

JOINT SCHOOL COMMITTEE

Concord-Carlisle School Committee  
Concord School Committee  
Zoom Meeting  
November 10, 2020

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**

The CCSC meeting was called to order by Ms. Wilson at 5:01 PM, noting that it was being recorded. Mr. Booth then called the CSC meeting to order. Roll call attendance was taken: Anderson, aye; Booth, aye; Bout, aye; Mezdad, aye; Mostoufi, aye; Rainey, aye, Wilson, aye.

A. Executive Session. A motion was made by Ms. Bout, for both CSC and CCSC, seconded by Ms. Rainey, for both CSC and CCSC, that the Concord School Committee and Concord-Carlisle Regional School Committee would enter into Executive Session under Purpose 3 of the Open Meeting Law: To discuss strategy with respect to collective bargaining or litigation if an open meeting may have a detrimental effect on the bargaining or litigating position of the public body, and return to Open Session at 5:30 PM. The motion passed by roll call: Anderson, aye (for both); Booth aye (for both); Bout, aye (for both); Mezdad, aye (for both); Rainey, aye (for both); and Wilson, aye.

The committees returned from Executive Session at approximately 5:30 PM and Ms. Wilson noted that the meeting was being recorded.

**II. PUBLIC COMMENT**

None.

**IV. READING OF THE MINUTES**

A. Open Session – Joint Meeting Workshops – 8/5/20, 10/13/20. A motion was made by Ms. Bout, for both CSC and CCSC, seconded by Mr. Booth, for both CSC and CCSC, to approve the Joint Meeting Workshop minutes from 8/5/20 and 10/13/20. The motion passed by roll call: Anderson, aye (for both); Booth aye (for both); Bout, aye (for both); Mezdad, aye (for both); Rainey, aye (for both); and Wilson, aye.

**V. CHAIRS & LIAISONS REPORT**

Mr. Booth stated that the Superintendent of Minuteman Vocational Technical School attended the Concord Select Board meeting the previous evening, discussing funding for three lighted turf fields and a track, noting that it would be discussed again at next week's Select Board meeting. Ms. Rainey noted that a conservative estimate of revenue was given of \$350,000-\$450,000/year. Mr. Booth stated that The Town of Concord's Audit Committee met and he, Mr. Stanton and Dr. Hunter were in attendance, noting that Mr. Stanton has met all of the recommendations made by the auditors. Mr. Booth stated that METCO would be hosting a Raise Our Voices for Racial Equality online session on December 11<sup>th</sup> at 4:00 PM, noting that the community is invited.

Ms. Mostoufi stated that there was a Special Education Back to School night held on October 29<sup>th</sup> that was very well attended.

## **VI. CORRESPONDENCE**

Ms. Wilson stated that she received an email from a school committee member from another district with general questions regarding how CCSC operates.

Mr. Booth stated that CSC received no correspondence.

## **VII. CCHS STUDENT UPDATE**

Linda Xu, CCHS Student Rep, stated that the DCL finals were held the past week, noting that girls soccer lost, but that boys soccer and CC Field hockey both won. She stated that there was also a race in which girls cross country finished first and boys finished second. Amy Tedeschi, CCHS Student Rep, stated that there is nervousness among the students about rising COVID cases and about how long the students will remain in-person. Mr. Booth noted the resilience of the students, recognizing their efforts.

## **VIII. RECOGNITIONS**

A. Concord Education Fund. Dr. Hunter stated that the District was in need of additional bike racks and workstations when school opened due to the increase in bike ridership. She stated that CEF responded and has already approved racks and workstations for K-8, noting her deep gratitude. CEF Grants Chair, Sean Miller, stated that CEF was able to fund 13 standard bike racks: 3 for Alcott, 7 for Willard, 2 for Thoreau and 1 for CMS. He stated that CEF would also be funding deluxe public work stands: 1 for each elementary school and 2 each for CMS and CCHS. He stated that CEF is very happy to give the District a grant for \$16,594.95. Mr. Miller noted Bill Stone from CEF, who expedited the grant. Denise Jantzen, CEF Co-President, stated that the CEF website is conordedfund.org, noting that they are also on Instagram, Facebook and Twitter, noting the current fundraising efforts of the CEF.

## **IX. DISCUSSION**

A. Cultural Competency and Anti-Racism Update. School Committee members introduced themselves to the students and Andrew Nyamekye, K-12 METCO Program Director, thanked the SC and Dr. Hunter for the invitation to share the work being done in the school district on cultural competency and anti-racism. Student leaders from student clubs at CMS and CCHS provided information on initiatives and projects of school clubs on bringing about a more equitable and inclusive school community for Boston, Concord and Carlisle students and families. Student advisors and leaders from CCHS's Black Student Union, Intersections Club and Unified Arts as well as CMS's Rise Club, shared initiatives and goals of the clubs.

The School Committee members thanked the students and teacher leaders, noting how impressed they were with the students' leadership and all of the inspirational work they are doing on cultural competency and anti-racism. The students stated that it is helpful for the community to share in support of the various initiatives of the clubs, noting the current sticker sale initiative at CCHS and sharing info on how to participate. Ms. Bout noted the safe spaces these students have created, also noting the amount of progress being made. Ms. Rainey stated how important it is to have the difficult conversations, noting the incredible relationships the students are creating. Ms. Anderson asked for more information on accessing the Crossroads Initiative, noting how great it is having the CCHS students speak to the younger students. Ms. Mezdad noted how grateful and in awe she was of the work of the students and adults in giving voices to all students. Debra Jemison, METCO support staff, stated that the students are also making a sustained effort to faculty and teachers, commending the students. Dr. Hunter stated that the model that the students are setting is one of peace, grace and positivity, noting that they have turned hard experiences into something wonderful.

## **X. NEW BUSINESS**

A. Bargaining Timeline Winter/Spring 2021. Dr. Hunter stated that there are 8 bargaining units, 7 of which are up in the coming 6 months. She stated that the District has notified the units that they will begin setting timelines with them.

## **XI. OLD BUSINESS**

A. Superintendent Evaluation Rubric. Ms. Bout reviewed the differences between the 2012 and 2019 DESE Superintendent Evaluation Rubrics, recommending that the SC adopt the 2019 form due to the increase in efficiency. Ms. Bout reviewed a high-level schedule of the evaluation process, with the process wrapping up by early June. Ms. Bout reviewed the goals and standards on the evaluation form and the SC agreed to adopt the 2019 form and to use the focus

indicators as lenses to evaluate each standard. Ms. Bout and Ms. Anderson agreed to work together as evaluation coordinators to manage the process.

B. FY21 Budget Variance Report CPS/CCRSD. Mr. Stanton shared the FY21 CPS and CCRSD Variance Reports. He stated that both budgets are in balance, but that there is a negative balance in the 9000 functions, Programs with Other Districts. He stated that the reason for the negative balances is that the districts are waiting for the IDEA grant money to come in, noting that this would be used to offset the negative balances. Mr. Stanton noted that it is not good practice to move the money into this grant revolving account until the districts receive the money. He stated that once debt service is encumbered; this would bring down the total remaining balance. Mr. Stanton stated that the current remaining balance in the 8000 function on the region side is \$3,927,140.50, but that once the debt is encumbered, this will not only bring down the remaining balance in this function but the overall remaining balance.

C. Second Reading Policies

- File: BDFA-E-3 – Conduct of School Council Business
- File: ECAF – Security Cameras in School
- File: JIB – Student Involvement in Decision Making
- File: JICA – Student Dress Code
- File: JICF – Gang Activity/Secret Societies
- File: JIE – Pregnant Students

Mr. Booth noted that two policies from the group presented for a First Reading were pulled out, File: JIC – Student Discipline and File: JICFB – Bullying Prevention. He stated that these would be brought back to a future meeting after being reviewed by the attorney and again by the Policy Subcommittee.

## **XII. ACTION ITEMS**

A. Vote to Approve Policies. A motion was made by Mr. Booth, for both CSC and CCSC, seconded by Ms. Bout, for CSC and CCSC, to approve School Committee policies: BDFA-E-3, ECAF, JIB, JICA, JICF and JIE. 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); and Wilson, aye.

B. Vote to Approve 2020-2021 School Committee Goals. A motion was made by Ms. Bout, for CSC and CCSC, seconded by Ms. Rainey, for CSC and CCSC, to adopt the 2020-2021 School Committee Goals, as posted and discussed at the last 2 meetings. 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); and Wilson, aye.

C. Vote to Accept CEF Donation. A motion was made by Ms. Bout, for both CSC and CCSC, seconded by Mr. Booth, for both CSC and CCSC, to accept the donation of \$16,348.82 from the Concord Ed Fund for the purchase of new bike stands and repair stations. 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); and Wilson, aye.

## **X. ADJOURNMENT**

A motion was made by Ms. Bout, for CSC and CCSC, seconded by Ms. Anderson, for CSC and CCSC, to adjourn the meeting. 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 the meeting adjourned at 7:59 PM.

Respectfully submitted,

Erin E. Higgins

Approved: 12.1.20

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
CPS	Concord Public Schools
CSC	Concord School Committee
DCL	Dual County League
DESE	Department of Elementary & Secondary Education
E&D	Excess and Deficiency
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
SC	School Committee
SEPAC	Special Education Parent Advisory Council