

Present: Tracey Marano, Chair, CCSC; CSC
Sharon Whitt, Vice Chair, CCSC
Alexa Anderson, Chair, CSC; CCSC
Carrie Rankin, Vice Chair, CSC; CCSC
Cynthia Rainey, CSC, CCSC
Sara Wilson, CCSC

Absent: Courtland Booth, CSC, CCSC

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

I. CALL TO ORDER

Ms. Marano called the CCSC meeting to order at 6:30 PM and Ms. Anderson then called the CSC meeting to order. Ms. Marano recognized new CCSC member, Sharon Whitt.

Ms. Marano read a statement on behalf of the SC regarding Dr. Hunter's hostile work environment complaint and then Dr. Hunter read a statement as well.

II. ORGANIZATION OF THE COMMITTEE

A. Appointment of Committee Representatives. Ms. Anderson stated that the slate of representatives reflected what each SC member was willing to take on. Ms. Marano shared the SC assignments:

- Adult & Community Education – Sara Wilson
- Carlisle BOS/Finance Committees – Sara Wilson
- Concord Finance Committee – Cynthia Rainey & Alexa Anderson
- Concord Select Board – Court Booth
- Concord DEI Commission – Cynthia Rainey
- CAAB (Climate Action Advisory Board) – Cynthia Rainey
- PEG Access Advisory Committee – Cynthia Rainey
- Concord Financial Audit Advisory – Court Booth
- Policy Subcommittee – Carrie Rankin, Alexa Anderson, Tracey Marano
- Special Education Parent Advisory Council – Alexa Anderson & Sara Wilson
- CMS Building Committee – Court Booth & Alexa Anderson
- Calendar Committee – Alexa Anderson
- Sustainability Committee – Cynthia Rainey
- DEI Strategic Steering Committee – Sharon Whitt & Tracey Marano
- Superintendent's METCO Advisory Council – Carrie Rankin & Tracey Marano

Ms. Anderson stated that they would approve the appointments as a slate and Ms. Rainey stated that the CSC appointments needed to be voted on separately. Ms. Wilson noted that the Policy Subcommittee could not be a quorum of the CSC, and the SC agreed to vote on the Policy Subcommittee appointments at the next SC meeting.

III. ACTION ITEM

A. Vote to Approve Appointments of Committee Representatives. A motion was made by Ms. Wilson, seconded by Ms. Rainey, to approve, as discussed, all appointments for CCSC, including: Ms. Wilson to Adult & Community Education, Ms. Wilson to the Carlisle BOS/Finance Observer, Ms. Anderson & Ms. Wilson to the Special Education Parent Advisory

Council, Ms. Anderson to the Calendar Committee, Ms. Rainey to the Sustainability Committee, Ms. Whitt & Ms. Marano to the DEI Strategic Steering Committee and Ms. Rankin & Ms. Marano to the Superintendent's METCO Advisory. The motion passed unanimously.

A motion was made by Ms. Rankin, seconded by Ms. Rainey, to approve Ms. Rainey & Ms. Anderson to the Concord Finance Committee, Mr. Booth to the Concord Select Board, Ms. Rainey to the Concord DEI Commission, Ms. Rainey to the Climate Action Advisory Board, Ms. Rainey to the PEG Access Advisory Committee, Mr. Booth to the Concord Financial Audit Advisory, and Ms. Anderson & Mr. Booth to the CMSBC. The motion was unanimously approved.

IV. CCHS STUDENT UPDATE

Student reps, Harry Crowley and Darcy Keenan-Mills, provided an update from CCHS: anxiety around increased COVID cases, decline in student participation due to end of year, successful prom but many students got COVID following the event, pop-up thrift store taking place on Friday, and elections currently being held for Student Senate and Student Government.

V. PUBLIC COMMENT

1. Cheryl Shea, 103 Hubbard Street, Concord MA. Ms. Shea stated that she was a teacher at CMS and suggested that the SC should have middle school students provide updates similar to the high school students.
2. Kristen Hagerty, 95 Revolutionary Road, Concord MA. Ms. Hagerty encouraged SC members to not use the DEI acronym in the METCO SC Representative Policy discussion, because people are forgetting what the letters stand for and what is trying to be accomplished. She questioned how the process has been inclusive and supported having more than one representative for equity.
3. Erin Fife, 174 Hill Street, Concord MA. Ms. Fife encouraged the SC to consider the purpose of the DEI Subcommittee, including the learning required to fully engage in the DEI work.
4. Eric Moore, 45 Francis Street, Concord MA. Mr. Moore urged the SC to consider including the METCO representative's participation in both open and closed sessions.

VI. RECOGNITIONS

Ms. Anderson recognized former CCSC member, Eva Mostoufi, thanking her for her tremendous contributions to the CCSC and SEPAC, noting that she is a tireless advocate for students. Ms. Marano thanked Ms. Mostoufi, noting the advocacy she has done for the students. Dr. Hunter noted that Ms. Mostoufi has been a great partner, resource and ally. Ms. Mostoufi stated that she looks forward to staying involved, noting that being part of the SC was an amazing experience. Ms. Rainey stated that Ms. Mostoufi is all about understanding and not judgement. Ms. Rankin stated that she enjoyed working with Ms. Mostoufi and she was looking forward to her joining the SEPAC board. Ms. Wilson stated how much she has learned from Ms. Mostoufi and Ms. Whitt stated that Ms. Mostoufi's work has been admirable.

A. CCHS Black Student Union. Amanda Thompson, Advisory to the CCHS Black Student Union, introduced CCHS Black Student Union members, Amelia Razack and Meleah Cepeda. Amelia and Meleah provided an overview of the BSU, stating that it was created in 2020 in response to a racially charged and homophobic social media post within the community, noting that meetings are held twice a week before school. The students provided examples of what the BSU has done this year, including sharing prominent figures in Black History with the school community during Black History Month and creating a Kwanzaa awareness display, noting that the BSU is a processing space to have cultural conversations. The students shared future projects of the BSU, including a walk out/peace demonstration, mentorship program with CMS, Black Student Union Summit and a Day of Silence. Dr. Hunter stated that she has met with the BSU, noting that there is a lot of energy in the group.

B. 2022 Retirees. Dr. Hunter recognized 2022 retirees and their dedication and service to the schools, including: Sally Quinn Reed, Director of The Center for Parents & Teachers; Judy Olson, Alcott Assistant Principal/Math Specialist; Mike Germond, Willard PE Teacher; Mary Jenkinson, CMS Nurse; Rhonda Penaud, CCHS French Teacher; Dave Davidson, CMS Science Teacher; Cheryl Shea, CMS Art Teacher; Eric Pohl, CCHS Spanish Teacher; and Bob Fardy, Elementary Social Studies Consultant.

Dr. Hunter noted the passing of former HR Manager and Administrative Assistant, Beth Duddy, noting the mark her passing has left on the district. There was a moment of silence held for Ms. Duddy.

VII. READING OF THE MINUTES

A motion was made by Ms. Rainey, seconded by Ms. Rankin, to approve the open session minutes from 4/26/22 and 5/1/22. The motion was unanimously approved.

VIII. CORRESPONDENCE

Ms. Anderson stated that there were 12 pieces of correspondence for CPS: 10 regarding the hostile work environment complaint, 1 about the METCO SC seat and 1 asking for increased efforts in diversity, equity and inclusion work. Ms. Marano stated that CCSC received 52 emails: 47 referencing the hostile work environment complaint, 1 in support of the SC, 1 in support of SC process and many that referenced their support of Dr. Hunter.

IX. CHAIRS & LIAISONS REPORT

Ms. Marano stated that she had a conversation with Jack Huntress, Chair of the Carlisle School Committee, noting that the CCSC will be on the June 1, 2022 Carlisle SC agenda regarding the hostile work environment complaint.

Ms. Rankin stated that the METCO Superintendent's Advisory Council met on May 11th, noting that it was a very collaborative meeting. She stated that they discussed the METCO representative policy, professional development, 8th grade DEI and ADL training, and a letter prohibiting racial slurs drafted by Dr. Hunter.

Ms. Whitt stated that the DEI Strategic Steering Committee met on May 18th, with the goal of reviewing, revising and offering feedback on the DEI priority area goals and objectives.

Ms. Anderson stated that the Sustainability Subcommittee met earlier in the day, noting that the CCHS Green Team provided an update on work that they are doing. She noted how nice it was to see town and school groups collaborating.

Ms. Anderson stated that Ms. Mostoufi would be joining the SEPAC Board and stated that SEPAC was discussing DEI initiatives, including adding three seats to the Board for Carlisle, METCO and an ELL parent. She stated that they also discussed inclusive design to ensure the needs of kids with disabilities would be represented in the new middle school building design. Ms. Anderson noted what a great asset Debbie Dixson has been this year.

Ms. Rainey stated that the Select Board did not have any activity relative the district.

Ms. Wilson stated that the Town of Carlisle passed the CCHS paving project on the ballot.

X. DISCUSSION

A. DEI Draft Strategic Plan. Andrew Nyamekye provided an overview of the DEI Draft Strategic Plan, including: the planning process and timeline; priority areas of: 1)professional development, 2)inclusive, equitable and anti-racist school culture, 3)culturally responsive curriculum, 4)student and family engagement, 5)hiring, mentoring and retention; and 6)transparent communication and institutional accountability; goals within each priority area; the overview and tasks of the newly established DEI Strategic Steering Committee; and proposed Mission-Vision Statement for the Strategic Plan. Ms. Marano noted all of the work that has gone into the DEI Strategic Plan. Mr. Nyamekye noted that the plan is in draft form and one of the goals of the Steering Committee is to determine how each objective would be measured.

B. METCO School Committee Representative Policy. Ms. Marano stated that they have received feedback on the policy from the community, the METCO Collaborative, and the Superintendent's METCO Advisory Council. Based on the feedback, Ms. Marano reviewed suggested updates to the draft policy, including: having 2 representatives instead of 1 (one K-8 and one 9-12). Ms. Rainey suggested informally stating a commitment to following through to see what the options are with the town regarding voting status of the representatives. Regarding a public comment about executive sessions, Ms. Wilson noted that budgets are always discussed in open sessions and the topics discussed in executive session are very particular and narrow. The SC agreed adding language about alumni families being eligible to be representatives and language around the elections taking place through a fair and open process. The SC agreed that this would serve as the first reading of the policy and that they would get feedback from the Boston families through the Superintendent's METCO Advisory Council and then hold a second reading and vote on June 7th.

C. School Committee Calendar 2022-23. Ms. Anderson asked SC to review the proposed dates and Ms. Marano noted that they are committing to holding at least one meeting in Boston. Ms. Wilson noted that there was a two-week lag in meetings in January.

D. COVID Update. Dr. Hunter stated that the COVID numbers are down in all of the schools, except for CCHS, which had 110 cases the previous week. She noted that the prom is contributing to the rise in numbers. Ms. Anderson noted her gratitude to all of the nurses.

XI. ADDITIONAL PUBLIC COMMENT

1. Maddie Clancy, 286 Monsen Road, Concord MA. Maddie thanked Mr. Namekye for all of his DEI work and stated that she recently did a civil action project on combatting hate crimes through teaching diversity, noting that exposing students to differences is very important. She stated bringing lessons on diversity to the classroom is important and can have a huge effect.

2. Sally Lewis, 15 Sweet Birch Lane, Concord MA. Ms. Lewis asked the SC members to start holding coffees again.

3. Eric Moore, 45 Francis Street, Concord MA. Mr. Moore asked the SC to consider the 10 executive session reasons and asked if one or two METCO representatives would be germane. He stated that he believes the representatives should still be included in Executive Session even though they cannot vote.

XII. ACTION ITEMS

A. Vote to Approve Grant Submission to Concord-Carlisle Adult & Community Education. Dr. Hunter stated that this donation was being used to support the Concord-Carlisle Adult Education ELL program. A motion was made by Ms. Rankin, seconded by Ms. Rainey, to accept the donation of \$10,000 from the Middlesex Savings Charitable Foundation. The motion passed unanimously, with thanks.

B. Vote to Dissolve the DEI Subcommittee. Ms. Marano noted that, with the dissolution of the DEI Subcommittee, the DEI Strategic Steering Committee would absorb it. Ms. Anderson noted that she and Ms. Marano, as chairs, would ensure there is ample opportunity to discuss all matters that the DEI Subcommittee did, but at the whole committee level. Ms. Rainey stated that, due to the amount of work to be done, there should be a subcommittee, noting her opposition to dissolving it. Ms. Wilson stated that she could see advantages for both keeping it and dissolving it and Ms. Whitt noted her concern for how communication to the community would occur with the dissolution of the subcommittee. Ms. Anderson stated that they need to be mindful and respectful of Mr. Nyamekye's time, noting the amount of overlap in all of the DEI groups. Ms. Rankin stated that she can see both angles, but asked that the SC be held accountable to ensure this work is on the forefront. A motion was made by Ms. Rankin, seconded by Ms. Rainey, to dissolve the Joint School Committees DEI Subcommittee. Ms. Wilson and Ms. Rainey were opposed to the motion; Ms. Marano, Ms. Anderson and Ms. Rankin were in favor; and Ms. Whitt abstained. The motion passed.

XIII. ADJOURNMENT

A motion to adjourn was made by Ms. Rankin, seconded by Ms. Rainey. The motion was unanimously approved and the meeting adjourned at 8:50 PM.

Respectfully submitted,

Erin E. Higgins

Approved: 8.23.22

Abbreviations:

ADL	Anti-Defamation League
BSU	Black Student Union
CCHS	Concord-Carlisle High School
CCRSD	Concord-Carlisle Regional School District

CCSC	Concord-Carlisle Regional District School Committee
CCTA	Concord-Carlisle Teachers' Association
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
FINCOM	Finance Committee
LLI	Leveled Literacy Intervention
MTSS	Multi-Tiered System of Support
PD	Professional Development
SC	School Committee
SEPAC	Special Education Parent Advisory Council