

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 (via Zoom)

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

**I. CALL TO ORDER**

Ms. Wilson addressed the racist language incident that occurred over the weekend, stating that this kind of language has no place in the community, noting that the School Committee reaffirms its commitment to ensuring that the schools are places where every member feels valued and safe. She also acknowledged Newton South's cooperation, noting how helpful it has been.

Ms. Wilson called the CCSC meeting to order at 6:33 PM and Ms. Rainey then called the CSC meeting to order. Roll call attendance was taken.

**II. CCHS STUDENT UPDATE**

Student Rep, Darcy Keenan-Mills, provided an update from CCHS. She stated that Senate is working on spirit week, the winter sports fair and student government is holding dances and spirit activities. She noted that Senate is also hoping to be more involved in administrative things, like the school handbook.

**III. RECOGNITIONS**

A. CCHS Skateboard Park. Dr. Hunter recognized CCHS student Will Kulewicz, for his initiatives with the CCHS skate park. Will stated that he started a foundation to clean up trash at skate parks around the Boston area. He stated that he began at CCHS, noting how disregarded the park has been over the years. He stated that the first event involved picking up trash and removing spray paint, noting the high student participation. Will recognized Joshua White, a CCHS student, who is working on landscaping and upcycling the park. Joshua stated that they are trying to make the park more inviting by adding mulch and shrubs.

**IV. PUBLIC COMMENT**

1. Jennifer Ubaldino, Executive Director at Concord-Carlisle Community Chest and parent. Ms. Ubaldino stated that Dr. Hunter was on a Community Chest panel recently regarding the impact of COVID on the community, noting that Dr. Hunter shared thoughtful perspective. She stated how well received Dr. Hunter's openness to partner with the community was.

**V. READING OF THE MINUTES**

A. Open Session 9/28/21. A motion was made by Ms. Anderson, seconded by Ms. Marano, to approve the open session minutes from 9/28/21. The motion passed by roll call: Anderson, aye; Booth, aye; Marano, aye; Mostoufi, aye; Wilson, aye.

**VI. CORRESPONDENCE**

Ms. Wilson stated that CCSC received an inquiry about enrollment in the schools and a question about the curriculum.

**VII. CHAIRS & LIAISONS REPORT**

Regarding DEI, Ms. Marano stated that she would be meeting with Mr. Nyamekye and Dr. Hunter to get the DEI Committee up and running and to collaborate on the agenda for the next meeting. She stated that Paula Martin would be working with her on the direction of the training with the SC.

Ms. Anderson stated that the CMSBC has created a robust schedule for public outreach, sharing some of the upcoming dates in November.

Ms. Marano stated that there would be three upcoming SC coffees, noting that the one scheduled for the following day was cancelled due to rain and is rescheduled for Tuesday, November 2<sup>nd</sup>.

Mr. Booth stated that some of the Business Office staff joined him at the Finance Committee meeting, noting that the final report is included in this meeting. Mr. Booth noted that the Concord Town Warrant is open for Town Meeting through November 4<sup>th</sup>.

Ms. Mostoufi stated that the Concord Carlisle Adult and Community Education met on October 15<sup>th</sup>, noting that they are currently working on their mission statement and reported that their budget is stronger.

## **VIII. DISCUSSION**

A. COVID Update. Dr. Hunter shared current COVID numbers, stating that cases are very low and there has been a slow uptick in vaccinations at CMS. She stated that asymptomatic pool testing is fully functional, noting the total of participants in 1613. She stated that the Commissioner has extended the mask mandate until January 15<sup>th</sup>. She stated that local health officials would be sponsoring vaccine clinics for children under 12 when available. She stated that the district may be waning off the daily COVID screener unless there are symptoms involved and they are discussing the implementation of DESE symptomatic antigen testing for those vaccinated. Dr. Hunter noted that the District is waiting for winter sports guidance from DESE.

B. CCHS School Improvement Plan Updates 2021-2022. CCHS Principal, Mike Mastrullo, presented the CCHS School Improvement Plan, sharing some of the projects currently going on at CCHS. He then shared highlights from the School Improvement Plan work, including: 9<sup>th</sup> Grade Academy, RTI, Challenge Success, DEI work, and DCAP (District Curriculum Accommodation Plan). Mr. Mastrullo noted the opportunity to re-engage with parents in many different forms, also noting that parent conferences are October 29<sup>th</sup>.

C. Facility Fees. Dr. Hunter stated that facility fees have been on the radar and were discussed in the fall of 2019 and landed in winter of 2020 when COVID hit. She stated that the fees have not been revised in over 10 years. The SC discussed possibly using a tiered system for nonprofits and private use and determine what nonprofit means. Dr. Hunter noted that the district would need to build in some time to give notice prior to implementing any change in fees.

D. MASC Resolutions. Ms. Wilson noted that the MASC Conference is being held November 3-6. Mr. Booth suggested there be two delegates to the Conference to engage in debate and have the authority to vote in hopes of speaking for the whole SC. The SC reviewed the nine resolutions to share sentiments on each.

E. Superintendent Evaluation. Ms. Wilson stated that Ms. Bout and Ms. Anderson helped the SC through the Superintendent Evaluation process last year. Ms. Anderson stated that she would be interested in being part of it this year and Ms. Marano noted her interest as well.

F. Envision Concord. Ms. Rainey stated that the topics of the Envision Concord spreadsheet included transportation and facilities, noting that the school's response is due back on November 10<sup>th</sup>. Dr. Hunter stated that she would create a draft plan and bring to an upcoming SC meeting.

G. Audit Report. Mr. Booth stated that the recommendations included that the District establish a fund in the general ledger to account for all debt issued, noting the annual payments and resulting liability. He stated that Mr. Stanton worked with the auditors and this item is considered sufficiently resolved. Mr. Booth stated that they also recommended improving accounts payable at year-end to properly report year-end accounts payable in the general ledger. Mr. Stanton stated that this is just a difference with how things are encumbered, noting that the District was closing them out and the auditor wants them rolled over.

H. Updated 5 Year Budget Projections CCRSD. Dr. Hunter stated that the 5-year budget projections were shared with the Concord Finance Committee the previous week and would be shared the next night with the Carlisle Finance Committee. Mr. Stanton reviewed the projections, including: CCTA salary information, collective bargaining, OPEB schedule, E&D, assessments, enrollments, operating costs, transportation, debt and retirement. He noted that FY27 sticks out because he is projecting a significant increase in Carlisle's portion.

#### **IX. ACTION ITEMS**

A. Vote to Approve Transportation COVID Bonuses. Dr. Hunter noted that the current pool of bus drivers is very low, noting that the National Guard has been brought up to help some districts with driving students. She stated that the bonuses are a retention incentive, noting how incredibly dedicated the drivers are to the welfare and safety of the students. Mr. Stanton stated that the funds would come out of ESSER II. The SC agreed that this was a retention incentive, not a bonus and that providing these incentives did not mean that the SC's concern and wellbeing of other bargaining groups is less than that of the Transportation staff. A motion was made Mr. Booth, for both CSC and CCSC, seconded by Ms. Anderson, for both CSC and CCSC, to approve a \$500 retention incentive to be paid out in December of 2021 (for those employed as of December 15, 2021 ) and a \$1000 retention incentive to be paid out in June of 2022 (for those employed as of June 15, 2022 )for each school bus driver. The motion passed by roll call: Anderson, aye (for both), Booth, aye (for both); Marano, aye (for both); Mostoufi, aye; Rainey, aye (for both); Wilson, aye.

B. Vote to Appoint Representative to Superintendent's Sustainability Committee. Dr. Hunter stated that Mr. Stanton and Ms. Herbert have proposed a meeting schedule of every other month for the Sustainability Committee, with the next meeting being November 9<sup>th</sup> via Zoom. A motion was made by Mr. Booth, for CSC and CCSC, seconded by Ms. Marano, for CSC and CCSC, to elect Alexa Anderson as SC representative to the Superintendent's Sustainability Committee. The motion passed by roll call: Anderson, aye (for both), Booth, aye (for both); Marano, aye (for both); Mostoufi, aye; Rainey, aye (for both); Wilson, aye.

#### **X. ADDITIONAL PUBLIC COMMENT**

None.

#### **XI. ADJOURNMENT CCSC**

A motion to adjourn the CCSC meeting was made by Ms. Anderson, seconded by Mr. Booth. The motion was unanimously approved and the CCSC meeting adjourned at 8:49 PM.

#### **XII. DISCUSSION**

A. CPS School Improvement Plan Updates 2021-2022. Dr. Hunter stated that the school improvement plans have many things in common, but then there are also building based plans, asking the principals to speak to the differences at each building. Mr. Lucey noted that the differences are listed in the addendum portion of the plans.

a. Alcott Elementary School. Ms. Krakow shared the Alcott specific new initiatives, including: training several staff in Orton Gillingham, implementing the balanced literacy program, reinvigorating the RTI program to progress monitor students, getting the buddy program up and running again, bringing back volunteering for the Turkey Trot, identifying activities to help families build connection, rebuilding the METCO family friends program, working with Mr. Nyamekye and Ms. Harris to ensure the practices are culturally inclusive, supporting the emotional disabilities program, partnering with Green City Growers to expand the outdoor classroom, working with technology specialist to adjust the way he supports classroom teachers.

b. Thoreau Elementary School. Ms. Charles shared Thoreau's initiatives, including: defining and making transparent the process for identifying students receiving RTI services, training 8 teachers on the Orton Gillingham reading instruction, bringing back the social skills groups to help students connect and navigate issues, providing opportunities to engage parents, continuing traditions that were on hold due to COVID, partnering with the DEI Director to connect PTG multicultural and COAR parent teacher initiatives, implementing best practices for promoting an inclusion environment, relocating classrooms and offices damaged in the fire, increasing staff to support students at lunch, and keeping all members of the school community informed on the progress of the restoration progress.

c. Willard Elementary School. Mr. Lucey shared Willard's initiatives, including training 6 staff members on Orton Gillingham approach, piloting the intervention program "Ready to Rise" and identifying students early to supply them

with appropriate interventions, piloting a dyslexia screening tool in a kindergarten classroom, working on reinforcing routines and structures, piloting “Leader in Me” in grade three to address social emotional needs, using Mr. Nyamekye as a resource for the Willard DEI work and group, adding another co-taught classroom, revisiting the master plan of Willard to start a problem based student initiative on building a sustainable outside environment, and piloting Henry’s Hat.

Public Comment: Christine Reynolds. Ms. Reynolds stated that the Concord Finance Committee would meet on Thursday to go through the guidelines, Envision Concord and incorporating future savings from the CMS consolidation. She stated that the Capital Planning meeting would take place on November 4<sup>th</sup> and noted that December 16<sup>th</sup> is the Special Town Meeting hearing.

d. Concord Middle School. Mr. Cameron presented the CMS Improvement Plan, sharing the initiatives of: bringing together a grading practice handbook, rethinking end of year awards, piloting a PBS (Positive Behavior Incentive System) initiative, looking at the practice of restorative justice, rethinking support of new families to Concord or Boston, and supporting new faculty advisors.

B. Updated 5 Year Budget Projections CPS. Mr. Stanton reviewed the CPS 5 Year budget projections, including: CTA salary information and collective bargaining. He stated that he is projecting a savings of \$548,000 for the opening of the new middle school, but noted that is not included in these projections. He noted the increase in FY24, due to the increase in CTA salaries.

### **XIII. ADJOURNMENT**

A motion to adjourn was made by Ms. Anderson, seconded by Ms. Marano. The motion was unanimously approved and the CSC meeting adjourned at 9:56 PM.

Respectfully submitted,

Erin E. Higgins

Approved: 11.30.21

Abbreviations:

CCHS	Concord-Carlisle High School
CCRSD	Concord-Carlisle Regional School District
CCSC	Concord-Carlisle Regional District School Committee
CCTA	Concord-Carlisle Teachers’ Association
CDC	Center for Disease Control & Prevention
CEF	Concord Education Fund
CMLP	Concord Municipal Light Plant
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
FINCOM	Finance Committee
MDPH	Massachusetts Department of Public Health
MSBA	Massachusetts School Building Authority
OPEB	Other Post-Employment Benefits
PD	Professional Development
RTI	Response to Intervention
SC	School Committee
SEPAC	Special Education Parent Advisory Council

