

Present: Sara Wilson, Chair, CCSC
Heather Bout, Vice Chair, CCSC; CSC
Courtland Booth, Chair, CSC; CCSC
Cynthia Rainey, Vice Chair, CSC; CCSC
Eva Mostoufi, CCSC
Alexa Anderson, CSC; CCSC
Fatima Mezdad, CSC; CCSC

Present from Administration: Dr. Laurie Hunter, Superintendent of Schools, CPS & CCRSD
Jared Stanton, Director of Finance & Operations, CPS & CCRSD

I. CALL TO ORDER & ROLL CALL

Ms. Wilson called the CCSC meeting to order at 5:02 PM and Mr. Booth then called the CSC meeting to order, noting that it was being recorded. Roll call attendance was taken: Anderson, aye; Booth, aye; Bout, aye; Mezdad, aye; Rainey, aye; Wilson, aye.

Ms. Mezdad read a personal statement acknowledging how she would be presenting herself from this meeting forward.

II. PUBLIC COMMENT

1. Erin Fife, 174 Hill Street, Concord, MA. Ms. Fife asked if there would be time for public questions after Dr. Hunter's presentation on Diversity in Hiring and Mr. Booth stated that the SC would honor requests for brief remarks.

III. RECOGNITIONS

Mr. Booth recognized former Concord Police Officer, Kevin Gena, for his contributions to CMS, noting that he enriched the lives of students and teachers. Mr. Booth stated that the new CMS resource officer was Tia Mancuso, noting how grateful the district is for her work.

IV. READING OF THE MINUTES

Joint Meeting – 11/17/20, 12/1/20, 12/8/20, 12/15/20. A motion was made by Ms. Bout, for both CSC and CCSC, seconded by Ms. Rainey, for both CSC and CCSC, to approve the joint meeting minutes from 11/17/20, 12/1/20, 12/8/20, and 12/15/20. The motion was approved by roll call: Anderson, aye (for both); Booth, aye (for both); Bout, aye (for both); Mezdad, aye; Rainey, aye (for both); Wilson, aye.

V. CHAIRS & LIAISONS REPORT AND STUDENT UPDATE

CCHS Student Reps, Amy Tedeschi and Linda Xu, provided updates from CCHS. Ms. Tedeschi stated that CC Theatre would be holding a radio play. Ms. Xu stated noted the recent events at the Capital Building, stating how difficult it has been to stay focused on schoolwork with such an event unfolding. She stated that students had a hard time processing what happened.

Ms. Rainey stated that there was a conversation about CARES Act town expenditures from the Select Board.

Ms. Mezdad stated that the next Policy Subcommittee meeting is January 20, 2021.

VI. CORRESPONDENCE

Mr. Booth stated that CSC and CCSC received a letter from the community group, Concord Organized Against Racism, with an appeal to consider some of their objectives in next year's budget. He stated that CSC also received correspondence from a citizen about the Safe Route to Schools program. He stated that that he represented CPS in talks

with FINCOM and clarified the contract negotiations schedule. He stated that CSC received a letter in regards to student and teacher COVID testing and a letter regarding the CMS building project and electromagnetic frequency health considerations.

Ms. Wilson stated that CCSC received correspondence from a reporter from Patch questioning how the schools were responding to the events (U.S. Capital) of the previous week.

Ms. Mostoufi stated that Concord Carlisle Adult Education Advisory Committee would be holding a meeting on February 15th at 11:00 AM, noting that the committee has a healthy budget, healthy levels of participation and a great offering of classes. Ms. Mezdad recognized the program on Mystic poetry.

VII. DISCUSSION

A. Diversity in Hiring Update. Kristen Herbert, Director of Teaching and Learning, stated that this was the 4th presentation on Cultural Competency work. Andrew Nyamekye, METCO Director, spoke about the importance in hiring diverse faculty in the lives of the students. Ms. Herbert shared quantitative data on students, faculty and support staff who identify as people of color.

Dr. Paula Martin, Cultural Competency consultant, reviewed the findings of a focus group that included 10 new teachers of color from all grade levels, stating that themes emerged of teachers choosing Concord for its reputation as a good school system and its formal process of interviewing, hiring and orienting new staff. Mr. Nyamekye shared themes from the data on relationships with supervisors, noting that participants felt that administrators are very welcoming and supportive. Regarding School Culture data themes, Ms. Martin shared that participants felt that representation of students and faculty of color is very important, they need to feel safe and have hard conversations, some colleagues need more training on cultural competency and anti-racist practices, and the more faculty of color can be hired, the better the environment will be for everyone. Mr. Nyamekye shared themes from working relationships with colleagues, including: the importance of emphasizing the fact that they are highly qualified when introducing new faculty of color, encouraging new faculty to fully participate and not feel discouraged because they have not reached professional status and the need for more professional development to encourage colleagues to be open to reflection and change. He then shared data from mentoring, including how helpful and supportive the program is, how helpful it is to have a mentor who works in the same building and the importance of finding an informal mentor who is a person of color when you are an educator of color.

Ms. Herbert shared information on next steps with hiring, partnerships, interview committees, mentoring and support, and faculty discussions. Ms. Wilson noted the importance of the students having “mirrors” in the classroom, thanking Ms. Herbert, Dr. Martin and Mr. Nyamekye for the presentation. Mr. Booth noted that the conscious effort to improve on this is so critical and is a strong indicator of the genuine importance. Ms. Bout noted her personal gratitude for the efforts in hiring and retaining faculty of color. Ms. Mostoufi noted the importance of having teachers of color for the general population of students, enabling them to see different perspectives and experiences. Mr. Nyamekye noted the initiative from the Pittsfield, MA school district that received a grant from DESE to recruit students from North Carolina as new teachers, noting that the community housed the students to orient them to the school district during the interview process and for the first year of employment as well. Mr. Nyamekye spoke about some virtual hiring fairs coming up in the spring. Ms. Mezdad noted the enormous change that has happened in the district over the last 5 years in attention to diversity in hiring and anti-racism.

Public Comment: Erin Fife questioned if the data showing change could be shown in terms of 5-year outcomes by school.

B. COVID Surveillance Testing. Dr. Hunter shared an overview of the pooled COVID surveillance testing, noting that Brad Guth and Anna Schneider from CIC Heath were also available to answer questions and help inform. She stated that DESE and DPH announced pooled testing, noting that a response to DESE is due by Friday, January 15th with a tentative rollout the end of January. Dr. Hunter stated that the pooled test would be a pool of 10 nasal samples analyzed together, with results in 24-48 hours. She stated that if the pool were positive, individuals would need to be retested to determine who is positive. Dr. Hunter stated that the state will pay for the first six weeks of the program, projecting approximately \$10 per week per person, staff cost would be about \$7,200 with a cost of \$129,600 for the remainder of the year, with a student cost of \$33,000 and \$594,000 for the remainder of the year. She noted possible funding options:

CARES Act, Concord Education Fund, fundraising or parent payment. Dr. Hunter stated that surveys of staff and families would need to be conducted to determine interest.

Mr. Booth confirmed that the SC members would like to move forward with testing and Ms. Wilson suggested beginning with staff first. Brad Guth and Anna Schneider from CIC Health answered specific questions SC members had around testing.

Public Comments

1. Leah Butler, 533 Lexington Rd, Concord, MA. Ms. Butler questioned the testing of remote students due to participation in extracurricular activities or sports. Dr. Hunter stated that there is impact, but does not know the answer per se at this point, noting that this is a discussion point.

2. Christopher Park, 215 Lexington Rd, Concord, MA. Mr. Park noted that he works professionally on scaling diagnostic testing around the country, offering to be used as a source if needed. He asked if Dr. Hunter envisioned continuing with hybrid learning or in person based on the asymptomatic testing. Mr. Booth stated that Dr. Hunter would follow up with him.

After more discussion, the SC agreed that Dr. Hunter should move forward with staff testing through CIC Health and to survey families to understand interest levels.

VIII. NEW BUSINESS

A. CCRSD FY22 Budget Report. Dr. Hunter stated that the budget will include the most options possible, noting that it will be narrowed down in June for Concord Town Meeting. Mr. Stanton reviewed the budget timeline, noting that the recommended budget will be presented to the SC by February 23rd. He reviewed the FY20 Variance Report by 1000 and 100 functions, FY20 end of year revolving, gift and other balances accounts, FY21 external revenue projection, FY21 Governor's budget impact, FY21 FTE's, Collective Bargaining units up for renewal, OPEB balance, E & D projections (4.99%), Special Education expenditures, health insurance information, CARES Act update, and the financial impact of enrollment shifts.

Mr. Booth noted that the enrollment shift has made some members of Concord FINCOM feel that the regional agreement should be revisited. Mr. Stanton noted that Dr. Hunter and he would be attending the Carlisle FINCOM meeting on January 27th. Ms. Bout noted that the Concord FINCOM was supportive of the budget presentation.

B. First Reading – School Committee Policies: File JIC – Student Discipline & File: JICFB – Bullying Prevention. Dr. Hunter stated that the Policy Subcommittee reviewed the recommendations of legal counsel, noting that File: JIC would remain as is and File: JICFB would be updated with a new cyberbullying definition. Ms. Mostoufi stated that it was very helpful to have Dr. Hunter explain how the policies work in practice as well as the attorney's input when the Policy Subcommittee was reviewing the policies.

IX. OLD BUSINESS

A. CARES Funds Update. Mr. Stanton reviewed a summary of COVID costs incurred by both districts through December 30, 2020, totaling \$1,248,915. He noted that the districts will be audited on the costs incurred and that they are allowed to bring balances over to the next year's budget. Mr. Stanton noted that every expenditure would meet the criteria of what the grant was meant for. Mr. Booth and Ms. Wilson thanked Mr. Stanton and his team for carefully tracking all of the expenses.

X. ACTION ITEMS

A. Vote to Approve Staff Requests to Enroll Children in CPS/CCRSD. A motion was made by Ms. Bout, for both CSC and CCSC, seconded by Mr. Booth, for both CSC and CCSC, to accept the following staff requests to enroll their children in CPS/CCRSD for the 2021-22 School Year, and that tuition be waived: Lindsey Donahue, Speech-Language Pathologist Concord Integrated Preschool, daughter to enroll in Kindergarten at Willard; Marcella Pixley, Teacher at Carlisle Public Schools, son to enroll in 9th grade at CCHS; Jennifer Rowland, Teacher at Carlisle Public Schools, daughter to enroll in 9th grade at CCHS; Dennet Sidell, Principal Carlisle Public Schools, daughter to enroll in 9th grade at CCHS; Lina Smith,

Teacher at CCHS, daughter to enroll in Kindergarten at Willard. The motion passed by roll call: Anderson, aye (for both); Booth, aye (for both); Bout, aye (for both); Mezdad, aye (for both); Mostoufi, Rainey, aye (for both); Wilson, aye.

B. Vote to Accept Donation from The Robbins House, Inc. Dr. Hunter noted that this grant is used to fund the Charge Group at CCHS. A motion was made by Ms. Bout, seconded by Mr. Booth, to accept the donation from The Robbins House, Inc., in the amount of \$9,340.00. The motion was approved, with appreciation, by roll call: Anderson, aye (for both); Booth, aye (for both); Bout, aye (for both); Mezdad, aye (for both); Mostoufi, aye; Rainey, aye (for both); Wilson, aye.

C. Vote to Accept Donation from Leuders Environmental. A motion was made by Ms. Bout, seconded by Mr. Booth, to accept a donation in the amount of \$125.00 from Leuders Environmental. The motion was approved, with appreciation, by roll call: Anderson, aye (for both); Booth, aye (for both); Bout, aye (for both); Mezdad, aye (for both); Mostoufi, aye; Rainey, aye (for both); Wilson, aye.

XI. ADJOURNMENT - CCSC

A motion was made by Ms. Bout, seconded by Mr. Booth, to adjourn the CCSC meeting. The motion passed by roll call: Anderson, aye; Booth, aye; Bout, aye; Mezdad, aye; Mostoufi, aye; Rainey, aye; Wilson, aye and the CCSC meeting adjourned at 8:07 PM.

XII. DISCUSSION

A. CMS Educational Plan. Mr. Booth noted that this document informs the OPM and community of the educational needs of the middle school now and in the future, thanking Dr. Hunter and her team for all of their work on the document. SC members shared their feedback on the document with Dr. Hunter and Mr. Booth asked members to share additional suggestions with Dr. Hunter as soon as possible. Ms. Bout stated that the committee would need to vote on this at the next meeting if they do not vote tonight.

Ms. Bout stated that the CMSBC met to reengage, noting that it would be sending out a report to update the community and would be holding community forums. Ms. Rainey stated that a CMSBC chair should be coming to an upcoming SC meeting to update the committee. Ms. Bout noted that Tim Hult has stepped down as Chair and Pat Nelson was voted in to replace him.

XIII. NEW BUSINESS

A. CPS FY22 Budget Report. Mr. Stanton reviewed the FY20 Variance Report by 1000 and 100 functions, FY20 end of year revolving, gift and other balances accounts, FY21 FTE's, Collective Bargaining units up for renewal, Special Education expenditures, FY21 Capital Plan, and CARES Act update. Ms. Rainey asked for a breakdown of what was not funded in the CARES Act money and Mr. Stanton stated that he would prepare that breakdown.

XIV. ACTION ITEMS

A. Vote to Approve CMS Education Plan. *Vote will be taken at a future meeting.*

XV. ADJOURNMENT - CSC

A motion was made by Ms. Bout, seconded by Ms. Rainey, to adjourn the meeting. The motion was approved by roll call: Anderson, aye; Booth, aye; Bout, aye; Mezdad, aye; Rainey, aye, and the meeting adjourned at 8:52 PM.

Respectfully submitted,

Erin E. Higgins

Approved: 2.23.21

Abbreviations:

CCHS Concord-Carlisle High School
CCRSD Concord-Carlisle Regional School District

CCSC	Concord-Carlisle Regional District School Committee
CCTA	Concord-Carlisle Teachers' Association
CMS	Concord Middle School
CMSBC	Concord Middle School Building Committee
CPS	Concord Public Schools
CSC	Concord School Committee
DESE	Department of Elementary & Secondary Education
DPH	Department of Public Health
FTE	Full Time Employee
MASC	Massachusetts Association of School Committees
METCO	Metropolitan Council for Educational Opportunity
MMN	Minuteman Media Network
OPEB	Other Post-Employment Benefits
OPM	Owner's Project Manager
SC	School Committee