

Present: Sara Wilson, Chair, CCSC
Courtland Booth, Vice Chair, CCSC; CSC
Cynthia Rainey, Chair, CSC; CCSC
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. Superintendent of Finance & Operations, CPS & CCRSD
Kristen Herbert, Asst. Superintendent of Teaching & Learning, CPS & CCRSD

I. CALL TO ORDER

Ms. Wilson called the CCSC meeting to order at 6:00 PM and Ms. Rainey then called the CSC meeting to order.

II. ORGANIZATION OF THE COMMITTEE

A. Election of Chair and Vice Chair for the Concord School Committee. A motion was made by Ms. Marano, seconded by Mr. Booth, to nominate Alexa Anderson as Chair of the CSC. The motion was unanimously approved. A motion was made by Ms. Marano, seconded by Ms. Rainey, to nominate Carrie Rankin as Vice Chair of the CSC. The motion was unanimously approved.

B. Appointment of School Committee Recording Secretary. A motion was made by Mr. Booth, seconded by Ms. Rainey, to appoint Erin Higgins as School Committee Recording Secretary for CSC. The motion was unanimously approved.

Executive Session. A motion was made by Mr. Booth, seconded by Ms. Rainey, that the Concord School Committee and Concord-Carlisle School Committee would enter into Executive Session under Purpose 3 of the Open Meeting Law to discuss strategy with respect to collective bargaining with the CCHS tutors union and Purpose 7 to comply with or act under authority of, any general or special law or federal grant-in-aid requirements, specifically to M.G.L. c.30A, §22(a) and (f) with regard to the review and approval of executive session minutes from 3/8/22, 3/22/22, 4/5/22, 4/13/22, 4/26/22, and under Purpose 1, under which the 4/5/22 executive session was held, Purpose 2, under which the 3/8/22 executive session was held, and Purpose 3, under which the 3/8/22, 3/22/22, 4/5/22, 4/13/22, and 4/26/22 executive sessions were held, and return to Open Session at 6:45 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 6:45 PM.

III. CCHS STUDENT UPDATE

The SC and CCHS Student Reps, Harry Crowley and Darcy Keenan-Mills, welcomed new student rep, Zariah Alves. The reps provided an update from CCHS: heightened anxiety surrounding COVID due to increased cases, MCAS for 10th graders, spring cleanup on Sunday, interviews for student advisory leader positions, annual CCHS art exhibition and 42nd Street opening.

IV. PUBLIC COMMENTS

1. Jim Bozak, President of CPS Building Service Workers Union. Mr. Bozak stated that he and many of his colleagues were in attendance for the meeting, as it was Mr. Stanton's last public meeting. Mr. Bozak stated that Mr. Stanton has

brought integrity back to the Business Office and is highly respected, noting that he and his coworkers have never felt so supported. Mr. Bozak stated that Mr. Stanton has been the best finance director he has ever worked in his 37-year career.

2. Johanna Boynton, 72 Chestnut Street, Concord MA. Ms. Boynton stated that she served on the SC from 2013-2019. She stated that there were many contentious issues during her time on the SC, noting the lack of trust within the schools and community amongst all the stakeholders. Ms. Boynton stated that Dr. Hunter has worked tirelessly to change the school culture and move to a more collaborative and positive one, restoring trust. She stated that she was shocked yesterday to hear of Dr. Hunter's hostile work environment claim against the SC. She noted hearing about Mr. Stanton's resignation, noting that he is one of the most highly regarded in his field. Ms. Boynton stated that there is a disconnect between some of the SC members and the entire Concord, Carlisle and Boston school community and its stakeholders. Ms. Boynton stated that the SC needs to resurrect the situation.

3. Casey Atkins, 477 Laws Brook Road, Concord MA. Ms. Atkins read a statement on behalf of the Concord and Concord Carlisle Regional Special Education Parent Advisory Council. She stated that they were dismayed to hear of Dr. Hunter's complaint against the SC, noting that Dr. Hunter has been a reliable and steady administrative leader. She stated that Dr. Hunter's leadership in special education has made a true difference for the student population, noting Dr. Hunter's unwavering commitment to students with disabilities. Ms. Atkins recognized the critically important work the SC does in the districts. She stated that they fervently hope Dr. Hunter and the SC can find a way to amicably resolve the complaint, asking the community to stay engaged.

4. Kate Bellusci, 593 Strawberry Hill Road, Concord MA. Ms. Bellusci stated that she was the parent of a student at Thoreau, noting that she runs a state contact-tracing program. She stated that when COVID hit, she brought forward Dr. Hunter's plans, noting how important they were to national standards that went into place across the country. She noted how supported she felt during the pandemic, thanking Dr. Hunter and those involved for their participation in the planning.

5. Wilson Kerr, 20 Damon Street, Concord MA. Mr. Kerr stated that he was the parent of a student at Thoreau. Mr. Kerr stated that the SC is not representing the vast majority of people who cherish the education system by the actions that they have demonstrated. He stated that Concord and Concord-Carlisle is the envy of other school systems. He stated that Dr. Hunter is a person of high integrity and is humble, noting that she must have been in a terrible place to file the complaint. He told the SC to amend their behavior, noting that the district cannot lose Dr. Hunter.

V. RECOGNITIONS

A. CCHS Robotics Team. The CCHS Patriots FIRST Robotics Team presented on what they do as a 36 member team, noting that the team is the ultimate program for those students interested in getting into STEM. The team acknowledged its mentors: Elaine Picard, Walter Hickman, John Eck and Qingwen Zhu. Team members described the process of building its robot and shared video examples of games that the robot competed in, noting that the team placed 1st at the WPI event, qualified for NE District Championships, and was invited to the World Championships. The team noted that they are looking for sponsors, as well as team mentors, suggesting that interested individuals reach out to Elaine Picard by email at: epicard@concordcarlisle.org. Team members explained many of the aspects of the robot (which was at the meeting), including testing.

VI. READING OF THE MINUTES

A motion was made by Mr. Booth, seconded by Ms. Marano, to accept the open session minutes from 4.13.22. The motion was unanimously approved.

VII. CORRESPONDENCE

Ms. Wilson stated that the CCSC received one correspondence about masks and over 150 referencing the complaint. Ms. Anderson stated that, as of 5:00 PM, the CSC received just under 100 separate emails referencing the complaint. She noted the significant volume, stating that all SC members receive each piece of correspondence. Ms. Wilson stated that the SC takes this matter seriously and values Dr. Hunter, noting that they have engaged in a facilitated process utilizing a professional in the area of public education to act as a neutral and assist the SC and Dr. Hunter in resolving the areas of concern to improve on protocols and communication. Ms. Wilson requested that the community and staff give the SC and Dr. Hunter the space and time to resolve Dr. Hunter's concerns.

VIII. CHAIRS & LIAISONS REPORT

Ms. Anderson stated that SEPAC had its appreciation awards, noting how exceptional the event was, with a record number of honorees and submissions. She noted that students spoke in honor of someone that was particularly impactful during their years in Special Education.

Ms. Mostoufi stated that the Advisory Board voted to bring the Center for Parents and Teachers under the umbrella of Concord Carlisle Adult and Community Education, noting that they are currently working on upcoming programs and offerings.

Ms. Rainey recognized Matt Johnson as the new SC liaison from the Concord Select Board. She stated that the Concord Select Board voted to enter into negotiations with Interim Town Manager, Kerry Lafleur.

Regarding DEI, Ms. Marano stated that they finished the three part series with Dr. Martin and Ed Byrne. She stated that Mr. Nyamekye would be previewing his strategic plan at the DEI meeting the next day. She thanked Mr. Nyamekye for his work in starting the conversation on the METCO Representative. Ms. Marano stated that the CCTA hiring committee is looking to collaborate with local universities to recruit more teachers of color for CCHS.

Mr. Booth stated that the Public Access Advisory Committee would like to recognize and award a student at CMS and CCHS for video production, noting that he would ask them to follow through with the Superintendent's designee.

VIX. DISCUSSION

A. COVID Update. Dr. Hunter stated that there are upticks in numbers, noting 114 cases across the schools the previous week. She stated that if a cluster occurs in an elementary setting, the protocol is to mask and distribute antigen tests. She stated that all area superintendents are having the same discussions.

B. Multi-Tiered System of Support Literacy Presentation. Ms. Anderson stated that she was looking forward to this presentation, noting the importance of presentations such as these. She stated that there would be a larger presentation on May 16th as well. Mary Beth Stevenson, grade 1 teacher at Thoreau, reviewed the MTSS Committee and its goals of screening and prompt interventions for those students with dyslexia. Tara Venuti, Literacy/Reading Specialist at Thoreau provided the definition of dyslexia, its subtypes, and pieces of reading that need to be taught and understood. Ms. Venuti reviewed key points of dyslexia, including the "Sea of Strength Model", noting that dyslexia affects 15-20% of the population. Sharon Hehn, ELA Specialist at Willard, reviewed the three tiers of intervention and levels of intensity. Frances Woof, CCHS Special Education, spoke about needs assessments and reviewed the process from the start of school through the end of the school year. Joyce Carter, Language Arts Specialist at Thoreau, shared the benchmarks used at the beginning of the year and how the common assessment work to inform tier one instruction and risk factors for dyslexia. Nancy Boutin, Reading Specialist and Special Education teacher at CCHS, Katie Carr, ELA Specialist at Alcott, and Ms. Hehn reviewed data team meetings, targeted intervention, and progress monitoring. Ms. Carter reviewed the middle of the year benchmark process. Interim Director of Student Services, Debbie Dixson, reviewed the process for assessment, noting that a referral can occur at any time. She reviewed the process of implementing an IEP, providing sufficient practice and technologies. Ms. Herbert noted that they would be bringing more data to the SC in June when the data is available.

C. FY22 CCRSD Variance Report. Mr. Stanton stated that there was just over a \$1.5 million unencumbered balance as of May 5th, noting that the budget is in balance and tracking well. He noted that he does anticipate a surplus, stating that he expects to end with an available balance of \$500,000 to \$800,000. He recommended options, including: prepaying tuitions, prepaying freshman computers, purchasing an additional electric bus, and adding to the stabilization account to offset future capital costs. Dr. Hunter noted the solid transition plan in place for the Business Office over the next few months.

SC members shared their best wishes and thanks to Mr. Stanton: Ms. Rankin noted his sense of humor and creativity; Ms. Marano stated that he's been a breath of fresh air and will be missed; Ms. Rainey noted all of his work with COVID and negotiations; Mr. Booth noted Mr. Stanton's degree of calm and professionalism; Ms. Anderson noted how Mr. Stanton fixed the relationship with the District and Finance Committee; Ms. Mostoufi noted how Mr. Stanton was always available to support and explain things, even given all the amount of work he was responsible for; and Ms. Wilson noted his level of attention, thought and consideration in negotiations. Dr. Hunter stated that Mr. Stanton was her right hand and she

didn't not know how she would have done the job for the last four years without him. Mr. Stanton thanked everyone for their wishes, noting that he has enjoyed his time in the district.

D. METCO School Committee Representative Policy First Reading. Mr. Booth reviewed the recommended policy from the Policy Subcommittee for a non-voting member from the METCO community to the SC. Dr. Hunter noted that she spoke with Representative Gouveia, noting that giving the representative voting ability would require state or municipal legislation. Ms. Marano stated that the Subcommittee would continue to work on the policy, noting that they have received a lot of feedback. She noted that they would be discussing the policy at the Superintendent's METCO Advisory Council meeting the following night. Ms. Rankin noted her support for providing the representative a stipend and Ms. Rainey noted the Home Rule Petition (request for a new type of power from the state legislature) option regarding voting. Ms. Wilson noted an edit at the beginning of the policy (should say Concord and Concord-Carlisle). Mr. Booth suggested holding another Policy Subcommittee meeting after the seating of the CCSC to move the process along.

X. ACTION ITEMS

A. Vote to Approve Staff Request to Enroll Child in CPS/CCRS 2022-2023. A motion was made by Ms. Rainey, seconded by Ms. Marano, to approve the following staff request 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-Kate Reid, Teacher at Willard, daughter to enroll in Kindergarten at Willard. The motion was unanimously approved.

B. Vote to Approve CCHS Exchange Student from Germany. A motion was made by Ms. Rainey, seconded by Ms. Rankin, to approve one SHARE! High School Exchange program student from Germany at CCHS for the 2022-2023 school year. The motion was unanimously approved.

XI. ADDITIONAL PUBLIC COMMENT

1. Chris Cratsley, 79 Hillcrest Road, Concord MA. Mr. Cratsley stated that the district needs to do more for the METCO community, noting that the proposed SC representative policy is the bare minimum. He stated that he served as a host family for the METCO program, noting how valuable the program is. He questioned why two seats weren't an option and urged the SC to provide all teachers with professional development for all teachers to better serve METCO students.

2. Melissa Sampson McMorrow, 301 Concord Street, Carlisle MA. Ms. McMorrow stated that being a superintendent and a school committee representative are both hard, thanking the SC and Dr. Hunter. She stated that people who run for the SC should do so because they care about the community and will act in good faith. She encouraged the SC to continue the hard work to come to a resolution.

3. Pat Brewer, 132 Wright Road, Concord MA. Ms. Brewer thanked Dr. Hunter, the SC and the Policy Subcommittee for the work being done for the METCO families. She stated that it is important to provide METCO families a seat at the table, supporting a stipend. She questioned why the policy would not allow for parents/guardians of former students to serve. She commended the SC and Dr. Hunter for keeping the students safe during COVID.

4. Margaret Schumacher, 25 Highland Street, Concord MA. Ms. Schumacher stated that she was a parent of former students and asked why there could not be two METCO representatives, noting that it's the bare minimum.

5. Timothy Jones, 31 Minot Road, Concord MA. Mr. Jones stated that he is a CPS parent and spent several years working at CCHS. He thanked Dr. Hunter for all of the work she has done, noting that Concord was the measure by which he compared other districts to COVID. He stated that the email was disgusting and appalling, stating that it is a stain on the SC and Town. He stated that there is a shortage of administrators and high quality administrators, stating that an apology from the SC should be given to, at the very least, Dr. Hunter, Mr. Stanton, Ms. Herbert and the nurses.

6. Elizabeth Cobbs, 31 Pond View Lane, Concord MA. Ms. Cobbs stated that she has children at Alcott and CCHS and is a METCO Family Friend. She stated that it is important that civility reigns, encouraging the SC and Dr. Hunter to look at each other more humanely. Regarding METCO, she stated that she is surprised the district is still busing children. She stated that she is hopeful that people will look into the voting rights issue with the METCO representative position. She stated that bullying and the students not reaching the higher-level courses are community issues, not just district issues.

7. Colleen Walston, 1 Hawthorne Village, Concord MA. Ms. Walston thanked the SC for the MTSS presentation, but stated that she was hoping data about what is happening in the schools would be shared out the following week. Ms. Walston shared many specific questions on intervention and progress monitoring.

8. Ruthy Bennett, 114 Deer Grass Lane, Concord MA. Ms. Bennett stated that she has had two children attend the district. She stated that she worked with Dr. Hunter at a time her children were being discriminated against, noting Dr. Hunter's compassion, respect and understanding. Ms. Bennett stated that she is embarrassed and humiliated to be someone who voted for the SC members, apologizing to Dr. Hunter for what she is going through. She stated that bullying is taken seriously with students and should be taken seriously with adults as well.

9. Dean Banfield, 73 Walden Terrace, Concord MA. Mr. Banfield stated that his tenure on the Concord Finance Committee spanned the administration of the prior superintendent and Dr. Hunter and Mr. Stanton. He stated that the SC and Finance Committee's budgeting process used to be contentious and opaque and is now collaborative and transparent. He thanked Mr. Stanton for all of his help and Dr. Hunter for bringing a breath of fresh air. He stated that he is appalled that the document reached the public, noting that it should never have been released. He stated that this was an internal matter between the parties.

10. Hugh McCrory, 59 Lee Drive, Concord MA. Mr. McCrory stated that he disagreed with Mr. Banfield, noting that if it had not been for the public records request, parents would not have known this was going on. He asked the SC to take a breath and refocus. He complimented CCHS for its performance the previous weekend, noting the high quality of the production.

11. Erin Sahacic, 172 Annursnac Hill Road, Concord MA. Ms. Sahacic stated that she has a child at Thoreau and is a PTG president, noting how amazing the experience has been. She noted the importance of being aware of issues and concerns so they can be addressed. She stated that the SC is representing the community, expressing her support for Dr. Hunter and the SC for its efforts over the last several years. She stated that their leadership has been instrumental over the last few years.

Ms. Anderson thanked everyone for commenting, noting that participation is key. She stated that the SC has heard all of the comments and is aware of the high expectations of the community. Ms. Anderson stated that they are committed to being part of a solution that communicates better with each other, asking the community to hold them accountable.

XII. CCRSD ADJOURNMENT

A motion was made by Ms. Rainey, seconded by Ms. Marano, to adjourn the CCSC meeting. The motion was unanimously approved and the meeting adjourned at 9:28 PM.

XIII. DISCUSSION

A. CMS Building Project Update. Ms. Anderson stated that the CMSBC is seeing the work the architectural team is doing with building based stakeholders, noting how exciting it is. Mr. Booth stated that the Design Subcommittee would be meeting with Hill International and the SMMA team on May 19th to view the next iteration of the work. Dr. Hunter noted that the whole process is moving very smoothly. Ms. Rainey stated that the first borrowing is underway of \$12 million, noting that Moody's will be using a new rating methodology.

B. FY22 CPS Variance Report. Ms. Stanton stated that there is an unencumbered balance of just over \$699,000, noting that this is a little bit lower than last year. He stated that he expects to have a slight surplus, enough to possible prepay tuitions. He stated that they are watching maintenance and the ESSER II grant.

XIV. ADJOURNMENT

A motion to adjourn was made by Ms. Rainey, seconded by Ms. Marano. The motion was unanimously approved and the meeting adjourned at 9:38 PM.

Respectfully submitted,

Erin E. Higgins

Approved: 8.23.22

Abbreviations:

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| 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 |
| COAR | Communities Organizing Against Racism |
| 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 |
| IPCC | Intergovernmental Panel on Climate Change |
| JSA | Junior State of America |
| LLI | Leveled Literacy Intervention |
| OPEB | Other Post-Employment Benefits |
| MTSS | Multi-Tiered System of Support |
| PD | Professional Development |
| RTI | Response to Intervention |
| SC | School Committee |
| SEPAC | Special Education Parent Advisory Council |