

Present: Sara Wilson, Chair, CCSC  
Cynthia Rainey, Chair, CSC; CCSC  
Courtland Booth, Vice Chair, CCSC; CSC  
Alexa Anderson, Vice Chair, CSC; CCSC  
Tracey Marano, CSC; CCSC  
Eva Mostoufi, CCSC  
Carrie Rankin, CSC; CCSC

Present from Administration: Dr. Laurie Hunter, Superintendent of Schools, CPS & CCRSD  
Jared Stanton, Asst. Supt. of Finance & Operations, CPS & CCRSD  
Kristen Herbert, Asst. Supt of Teaching & Learning, CPS & CCRSD

**I. CALL TO ORDER**

Ms. Wilson called the CCSC meeting to order at 6:01 PM, noting that the meeting was being recorded. Ms. Rainey then called the CSC meeting to order.

**II. ACTION ITEM**

A. Dr. Hunter shared an overview of the inclusive process for finding Mr. Stanton’s replacement, noting that the search produced two very strong candidates. She stated that she is bringing forward Robert Conry as the recommended candidate for the position. A motion was made by Ms. Anderson, seconded by Mr. Booth, to approve the recommendation of the Superintendent on the appointment of Robert Conry to the Assistant Superintendent of Finance and Operations, contingent upon the negotiations of a mutually acceptable contract. The motion was unanimously approved.

Executive Session. A motion was made by Mr. Booth, seconded by Ms. Anderson, that the Concord School Committee and Concord-Carlisle School Committee enter into Executive Session under Purpose 3 of the Open Meeting Law to discuss strategy with respect to collective bargaining with the CCHS tutors and CPS/CCHS bus drivers unions and Purpose 2 of the Open Meeting Law to conduct contract negotiations with nonunion personnel (Assistant Superintendent of Finance and Operations), and return to Open Session at 6:30 PM. The motion was approved by roll call: Anderson, aye (for both); Booth, aye (for both); Marano, aye (for both); Mostoufi, aye; Rainey, aye (for both); Rankin, aye (for both); Wilson, aye.

The SC returned from Executive Session at 6:31 PM.

**III. CCHS STUDENT UPDATE**

CCHS Student Rep, Harry Crowley, stated that the shift to a mask optional policy seemed dramatic at first, but most students are now getting used to it. He noted that those who are still wearing masks do not feel ostracized or looked down upon. Student Rep, Darcy Keenan-Mills, provided an overview of the upcoming events happening at CCHS, including the St. Patrick’s Day Luncheon, Dodgeball Tournament, Boston Children’s Hospital Blood Drive, start of the spring sports season and Grade 10 MCAS.

**IV. PUBLIC COMMENT**

1. Marlisa Frederick, 108 Spencer Street, Dorchester MA. Ms. Frederick stated that her son is a first year METCO student, noting that he is in the 6<sup>th</sup> grade. She stated that her son has endured racial discrimination from educators and other students, noting that the emerging themes and goals that are outlined in the upcoming DEI presentation need to be prioritized and complaints and open issues need to be acknowledged and addressed.

2. Domingos DaRosa, 1569 River Street, Boston MA. Mr. DaRosa stated that they are a collective group of Boston parents and concerned citizens committed to the education of their children, with the mission of being a supportive and collaborative entity that can work with the school system on significant outstanding equality changes. He stated that

they are concerned that the upcoming presentation has no details as to the policies and procedures in practice that will create the change that the school district is seeking, noting that the current response to incidences of hate, racial bias and racial discrimination is inadequate. He urged the SC to work together with the families in Boston to make the situation better.

3. Naia Wilson, 51 Evelyn Street, Mattapan MA. Dr. Wilson stated that she has been part of the Concord METCO program for 22 years, noting that her son graduated from CCHS and her daughter currently attends CCHS. She stated that her children have experienced both support and racism. She questioned what policies and practices would be evaluated to close the gap between children of color and their white counterparts. She stated that one time professional development would not impact the student experience, suggesting all teachers have multiyear professional development.

#### **V. READING OF THE MINUTES**

A motion was made by Mr. Booth, seconded by Ms. Anderson, to approve the open session minutes from 2/1/22. The motion was unanimously approved.

A motion was made by Mr. Booth, seconded by Ms. Anderson, to approve the Executive Session minutes from 2/15/22. The motion was unanimously approved.

#### **VI. CORRESPONDENCE**

Ms. Rainey stated that CCSC received once piece of correspondence from the Chair of the Select Board about CCHS students parking at the Beede Center. Mr. Booth noted that they also received correspondence that was consistent with the public comments that were made earlier at the meeting.

#### **VII. CHAIRS & LIAISONS REPORT**

Mr. Booth stated that the sister city Nanae group met and is planning for a resumption of the Japan and Concord exchanges, noting that conversations are ongoing with Mr. Mastrullo.

Mr. Booth stated that the Public Access Advisory Committee met and continue to discuss efforts by MMN and the school department to outfit Room 4 at Ripley so MMN would not require such extensive physical setup prior to the SC meetings. He stated that there is probably not an adequate amount of money in the town's budget for upgrades, noting that IT Director Peter Kelly and Mark Paulie from MMN would be bringing forth recommendations to Dr. Hunter and the town manager.

Mr. Booth stated that the Policy Subcommittee would be setting a next meeting date in the near future, noting that they received an advisory from MASC through the guidance of the Attorney General's Rights Division, advising the district to look at and potentially update the discrimination and harassment policies.

Ms. Marano stated that the DEI Subcommittee met the prior week, noting that Mr. Nyamekye shared his presentation. She stated that the next meeting is April 13<sup>th</sup> and that she and Dr. Martin are working on the SC DEI training dates. Ms. Marano suggested that the SC resume having coffees again in the spring.

Ms. Anderson stated that SEPAC has not met since the last SC meeting, but noted that she did speak with its President earlier about dates for SEPAC's annual presentation to the SC, the SEPAC awards and the literacy presentation. Dr. Hunter stated that there are tentative dates for all of these events.

Ms. Mostoufi state that there was a roundtable discussion with SEPAC parents and members around DEI, with Debbie Dixson and Mr. Nyamekye, noting that it was very helpful for parents.

#### **VIII. RECOGNITIONS**

A. CCHS Nordic Team. The SC shared a list of all Winter athletic teams with their respective coaches and recognized the efforts of all involved in the Winter athletic season. Ms. Marano noted that one team, Dance, which is an interschool team, was missing from the list. Ms. Wilson congratulated the Nordic Team on a wonderful season, acknowledging all of the students, coaches and volunteers. The Nordic Team coach, Jeff Campbell, spoke about the team, crediting the seniors with their efforts during difficult years of the pandemic. Mr. Campbell introduced the captains, Bryce Lublin, Siri Bjerke,

and Kayleigh Leary, who each spoke about the team and thanked everyone for making the team possible. Mr. Campbell also acknowledged Assistant Coach, Cat Johnstone.

## **IX. DISCUSSION**

A. COVID Update. Dr. Hunter provided a COVID update, recommending making masks optional for the preschool beginning March 21<sup>st</sup> and making masks optional on the buses immediately.

B. DEI Director Updates: Entry Plan & Equity Audit. DEI Director, Andrew Nyamekye, thanked those Boston parents that came to the meeting, noting that their comments and concerns are valued. He then presented on his Entry Plan and Equity Audit, sharing the district's current demographics, current efforts in DEI, the DEI Strategic Planning process, and priority areas and emerging themes. Mr. Nyamekye shared emerging themes and direct quotes around priority areas of increasing the cultural competency of every member of the school community, school culture, culturally responsive and inclusive classrooms, and equity in student achievement. He shared the Grade 8 Math 2021 MCAS data, noting the racial disparities in the data. He noted that the Math Grade 10 MCAS data shows less racial disparities. Mr. Nyamekye shared Advanced Placement data, highlighting the gaps in enrollment of students of color. He then spoke about belonging and psychological safety, student engagement, family and community engagement, diversity in hiring, impact on hiring, institutional accountability, and next steps. Mr. Nyamekye shared information on his idea of DEI Teacher Leaders who would work at each school site. He shared his gratitude for having a DEI budget supported by Administration and the SC. The SC discussed using the lens of DEI when looking at policies in the Policy Subcommittee and sharing this information with the entire SC when policies are brought forward for consideration.

C. Concord Finance Committee Public Hearing CCRSD 2022 Warrant Articles. Mr. Stanton stated that the recommended budget is \$174,172 under the Concord FINCOM guideline. He then highlighted the changes made to the presentation since he presented it at the January 11, 2022 meeting. Regarding the FY23 CCRSD capital article, he stated that the Concord town engineer found the pavement condition of the access road to be poor based on the system of assessing the town's public streets. He stated that the estimated cost for repair totals \$1,053,665, noting that after the \$200,000 in Stabilization Account offset, the total would be \$853,665.

D. Facility Fee Policy. Ms. Wilson suggested that the SC discuss the general purpose of the use of the facilities and determine if the discussion should be paused at this time. Mr. Booth stated that the district has an obligation to open the schools for community use and to see that it happens while protecting the sanctity of the school day. He stated that the passage of time prompted the review, proposing that the SC disabuse themselves from the idea that it is a fundraising mechanism. He stated that outside groups should be cost neutral to the district. Ms. Anderson questioned if the rates themselves and the classifications of groups should be under the purview of the SC. Ms. Marano asked for a clear direction to bring back to the Policy Subcommittee. Ms. Wilson noted that her only remaining questions are around custodial fees. Ms. Rainey suggested looking at the policy again over the upcoming summer. Ms. Marano suggested reviewing the policy again at the Policy Subcommittee level and bringing forward a recommendation to the full SC.

## **X. ADDITIONAL PUBLIC COMMENT**

1. Wendy Harriette, Boston METCO parent. Ms. Harriette inquired about the requirements to be on the SC as well as the DEI Advisory Committee that will be formed by Mr. Nyamekye. Ms. Harriette stated that some of the themes presented tonight have been talked about for years, noting that the disparities have been around for a long time. She also stated that Boston students do not have the same access as Concord and Carlisle students do to extracurricular activities and opportunities. She urged the SC to stop making plans and start taking action.

2. Erin Fife, 174 Hill Street, Concord, MA. Ms. Fife stated that, regarding the response from families about feeling that the schools would respond appropriately to reporting racial harassment and discrimination, most families in Concord identify as white and would not have experience with reporting racial issues. She stated that the parent concerns at this meeting are not in line with the audit results. She questioned how members of the new DEI Committee would be selected to ensure diversity and asked if there would be more public dialogue around the equity audit results.

3. Elizabeth Frank, 1283 Elm Street, Concord, MA. Regarding DEI work, Ms. Frank suggested prioritizing race and racism and having a non-voting Boston parent be on the DEI Committee. She also suggested implementing one or two items now.

**XI. ACTION ITEMS**

A. Vote to Approve School Committee Policy: JJIF-R – Athletic Concussion Regulations. A motion was made by Mr. Booth, for CSC and CCSC, seconded by Ms. Anderson, for both CSC and CCSC, to approve Policy: JJIF-R – Athletic Concussion Regulations. The motion was unanimously approved.

B. Vote to Approve Staff Children Attending CPS/CCHS. A motion was made by Mr. Booth, for both CSC and CCSC, seconded by Ms. Anderson for both CSC and CCSC, to approve the following staff requests to enroll their children in Concord Public Schools/Concord-Carlisle Regional School District for the 2022-2023 School Year, and that tuition be waived:

- Mary Desmond, Transition Specialist at CCHS, daughters to enroll in 2nd and 5th grade at Alcott
- Bry Gapp, Teacher at Thoreau, son to enroll in Kindergarten at Alcott
- Radka Grein, Teacher at CCHS, son to enroll in Kindergarten at Alcott
- Kendra Katz, Teacher at Carlisle Public Schools, daughter to enroll in 9th grade at CCHS
- Lisa Mulcahy, Teacher at Alcott, daughter to enroll in Kindergarten at Willard
- Brian Revell, Teacher at CMS, son to enroll in 6th grade at CMS and daughter to enroll in 3rd grade at Alcott

The motion was unanimously approved.

C. Vote to Appoint CCACE Advisory Committee Members. A motion was made by Ms. Mostoufi, seconded by Mr. Booth, to appoint the following to the CCACE Advisory Committee: Steve Reznik to fill the current opening and Kim Klossmann to fill one of the openings in June. The motion was unanimously approved.

**XII. CCSC ADJOURNMENT**

A motion to adjourn the CCSC meeting was made by Mr. Booth, seconded by Ms. Marano. The motion was unanimously approved and the CCSC meeting adjourned at 9:44 PM.

**XIII. DISCUSSION**

A. Concord Middle School Project Update. Mr. Booth stated that there is a Design Subcommittee meeting on March 17<sup>th</sup> at 7:30 AM and a full committee meeting on March 24<sup>th</sup> at 7:30 AM. He stated that the architect is meeting with educators again to drill down for more detail to inform building design.

B. Concord Finance Committee Public Hearing CPS 2022 Warrant Articles. Mr. Booth noted that the Public Hearing was Thursday night. Mr. Stanton stated that the Recommended CPS Budget remains at \$312,585 over the Concord Finance Committee guideline. He reviewed some changes in the slides since they were previously presented.

**XIV. ACTION ITEMS**

A. Vote to Approve Superintendent’s CPS FY23 Recommended Budget. A motion was made by Ms. Anderson, seconded by Mr. Booth, that the Town appropriates the sum of \$43,148,899 for the necessary and expedient purposes of the public schools of the Town for the fiscal year ending June 30, 2023; and that the same be expended only for such purposes and under the direction of the Concord School Committee. The motion was unanimously approved.

B. Vote to Accept Donation from Concord Children’s Center. A motion was made by Ms. Anderson, seconded by Ms. Marano, to accept the donation of \$3,367.24 from the Concord Children’s Center to the Concord Integrated Preschool Enrichment Fund. The motion was unanimously approved.

**XV. ADJOURNMENT**

A motion to adjourn was made by Ms. Anderson, seconded by Mr. Booth. The motion was unanimously approved and the CSC meeting adjourned at 9:58 PM.

Respectfully submitted,

Erin E. Higgins

Approved: 4.5.22

Abbreviations:

CCHS	Concord-Carlisle High School
CCRS	Concord-Carlisle Regional School District
CCSC	Concord-Carlisle Regional District School Committee
CCTA	Concord-Carlisle Teachers' Association
CDC	Center for Disease Control & Prevention
CEF	Concord Education Fund
CMS	Concord Middle School
CMSBC	Concord Middle School Building Committee
CPS	Concord Public Schools
CSC	Concord School Committee
E&D	Excess and Deficiency
DEI	Diversity, Equity and Inclusion
DPH	Department of Public Health
ELL	English Language Learner
EPA	Environmental Protection Agency
FINCOM	Finance Committee
LLI	Leveled Literacy Intervention
OPEB	Other Post-Employment Benefits
PD	Professional Development
RTI	Response to Intervention
SC	School Committee
SEPAC	Special Education Parent Advisory Council