virtual Attendance: Kim Rajdev (Vice Chairperson), Angela Wang (Administrator for Business and Finance)

Absent: Kim Mack (METCO Representative), Laurel Wironen (Hanscom Educational Liaison)

1. Greetings and Call to Order

Ms. Madrick, Chairperson, called the open session to order at 6:03 PM via hybrid participation. Pursuant to Governor Baker's March 12, 2020 Order Suspending Certain Provisions of the Open Meeting Law, G.L. c. 30A, §18, and the Governor's March 15, 2020 Order imposing strict limitation on the number of people that may gather in one place, as further extended on June 15, 2021 by the Governor's signing of Bill #2475, this meeting of the School Committee will be conducted as a hybrid meeting with both in-person participation and remote participation via Zoom.

2. Student Learning Spotlight – Grade 8

Hanscom School

Warrick Anderson, Anisa Campbell, Mitchell Curlin, Susie Muller, G'yonna Smith, Lizzy Strickland

Principal Erich Ledebuhr welcomed the 8th grade students, 8th grade team leader, and Assistant Principal Scott Dixon. The students discussed the following:

- Hanscom provides multiple ways to bring students and teachers together including academic and extracurricular experiences and field trips.
- Recently visited historic sites in Boston as well as Gillette Stadium.
- Build relationships in school. The day before winter break, we built gingerbread houses.
- Presented at the Veterans Day assembly. Hanscom has a good community and many supports for everybody.
- Interviewed K students on what they would like to see on a mini golf course and built models.
- 8th graders were introduced to 2 high schools – Shawsheen Valley Tech HS and Bedford HS. Children of retirees can also go to Lincoln-Sudbury Regional HS.

Lincoln School

Fareedah Afolabi, Henry Herbert, Lilia Stewart, Zack Wilbur

Principal Jason Peledge welcomed the Lincoln School 8th grade teachers and students. The student reported on the following:

- ELA: Includes independent reading time at the beginning of the class. Digital readers help keep track of books we read. Favorite part is writing.
- Math: Math is engaging. Blast from the Past assignment due on Fridays where we review previous materials. Also review MCAS materials. Enjoy using the white board to practice the problems and do it step by step. One assignment was a stained-glass project to practice how to graph.
- Civics: There are engaging discussions in class. Students reviewed previous Supreme Court cases and interpreted them with the Bill of Rights. Also did the evolution of the 1st amendment.
- Science: The hands-on component is what makes it so special. Did a project about density by putting different liquids in a cylinder. Recently learning about melting freezing and boiling point of different substances.
- The students invited SC members to come to one of Ms. Reynolds classes for an experiment.

1
2 **3. Chairperson and Members' Reports**

- 3 • Mr. Lehrhoff thanked Mr. Lewis and Mr. Ford for the conversation they had about key academic
4 indicators.
- 5 • Ms. Taylor reported that she went to the 8th Grade Art Show. The topic was psychedelic art.
- 6 • Ms. Madrick reported that she and Dr. Graham attended the Superintendent Legislative Breakfast
7 on Friday. One of the state reps is championing a bill that states, after a 2.5% increase in out-of-
8 district tuition, the rest should be covered by the Fair Share Amendment. Everyone was enthusiastic
9 but not sure it would go through.

10
11 **4. Public Comments – none**

12
13 **5. Consent Agenda**

14 **5.1 Vote to Accept the Lincoln School Foundation (LSF) Grant for \$2000 to Fund the Annual Conference
15 of the American Association of Teachers of Spanish and Portuguese**

16 Mr. Lewis explained that Spanish Teacher Anne Mostue has been awarded a grant to attend an annual
17 conference in Panama City, Panama. The grant will cover most of the cost and she will cover the rest. Ms.
18 Mostue has two objectives: bring back what she learns to her colleagues and how to engage and challenge
19 students in one Spanish classroom. He asked that SC vote to accept this grant.

20
21 Mr. Lehrhoff moved to accept the LSF grant for \$2000 for the project as described. Ms. Taylor seconded
22 Salon – aye. Taylor – aye. Lehrhoff – aye. Madrick – aye. Rajdev – aye. None opposed.

23
24 **6.0 Time Scheduled Appointments**

25 **6.1 2025-2026 School Choice Hearing**

26 **Documents: none**

27 Ms. Madrick asked for a motion to open the hearing. Ms. Taylor so moved at 6:33. Mr. Lehrhoff seconded.
28 Roll call vote: Salon – aye. Taylor – aye. Lehrhoff – aye. Madrick – aye. Rajdev – aye. None opposed.
29 Motion carries.

30
31 Dr. Graham explained the School Choice program. He recommended that the School Committee vote to
32 withdraw from the MA School Choice program for the 25-26 school year because it is not in the district's
33 operational or financial interest to participate.

34
35 Mr. Lehrhoff moved to close the hearing at 6:38. Ms. Taylor seconded.

36 Roll call vote: Salon – aye. Taylor – aye. Lehrhoff – aye. Madrick – aye. Rajdev – aye. None opposed.
37 Motion carries.

38
39 **6.2 2025-2026 School Choice VOTE**

40 **Documents: none**

41 Mr. Lehrhoff moved to withdraw Lincoln Public Schools from the School Choice program for the 2025-2026
42 school year. Ms. Taylor seconded.

43 Roll call vote: Salon – aye. Taylor – aye. Lehrhoff – aye. Madrick – aye. Rajdev – aye. None opposed.
44 Motion carries.

45
46 **7. Superintendent's Report**

47 Dr. Graham reported on the following:

- 48 • The Hanscom RFP is scheduled to come out soon. Will keep the Committee updated.
- 49 • Has started meeting with faculty teams to hear about what is going well this year. Appreciates the
50 feedback he is getting from the faculty. Leads with 3 general questions: What are you proud of?
51 Something that might be getting in the way of you doing your best work? Anything I can do
52 differently?

53
54 **8. Curriculum**

1 Mr. Lewis reported that the curriculum review is going well.

- 2 • Have decided on 3 programs that we will pilot. Teachers have volunteered to pilot and received the
- 3 initial training. Next phase is piloting towards the end of March.
- 4 • Then will have a parent session in April and a decision in May.
- 5 • Everything is going very well and Dr. Saxon is leading the work.
- 6 • Special education teachers have partnered with classroom teachers.
- 7 • It's an accelerated review but it is as thorough as we can be. Very impressed with how well the
- 8 vertical alignment has been going.

9
10 **9. Facilities and Financial**

11 **9.1 Reporting of Warrants: Summer Warrants**

12 Ms. Madrick reviewed and approved the warrants from the following dates:

Date	Teacher Summer	Payroll	AP	Total
2/18/2025		\$ 936,049.99	\$ 507,024.83	\$ 1,443,074.82
3/4/2025		\$ 870,376.60	\$ 302,882.97	\$ 1,173,259.57

13
14
15 **9.2 Review Town Warrants/Capital Projects**

16 **Documents: List of Town Warrants and Capital Projects**

17 Ms. Wang briefly reviewed the Town Warrants memo and noted that 3 projects totaling \$139,280
18 were put forward for Town Meeting approval. She also noted projects for future years.

Capital Projects	Target Acquisition Year	Requested Amount	FY	Total Requested
Hartwell Network Cabling and PA Replacement	FY26	\$ 49,280		
Upgrade MPR Mini Split from AC only to Heat and AC unit and add a unit in 1st floor conference room	FY26	\$ 50,000		
Replace 2 sewer ejector pumps at LPS	FY26	\$ 40,000		
			FY26	\$ 139,280
Abate Asbestos-Containing materials – Hartwell Building	FY27	\$ 428,000		
Hartwell -- Replace Wooden Window Curtain Walls and Insulate	FY27	\$ 260,000		
			FY27	\$ 688,000
Hartwell -- Replace Wooden Window Curtain Walls and Insulate	FY28	\$ 310,000		
Classroom presentation system replacement	FY28	\$ 172,000		
Maintenance	FY28	\$ 50,000		
Firewall Replacement	FY28	\$ 40,000		
			FY28	\$ 572,000
Server Infrastructure Replacement	FY29	\$ 60,000		
Core and edge switch upgrades	FY29	\$ 53,000		
			FY29	\$ 113,000
Hartwell Complex -- Exterior Painting & Repointing	FY30	\$ 50,000		
Maintenance	FY30	\$ 50,000		
			FY30	\$ 100,000
Phone System Replacement	FY31	\$ 58,000		
Hartwell -- Unit Ventilators, Final Phase	FY31	\$ 102,000		
Wireless Access Point Replacement	FY31	\$ 78,000		
			FY31	\$ 238,000

1 **10. Policy**

2 **10.1 Second Reading and Vote: Policies in Section I of the School Committee Policy Book**
3 **Documents: Summary Sheet I Section Policies; Edited copies of policies in section I**

4 Ms. Rajdev noted that this is the second reading and briefly reviewed the policy updates.

5
6 Ms. Rajdev moved to approve the policies in section I per the enclosed revisions. Ms. Taylor seconded.
7 Roll call vote: Salon – aye. Taylor – aye. Lehrhoff – aye. Madrick – aye. Rajdev – aye. None opposed.
8 Motion carries.

9
10 **11. Unfinished Business – none**

11
12 **12. New Business**

- 13 • Ms. Madrick reported that the April 3rd Meeting will be held at METCO HQ.
14 • Ms. Taylor reported that she is on track to put out a newsletter by Town Meeting. Electronic copies
15 will be sent as well as paper copies at the Town Meeting.

16
17 **13. Approval of Minutes**

18 **13.1 School Committee Minutes of the November 7, November 21, and December 5, 2024 School**
19 **Committee Meetings**

20 Ms. Taylor moved to approve the 3 sets of minutes as presented. Mr. Lehrhoff seconded.
21 Roll call vote: Salon – aye. Taylor – aye. Lehrhoff – aye. Madrick – aye. Rajdev – aye. None opposed.
22 Motion carries.

23
24 **14. Information Enclosures – none**

25
26 **15. Adjournment**

27 Ms. Madrick asked for a motion to adjourn the Open Session with the Intent to convene in Executive
28 Session and not return to Open Session. Mr. Lehrhoff so moved at 6:53 PM. Ms. Taylor seconded.
29 Roll call vote: Salon – aye. Taylor – aye. Lehrhoff – aye. Madrick – aye. Rajdev – aye. None opposed.
30 Motion carries.

31
32 The next School Committee open meeting is scheduled for Thursday, March 20, 2025 at 6:00 PM.

33
34 Respectfully submitted,

35
36 Amy Pearson
37 Recording Secretary

38
39 *Approved at School Committee Meeting of ...*

DRAFT
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 THURSDAY, MARCH 20, 2025 – OPEN SESSION
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Absent: Laurel Wironen (Hanscom Educational Liaison)

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2. Student Learning Spotlight – Grade 2

Hanscom School

Riley Kelly, Robert Lilly, George Ng, Asher Pitts, Norah Romano, Cooley Von Smith

Hanscom K-4 Assistant Principal Erin Burke welcomed the 2nd graders and thanked the 2nd grade teaching team. Each of the students recited original poems

Lincoln School

Simone Lane, Reiko Martin-DePasquale, Soren Nicholas, George Papas, Faye Prange

Lincoln K-4 Principal Sarah Collmer welcomed the Lincoln 2nd graders and thanked the 2nd grade teaching team. The students shared information about their science learning.

- Ms. Webster teaches the unit on rocks, sand and soap. Ms. Nageotte teaches the unit on states of matter. Ms. McGrath teaches the unit on the life cycle.
- The students explained what they learned in the units.
- They shared interesting facts about science.

3. Chairperson and Members' Reports

Ms. Taylor reported on the following:

- Attended the Outreach Roundtable with Dr. Berard.
 - Very successful presentation on the emergency drills.
 - Talked about intervention screening. It is happening next week and for 7th graders only. Parents can opt out but most are participating.
 - The Town Nurse reported that flu is running rampant and strep is running through the schools.
 - Bird flu is here and backyard chickens are being impacted. As the weather warms the ticks will be out.
- Great Meadows collaborative will be receiving a large amount of money. Hiring a substance abuse coordinator. Lincoln will also have a chunk of money that can use for their communities.
- Town Meeting on Saturday, March 30.
- Parents have set May 14 as Pride Day.
- Juneteenth celebration is set for June 7.
- The 250 Fair and Feast Celebration is June 14.
- This is the week that we closed school 5 years ago for the COVID-19 Pandemic.

1
2 Ms. Madrick reported that she attended the Middle School Musical "Rock of Ages." There are additional
3 shows tonight, tomorrow and this weekend.
4

5 Ms. Madrick invited guests to speak because Kim Rajdev is stepping off School Committee and tonight is
6 her last official Meeting.
7

8 John MacLachlan, former chair of the School Committee, said he could not have been the Chair without
9 Kim by his side. Kim volunteered to take on the policy updates. She found a search firm for the
10 superintendent search and sat on the committee to find the superintendent. Worked with John to find an
11 auditing committee. Worked with the Collins Center. Worked on financial protocols with Ms. Madrick.
12 He recognized her thoughtfulness, diligence, and sense of humor. He thanked Kim as a parent of the
13 district, former SC member and friend.
14

15 Tara Mitchell, former chair of the School Committee, said Kim has an amazing way of engaging with fellow
16 board members and administrators. Keen eye for the big picture and the small details. Thanked her for her
17 work on the subcommittee to hire a new superintendent when Dr. McFall retired after 13 years. She is
18 organized and detail-oriented and is the nicest combination of a doer and a thinker. It was a pleasure to
19 work with her.
20

21 Each of the current School Committee members and administrators spoke about Kim's dedication to the
22 district. They praised her for her hard work and thoughtfulness. They spoke of her many accomplishments
23 over the last 3 years, including her work with the Collins Report, Superintendent Search and policy work.
24

25 Ms. Rajdev thanked everyone for all their kind words and their continued work for the community.
26

27 **4. Public Comments – none**

28 **5. Consent Agenda**

29 **5.1 Approval of 8th Grade Trip to Washington, D.C.**

30 **Document: 2025 8th Grade Trip to Washington, D.C. Information Packet**

31 Dr. Graham recommended the Lincoln 8th grade trip to DC be approved. Lincoln 5-8 Principal Jay Peledge
32 stated that this had been a long-time tradition but the last year it happened was 2019, before the pandemic.
33

- 34 ● Contracted with the company Explorica. Students will take a bus to DC with a stop at Gettysburg.
- 35 ● It's ambitious to be done in 4 days 3 nights during the first week in June.
- 36 ● Received a generous grant from Codman Trust. 56 of 64 students.
- 37 ● Chaperones/faculty leaders include Mr. Peledge plus 3 teachers and the nurse.
- 38 ● Ms. Taylor asked how it is connected to what the students are learning. Mr. Peledge replied that
39 there is a huge connection to the grade 8 civics curriculum. Lots of nuances and standards on how
40 the government works.
- 41 ● Ms. Rajdev thanked Principal Peledge for all of the work that went into putting this trip together.
42

43 Ms. Rajdev moved to approve the 8th grade overnight trip to DC as presented. Ms. Taylor seconded.
44 All in favor. None opposed. Motion carries.
45

46 **6.0 Time Scheduled Appointments**

47 **6.1 Academic Indicators Presentation**

48 **Documents: Academic Indicators, March 20, 2025 slides**

49 Dr. Graham stated that one of the district goals for this year is to identify key academic indicators for the
50 school year. Mr. Lewis and Mr. Ford presented slides providing an overview of the academic indicators:
51

- 51 ● Looking at both achievement and growth
- 52 ● Focused on Math and Literacy
- 53 ● MCAS as a piece, not the whole story

- 1 ● Meaningful in the aggregate (vs individual student focused)
- 2 ● Stable, but sensitive, able to be tracked over time
- 3 ● Able to communicate clearly about the indicator
- 4 ● Able to track and maintain with a minimal amount of additional work
- 5 ● Looking at all students and groups when meaningful
- 6 ● Mr. Ford noted that we are focused on the 2 areas of indicators:
- 7 ● Proficiency / Achievement
- 8 ● DIBELS - % of students reading at grade level literacy
- 9 ● MCAS
- 10 ● Growth
- 11 ● DIBELS – students who were below benchmark in the fall. Looking at growth from fall to
- 12 spring.
- 13 ● iReady % of students meeting expected or stretch growth targets
- 14 ● MCAS student growth percentile in ELA and Math.
- 15 ● These aren't new. We currently have DIBELS, iReady, and MCAS. Looking at them in a different
- 16 way.
- 17 ● Have different proficiency assessments at different grade levels.
- 18 ● Provided a summary of the growth and proficiency at different grade spans.
- 19 ● Will be reporting out on both campuses.
- 20 ● Mr. Lewis talked about the limitations. Math and literacy focused. With fewer measures in grades
- 21 6-8.
- 22 ● Reviewed the timeline for this year and next, including gathering and analyzing data and then
- 23 reporting.
- 24 ● Dr. Graham noted that there is more work to be done “under the hood.” The data dashboard will
- 25 provide the ability to report and track more information.
- 26

27 School Committee discussed the following with Mr. Ford and Mr. Lewis:

- 28 ● Ms. Rajdev asked if there is an outlier would you call that out in a public way? Mr. Lewis replied
- 29 that we do want to praise publicly but also be careful about criticizing.
- 30 ● Ms. Taylor asked if there is a way to correlate this data with survey data? Mr. Ford replied that the
- 31 hope is that we would see that reflected in the data but there are so many factors involved. It might
- 32 not always be as black and white as we would like it to be.
- 33 ● DIBELS uses national benchmarks. MCAS uses state standards. It is a good mix. Will give us two
- 34 different pieces of information.
- 35 ● Mr. Ford noted that iReady is going to match the students at their level. It is adaptive.
- 36 ● He added that there is a big difference between MCAS and DIBELS. DIBELS is administered by an
- 37 adult in a one-to-one protocol. You get a much finer nuance of data for each student.
- 38 ● Ms. Rajdev added that it could be helpful for future School Committees to give examples of what is
- 39 low medium high. To provide some context.
- 40 ● Ms. Madrick asked if the information that is provided in the fall will include MCAS and DIBELS
- 41 data in a way that is meaningful and understandable? Mr. Lewis said that it would.
- 42

43 6.2 K-8 STEM Coordinator position and K-8 LASH Coordinator position

44 **Documents: none**

45 Mr. Lewis presented information on a proposal for 2 new faculty positions. The STEM (science, technology,
46 engineering, math) Coordinator position mirrors the current LASH (literacy, arts, ?, humanities)
47 Coordinator position and would replace the Math Content Specialist being vacated by Kathy O'Connell's
48 retirement. These positions would provide oversight and bring better curriculum vertical alignment.

1 Why do we want to make this shift? Our principals are overloaded with the caseload for evaluating
 2 teachers. New teachers require more coaching and more evaluations. LASH and STEM will provide better
 3 curriculum oversight and better teacher support. In talking with the LEA leadership, they want better
 4 support and evaluations. Overall budget minimal. It is win-win for bringing the new curriculum forward
 5 and supporting our teachers.

- 6 • Ms. Rajdev stated that this sounds great and noted there is relatively new policy about teacher evals
 7 but the specifics of who is doing the evaluations is left to the administration.
- 8 • Ms. Madrick added that SC does not need to do an official vote.
- 9 • Ms. Taylor asked if the administration is going to ask SC to eliminate those from the teachers’
 10 contract. Dr. Graham replied that he has had conversations with the LEA leadership and there is not
 11 a need to do a MOA. The new positions are not union positions and we would not fill the Content
 12 Specialist positions.
- 13 • Ms. Taylor asked to build in a feedback loop. Dr. Graham agreed. He added that next year the
 14 district is introducing a new literacy curriculum and it will be very helpful to have a LASH
 15 Coordinator to oversee the new curriculum.

17 **6.3 Vote to Approve the Shift to Summer 2025 Work Hours**

18 **Documents: none**

19 Dr. Graham stated that he is recommending the move to summer work hours for 2025-2026. Full year
 20 employees will work 4 10-hour days for 8 weeks. Facilities Director Brandon Kelly will create a staggered
 21 schedule to ensure that there is custodial coverage 5 days per week throughout the summer.

22
 23 Ms. Madrick asked for a motion. Ms. Rajdev moved to approve the full-year employees shift to summer
 24 work hours as presented. Ms. Taylor seconded. All in favor. None opposed. Motion carries.

26 **7. Superintendent’s Report**

27 Dr. Graham reported on the following:

- 28 • Ms. Wang with DoDEA last week and they expect to have the new RFP to be published in 5-10 days.
 29 The proposal review process will run similar to what was done in the past.
- 30 • Finalize Budget Book posted on the LPS website so it is available in advance of Town Meeting. It
 31 showcases student artwork throughout the book.

33 **8. Curriculum**

34 Mr. Lewis reported that the curriculum review is going well.

- 35 • Piloting 3 programs over the next 7 weeks. 21 teachers piloting the curriculum.
- 36 • The next step is involving parent input.
- 37 • Will decide on a new curriculum at the end of May and it will be implemented in the fall.
- 38 • School visits will take place over the next few weeks.

40 **9. Facilities and Financial**

41 **9.1 Reporting of Warrants: Summer Warrants**

42 Ms. Madrick reviewed and approved the warrants from the following dates:

Date	Teacher Summer	Payroll	AP	Total
3/18/2025			\$ 363,667.89	\$ 363,667.89

43
 44 *The payroll warrant was not posted and will be included in the next report.

46 **9.2 First Reading - LEAP License Agreement for the 2025-26 School Year**

47 **Documents: Draft LEAP License Agreement for the 2025-2026 School Year**

48 Ms. Wang explained that she is presenting the one-year temporary lease with the Community
 49 Center construction beginning this summer. Because of all of the moving parts we decided to keep

1 the lease fee the same as last year. Mr. Ford, Facilities Director Brandon Kelly and Dr. Graham
2 have done a lot of the work in preparing for their move.

- 3 ● Dr. Graham reported that LEAP will have access to outdoor spaces. Parks and Rec is in
4 charge of the outdoor spaces after school hours. In the process of setting up a time to sit
5 down with LEAP Director Katie Hawkins. They have had a copy of the lease for several
6 weeks.
- 7 ● Mr. Ford offered thanks to Lincoln K-4 Principal Sarah Collmer and her staff for making
8 these accommodations possible.
- 9 ● Dr. Graham added that they have done at least one walk through. This will be challenging
10 but we are trying to work collaboratively.
- 11 ● Ms. Salon asked if other groups are using the building? Dr. Graham replied that the
12 buildings will be busy. The plan is for LEAP to use the K-4 gym. It is not widely used at
13 night until pickleball at 7:00.
- 14 ● Mr. Lehrhoff asked if we will need more custodial staffing? Mr. Kelly replied that the gym
15 is used up until 9:00 almost every night so cleaning is already done later. And we have put
16 some strict guidelines in place, specifically about not having food in the dining commons
17 because it will have already been cleaned.
- 18 ● Ms. Taylor asked about parking and traffic changes? Dr. Graham replied that it is not in the
19 lease but LEAP will be using the K entrance which is not heavily used. Mr. Kelly added that
20 dismissal will actually be smoother as the students will not need to walk across the campus.
21 He noted that LEAP gets out at 6pm and there is minimal traffic in that area.
- 22 ● Ms. Taylor asked why a license and not a lease? Mr. Kelly replied because a lease would
23 need to be put out to public bid and then anyone could bid on it.
- 24 ● Mr. Lehrhoff asked if we can accommodate vacation week LEAP programs? Mr. Kelly
25 stated that we believe we can accommodate them but discussed the possibility of them not
26 doing some programs in the few days after school ends.
- 27 ● Ms. Wang noted that next year this will be licensed by the Town. Dr. Graham added that
28 Assistant Town Manager Dan Pereira has been kept in the loop on the process.
29

30 **9.3 Update on Hartwell Building Construction Work**

31 **Documents: none**

32 Ms. Wang noted that the construction work has begun and Mr. Kelly has done a great job spear-
33 heading this project. Facilities Director Brandon Kelly provided an update on the work being done
34 at the Hartwell Building in preparation for the Community Center Building project slated to begin
35 this summer.

- 36 ● The demo work is completed.
- 37 ● Phase 2 is removing the flooring then electrical and HVAC.
- 38 ● The project started last Monday and anticipate finishing up on April 30th. The garage door
39 has a longer lead time but should be in by May 12th.
- 40 ● Other spaces on the bottom floor are still being utilized.

41 The Community Center project is going well. Some very generous volunteers spear-headed by
42 Peter Von Mertens have offered to remove some invasive bushes to make it a more inviting area
43 behind Pod C. Would also like to remove some Chinese knotweed to allow for other things to
44 grow. They will work on weekends and over April break week. They have partnered with
45 Conservation. Dr. Graham added Mr. Von Mertens wanted to be sure the SC had the information
46 and the opportunity to ask questions.
47

48 Mr. Kelly added that Dan Pereira received the final proposal to remediate the Strat's Place area
49 behind the Hartwell Building. The contractor is partnering with the DPW to ensure there is no
50 contamination of the areas that do not need to be remediated.
51

52 **9.4 First Reading - Doherty's Bus Transportation Contract Extension**

1 **Documents: Memo from Doherty's Garage, Inc. re: Request for Execution of Option Years on**
 2 **Contract for School Bus Transportation**

3 Ms. Wang explained that Bus Doherty's Garage, Inc. has been providing school bus service to
 4 Lincoln Public Schools for many years. We have a 3-year contract that expires in FY26. Dennis
 5 Murphy and Mike Callendar from Doherty's joined the meeting. There were 2 option years in the
 6 initial contract. Doherty's is looking to add electric buses to their fleet and looking for state funding
 7 to support their initiative. To support to the application for grant funding to electrify their fleet,
 8 Doherty's is requesting the following:

9 1. Specifications, Subsection 4) Equipment:

- 10 • Allow operation of vehicles up to eight (8) years old. 2 buses that are aging out. Asking SC
 11 to waive this provision provided they have proof that they are moving forward with the
 12 electric buses.
- 13 • Waive the new vehicle purchase requirements for Contract Years 3 and 4, provided that
 14 Doherty's has given proof of ordering at least one electric school bus for us by October 31st
 15 2025.

16 2. Compensation for Option Years:

- 17 • Option Year 1 (2026-2027): Adjust the daily rate to \$510.19, with an annual rate
 18 of \$642,840.
- 19 • Option Year 2 (2027-2028): Adjust the daily rate to \$529.32, with an annual rate
 20 of \$666,947.

21
 22 School Committee discussed the following:

- 23 • Ms. Mack asked how are we moving to a place of equity if not all students have access to these
 24 newer buses? Ms. Wang stated it was a good point. This will be a phased approach. Dr.
 25 Graham added that the quick answer is that we don't have an answer. All of this is new but the
 26 ultimate plan is for all of our students to be riding on electric buses.
- 27 • Ms. Madrick asked if CASE Collaborative is looking to electrify? Dr. Graham explained that
 28 CASE does not have the big buses but uses specified smaller vehicles. CASE is not moving
 29 forward with that now but believes they will be moving in that direction across the state.
- 30 • Ms. Wang added that to be proactive we can look at putting language in place for
 31 transportation bids stating that the district would like to utilize electrified buses or see a plan to
 32 electrify.
 33

34 Ms. Wang noted this is a 1st reading but recommends the SC lock in the rates and approve the
 35 contract extension and Dohery's requests to support them moving forward with the grant
 36 applications.

37
 38 Ms. Taylor so moved. Ms. Rajdev seconded. All in favor. None opposed. Motion carries.

39
 40 **10. Policy**

41 **10.1 First Reading: Policies in Section A of the School Committee Policy Book**

42 **Documents: Edited copies of policies AC, AC-R, ACA, ACAB, ACGA, ACGB**

43 Mr. Rajdev explained that MASC recently reverted policies AC, AC-R, ACA and ACAB to their 2022
 44 versions based on a federal court ruling interpreting Title IX. Copies of the edited policies are
 45 enclosed. Policies ACGA and ACGB are no longer listed on the MASC website and will need to be
 46 rescinded to maintain alignment with MASC.

- 47 • She noted that Ms. Taylor caught a few typos and she will correct them. She will also change
 48 language to reflect Hanscom School, instead of Hanscom Primary and Hanscom Middle.
- 49 • This is the first reading of these revised polices. They will come back for a 2nd reading and vote at an
 50 upcoming meeting.
- 51 • Mr. Ford and Dr. Berard are working on the J policies that will be reviewed at an upcoming meeting.
 52

53 **11. Unfinished Business - none**

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12. New Business

- Ms. Madrick reminded everyone that the next meeting on April 3rd will be held at METCO HQ and there is a Working Session scheduled for April 10.
- Ms. Taylor reminded the SC that April 17th is the “Purple Up” so everyone should where purple for the Month of the Military Child.

13. Approval of Minutes

13.1 Minutes of the December 12 and December 19, 2024 and January 9, 2025 School Committee Meetings

Ms. Taylor moved to approve the minutes as presented. Ms. Rajdev seconded.

All in favor. None opposed. Motion carries.

14. Information Enclosures – none

15. Adjournment

Ms. Madrick asked for a motion to adjourn. Ms. Rajdev moved to adjourn at 8:23 PM. Ms. Taylor seconded.

All in favor. None opposed. Motion carries.

The next School Committee open meeting is scheduled for Thursday, April 3, 2025 at 6:00 PM. It will be held at METCO HQ, 11 Roxbury Street, Boston, MA 02119.

Respectfully submitted,

Amy Pearson
Recording Secretary

Approved at School Committee Meeting of ...