

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 - CSC

Mr. Booth 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.

II. RECOGNITIONS

A. CPS Retirees. The middle school and elementary principals recognized CPS retirees for their many years of service and dedication to the students: Karen Hoyt from Thoreau, MaryAnn Durant from Alcott, Venus Kane and Jane Hall from CMS, and Kristen Herbert, Director of Teaching & Learning, recognized Elementary Science Specialist, Diane Kablik.

III. DISCUSSION

A. Elementary School Improvement Plan 2021-2022. Dr. Hunter noted that the plans were being brought in draft form and were works in progress. Thoreau Principal, Angel Charles, reviewed the Multiple Paths to Success goal, noting that the district is focused on bringing the students back in person and keeping everyone healthy and safe. She noted that the schools will be focused on relationship building and social emotional needs at the start of school since many students have not been in the building for a year. She noted that the district is looking forward to returning to a robust RTI model. Naomi Krakow, Alcott Principal, reviewed initiatives under the Well Being goal. She stated that the schools will be prioritizing relationship building at the beginning of the year and would be reestablishing connections across classrooms and the schools. She stated that they need to reacclimate students to typical daily routines. Matt Lucey, Principal at Willard, reviewed the goals of Inclusive Culture and Innovative Practices. He stated that the schools will be focused on returning to an inclusive culture and embracing building wide experiences that make schools special. He stated that they are looking forward to partnering with Andrew Nyamekye, Director of Diversity, Equity and Inclusion that will enable them to provide a welcoming, respectful and valued part of the community. Mr. Lucey noted that they will be looking at what to carry forward from the pandemic, noting the new procurement process for software. He stated that they will be having conversations around technology use and noted the increased access to meetings that families now have, which will be carried forward.

B. Concord Middle School Improvement Plan 2021-2022. CMS Principal, Justin Cameron, reviewed the CMS draft Improvement Plan, noting that there were students from Student Council who attended the School Advisory Council meetings. He stated that CMS is committed to RTI, noting the enrichment classes led by core teachers as well as intervention classes led by licensed teachers in each subject area. He reviewed the SEL assessments, STARS and PEAR, which informs groupings. Mr. Cameron noted the supports in place for students who will have anxieties starting school in the fall and stated that the Challenge Success Survey results should be available shortly. Regarding Inclusive Culture, Mr. Cameron stated that CMS is looking at offering more classes on bias prevention and anti-discrimination, also noting that CMS was on year 4 of the playbook initiative.

IV. ACTION ITEMS

A. Vote to Approve CMS Handbook Changes. Mr. Cameron reviewed the changes to the CMS handbook around dress code, thanking the School Council students and advisors for all of their thoughtful work. A motion was made by Ms. Rainey, seconded by Ms. Bout, to approve changes in the CMS handbook, as outlined. The motion passed by roll call: Anderson, aye; Booth, aye; Bout, aye; Mezdad, aye; Rainey, aye.

B. Required Form of Vote to Submit CMS Statement of Interest. Vote to authorize the Superintendent to submit to the Massachusetts Building Authority the Statement of Interest form for the Concord Middle School.

MOTION TO APPROVE SUPERINTENDENTS SUBMITTAL OF CMS SOI – FORM OF VOTE

Resolved: Having convened in an open meeting on June 8, 2021 and June 1, 2021, prior to the SOI submission closing date, the School Committee of Concord and Select Board, in accordance with its charter, by-laws, and ordinances, has voted to authorize the Superintendent to submit to the Massachusetts School Building Authority the Statement of Interest Form dated May 28, 2021 for the Concord Middle School located at 835 Old Marlboro Road and 1231 Old Marlboro Road which describes and explains the following deficiencies and the priority category(s) for which an application may be submitted to the Massachusetts School Building Authority in the future for priorities #2, #5, and #7, with deficiencies as follows: Priority #2. Elimination of severe overcrowding, this condition has been addressed by use of an elementary school being converted to use as the second middle school building in 1967, Priority #5. Replacement, renovation or modernization of school facility systems, such as roofs, windows, boilers, heating and ventilation systems, to increase energy conservation and decrease energy related costs in a school facility, the two buildings that serve as the Middle School have significant capital requirements with roofing, HVAC and other systems reaching obsolescence after nearly 50 years, Priority #7 Replacement of or addition to obsolete buildings in order to provide for a full range of programs consistent with state and approved local requirements; having two buildings located a mile apart requires duplication of many services and increases staffing costs significantly; these funds could be used to improve the direct educational experiences of the Middle School students housed in the Peabody and Sanborn buildings; and hereby further specifically acknowledges that by submitting this Statement of Interest Form, the Massachusetts School Building Authority in no way guarantees the acceptance or the approval of an application, the awarding of a grant or any other funding commitment from the Massachusetts School Building Authority, or commits the City/Town/Regional School District to filing an application for funding with the Massachusetts School Building Authority.

The motion as written above was approved by a unanimous vote of Concord School Committee of 5 – 0 of authorizing the Superintendent of Schools to submit the CMS SOI (Anderson, aye; Booth, aye; Bout, aye; Mezdad, aye; Rainey, aye). Ms. Bout moved the motion as amended above, and Ms. Anderson seconded the motion.

C. Vote to Approve CPS Building Service Workers Contract. A motion was made by Ms. Rainey, seconded by Ms. Bout, to approve the CPS Building Service Workers Unit Three Year Successor Agreement for the period of FY22 through FY24. The motion passed by roll call: Anderson, aye; Booth, aye; Bout, aye; Mezdad, aye; Rainey, aye. The SC thanked the building service for all of their hard work this year.

V. CALL TO ORDER & ROLL CALL

Ms. Wilson called the CCSC meeting to order at 6:23 PM. Roll call attendance was taken: Anderson, aye; Booth, aye; Bout, aye; Mezdad, aye; Mostoufi, aye; Rainey, aye; Wilson, aye.

VI. PUBLIC COMMENTS

1. Jim Bozak. Mr. Bozak gave a heartfelt thank you to Ms. Bout for all of her work on the School Committee, noting the impact she’s made over the last 6 years.

VII. READING OF THE MINUTES

Open Session – 4/27/21, 5/4/21, 5/11/21. A motion was made by Mr. Booth, seconded by Ms. Bout, to approve the minutes from 4/27/21, 5/4/21 and 5/11/21. The motion passed 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.

VIII. CHAIRS & LIAISONS REPORTS

Mr. Booth stated that the Public Access Advisory Committee is having difficulty finding community volunteers, noting that they are recommending that the community volunteer number be reduced from 5 to 3. He noted that the School Committee will continue to hold a liaison role.

Ms. Bout stated that the CMSBC has kicked off schematic design and will be using data gathering with experts for a continued transparent process. She noted that the subcommittees will deliberate should further information be needed. She stated that there was a public forum held the previous night and the recording is available online.

Mr. Booth stated that he has sent SC members a roster of current list of liaison role assignments, recommending that the SC begin reviewing roles in July to assign roles in August.

IX. CORRESPONDENCE

Ms. Wilson stated that CCSC received a question on whether the School Choice vote had occurred.

Mr. Booth stated that CSC received correspondence on School Improvement Plans and a teacher not requiring the Pledge of Allegiance in the morning.

X. RECOGNITIONS

A. CCHS Retiree. Mr. Mastrullo, CCHS Principal, recognized Victoria Moskowitz for her 29 years of service, noting her professionalism and welcoming nature and how much she cares about the students. Ms. Moskowitz thanked Mr. Mastrullo and the community for their support and encouragement, also noting how kind and caring the CCHS students have been.

B. CCHS Math Students. Peter Atlas, former CCHS teacher, and students Vishal Chandra and Aren Martinian spoke about the math project during the spring of 2020. Mr. Atlas reviewed the origins of the project, thanking the SC and Superintendent for awarding his sabbatical research. Vishal explained the project, which involved origami structures, kaleidocyles and 3D simulation. Ms. Wilson noted the thread of inspiration, noting the groundwork being laid by Mr. Atlas, congratulating the students. Mr. Atlas thanked the SC and Superintendent for the trust they placed in him. Ms. Bout thanked the students for the amazing representation and Dr. Hunter thanked Vishal for his influence on the leadership and district as a whole.

C. Outgoing School Committee Member Heather Bout. Ms. Wilson recognized Ms. Bout's commitment to the schools and the SC, noting her thoughtfulness and deliberation in her work. Mr. Booth thanked Ms. Bout for her patience when he was a new member, noting the SC's obligation of following through with the many initiatives created by Ms. Bout. He thanked Ms. Bout for modeling how to engage with different opinions and work through them. Mr. Booth extended former SC member, Bob Grom's thanks to Ms. Bout. Ms. Rainey recognized the amount of time Ms. Bout has given to the SC and also noted Mr. Bozak's praise of Ms. Bout, stating that he represents the heart of the schools. Ms. Mostoufi stated that Ms. Bout will be missed, noting her inclusive and welcoming attitude. Ms. Anderson thanked Ms. Bout for her willingness to always be there for her, noting how well-respected Ms. Bout is within the community. Ms. Mezdad stated that Ms. Bout's dedication is an inspiration, noting Ms. Bout's work on the calendar with regards to religious holidays. Dr. Hunter stated that Ms. Bout has been a rock of support and an eternal optimist, noting the time and energy she's put into the SC. Mr. Booth read a poem written by former SC member, Johanna Boynton, recognizing Ms. Bout for her work on the SC. Ms. Bout stated that she has appreciated working with everyone, noting how grateful she is for everyone involved in her experience on the SC. She stated that the crowning achievement of the SC was the hiring of Dr. Hunter, noting the collaborative process and thanking Dr. Hunter for her work. Ms. Bout stated that the SC should steward Dr. Hunter and her team, and presented Dr. Hunter a plaque titled "*Dr. Laurie Hunter – Super Hero of Schools*".

XI. DISCUSSION

A. CCHS Improvement Plan. Mr. Mastrullo thanked Ms. Bout for all of her work on the SC. He reviewed the CCHS Improvement Plan, stating that 9th Grade Academy is an overall positive experience, thanking the team leaders and teachers for making it happen. He stated that they hope to improve in RTI for next year, noting that there are 3 universal screeners. He stated that the framework and structures are there to help struggling learners to make sure they are successful in class. Mr. Mastrullo stated that CCHS will use feedback from students, staff and community members and

will reengage with Challenge Success. He stated that they will continue to work on creating an inclusive and collaborative culture, noting the curriculum work, club offerings, and staff diversity hiring efforts. Mr. Mastrullo thanked assistant principals, Brian Miller and Katie Stahl, for all of their work. Ms. Mezdad commended Mr. Mastrullo and his staff for the success of the 9th Grade Academy, noting that the teachers really get to know their students. Ms. Bout noted Mr. Mastrullo's vision and care for the high school community, noting how valuable it is to everyone.

B. 2021-2022 School Committee Meeting Schedule. Ms. Mezdad asked to move the July 19th meeting due to a 3-day holiday and Ms. Wilson stated that they can determine a different date for that meeting. Ms. Wilson noted that they don't yet know what the protocols are regarding in person meetings.

XII. OLD BUSINESS

A. Filtering Software. Dr. Hunter stated that the district's recommendation is to restrict the apps for grades 6-12 on their laptops and do a pilot of filtering for grade 6 when they are at home. A motion was made by Mr. Booth, for CSC and CCSC, seconded by Ms. Mezdad, for CSC and CCSC, to approve MacBook application restrictions for the 21-22 academic year for grades 6-12. The district's IT department will restrict non-school required applications and only allow the installation of school-approved applications. Furthermore, for the 21-22 academic year, Concord Middle School grade 6 will pilot an off-prem web filtering application for the student Macbooks. The filtering software would be based on the same rules as the district's on-premise firewall. The motion passed 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.

B. Second Reading School Committee Policies. File: JJ – Co-Curricular and Extra-Curricular Activities, File: JJ-E – Co-Curricular and Extra-Curricular Activities, File: JJA – Student Organizations, File: JJE – Student Fundraising Activities, File: JJG – Contests for Students, File: JJIB – Interscholastic Athletics. Ms. Mezdad stated that these policies were discussed at the April 28th Policy Subcommittee meeting and were a 2nd reading. Mr. Booth asked if the reference to curriculum in policy JJA was too narrow. After discussion, the SC agreed to add "*and/or stand in alignment with the district's mission*" after the word "*curriculum*" referenced in two sentences.

XIII. ACTION ITEMS

A. Vote to Approve Non-Union Salary Increases. A motion was made by Mr. Booth, for CSC and CCSC, seconded by Ms. Bout, for CSC and CCSC, to approve FY22 salary increases of 3.25% for non-union employees. Ms. Bout noted the support and appreciation of the SC to the non-union employees. The motion passed 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.

B. Vote to Approve Central Administrator Title Changes. A motion was made by Ms. Bout, seconded by Mr. Booth, to approve the Central Administrator title changes of Kristen Herbert to Assistant Superintendent of Teaching and Learning and Jared Stanton to Assistant Superintendent of Finance and Operations. Ms. Bout thanked Ms. Herbert and Mr. Stanton for everything they're doing to move the district forward and Mr. Booth noted the SC's confidence in Ms. Herbert and Mr. Stanton. Mr. Booth asked that, in time, Ms. Herbert and Mr. Stanton help the SC understand what the new roles, authorities and compensation will enable on behalf of the public schools. Ms. Rainey asked that the work that was put to the side over the last year move forward. The motion passed 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 Approve Bus Drivers' Unit Contract. A motion was made by Ms. Bout, for CSC, seconded by Mr. Booth, for CSC, to approve the MTA Bus Drivers' Unit One Year Agreement for FY22. Mr. Booth and Ms. Rainey noted how lucky the district was to have such a great transportation team. The motion passed by roll call: Anderson, aye; Booth, aye; Bout, aye, Mezdad, aye; Rainey, aye.

A motion was made by Ms. Bout, for CCSC, seconded by Mr. Booth, for CCSC, to approve the MTA Bus Drivers' Unit One Year Agreement for FY22. The motion passed 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.

D. Vote to Approve School Committee Policies. A motion was made by Ms. Bout, for CSC and CCSC, seconded by Mr. Booth, for CSC and CCSC, to approve File: JJ – Co-Curricular and Extra-Curricular Activities, removal of File: JJ-E – Co-Curricular and Extra-Curricular Activities, File: JJA – Student Organizations, as amended, File: JJE – Student

Fundraising Activities, File: JJG – Contests for Students, and File: JJIB – Interscholastic Athletics. The motion passed 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.

XIV. EXECUTIVE SESSION

A motion was made by Ms. Bout, seconded by Mr. Booth, that the Concord School Committee and Concord-Carlisle Regional School Committee will enter into Executive Session under Purpose 2 of the Open Meeting Law: To conduct strategy sessions with all non-union personnel and Purpose 3 of the Open Meeting Law: To discuss strategy with respect to collective bargaining with collective bargaining units: Concord Teachers’ Association, Concord-Carlisle Teachers’ Association, Local 1703, State Council 93, AFL-CIO CCHS Building Service Workers, Maintenance, and not return to Open Session. The motion passed 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, and Open Session ended at 8:16 PM.

XIII. ADJOURNMENT

A motion to adjourn was made by Ms. Bout, seconded by Ms. Rainey. The motion passed by roll call: Anderson, aye; Booth, aye; Bout, aye; Mezdad, aye; Mostoufi, aye; Rainey, aye; Wilson, aye, and Executive Session adjourned at 9:30 PM.

Respectfully submitted,

Erin E. Higgins

Approved: 8.17.21

Abbreviations:

CCHS	Concord-Carlisle High School
CCRSD	Concord-Carlisle Regional School District
CCSC	Concord-Carlisle Regional District School Committee
CCTA	Concord-Carlisle Teachers’ Association
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
OPEB	Other Post Employment Benefits
PD	Professional Development
SC	School Committee
SOI	Statement of Interest