

Present: Tracey Marano, Chair, CCSC; CSC
Sharon Whitt, Vice Chair, CCSC
Alexa Anderson, Chair, CSC; CCSC
Carrie Rankin, Vice Chair, CSC; CCSC
Courtland Booth, CSC; CCSC
Cynthia Rainey, CSC, CCSC
Carrie Patel, CCSC
Ayesha Lawton, CPS METCO Rep

Absent: Domingos DaRosa, CCRSD METCO Rep

Present from Administration: Dr. Laurie Hunter, Superintendent of Schools, CPS & CCRSD
Robert Conry, Asst. Supt of Finance & Operations, CPS & CCRSD
Kristen Anderson, Asst. Supt. of Teaching & Learning, CPS & CCRSD

I. CALL TO ORDER

Ms. Marano called the CCSC meeting to order at 6:01 PM, noting that the meeting was being recorded, and Ms. Anderson then called the CSC meeting to order. Roll call attendance was taken: Anderson, aye; Booth, aye; Marano, aye; Patel, aye; Rainey, aye; Rankin, aye; Whitt, aye.

A. Executive Session: A motion was made by Mr. Booth, seconded by Ms. Rainey, that the Concord School Committee and Concord-Carlisle School Committee enter into Executive Session under Purpose 2 of the Open Meeting Law to conduct strategy sessions in preparation for negotiations with nonunion personnel, Director of Transportation and Assistant Director of Transportation, or to conduct collective bargaining sessions or contract negotiations with nonunion personnel, and return to Open Session. The motion passed by roll call: Anderson, aye; Booth, aye; Marano, aye; Patel, aye; Rainey, aye; Rankin, aye; Whitt, aye.

The CSC and CCSC returned from Executive Session at 6:24 PM.

II. CCHS STUDENT UPDATE

CCHS Student reps, Harry Crowley, Zariah Alves, and Felicity Zhang, provided updates from CCHS: Kicks for Cancer and the homework free weekend provided a great break for students, Student Senate has chosen new 9th grade senators, the activities fair was a great success, college admissions officers would be visiting during flex block, there is a shortage of chairs/tables at lunch due to the change in bell schedule resulting in an increase of students per lunch, students feel the learning portion of the day has been condensed and some of the restroom issues have continued (lack of paper towels, soap, toilet paper).

III. PUBLIC COMMENT

None.

IV. RECOGNITIONS

A. First All American Debate - National Speech and Debate Association Wilbur Moffitt. Dr. Hunter introduced Wilbur Moffitt, from the CCHS Debate Team, who won the Academic All American title from the National Speech and Debate Association. Wilbur thanked many people, including Tim Avril, noting that he founded the debate event that CCHS competes in. Wilbur noted that he would be joined by another co-captain, Felicity Zhang, in four months. He encouraged the SC to prioritize debate on its agenda going forward.

B. Data Activism at MIT- Laiya Pavlov, Zora Webb, Emmi Taylor. Dr. Hunter stated that Laiya, Zora and Emmi were present to share about the project they worked on over the summer. Laiya and Zora stated that they worked with

a nonprofit organization called Food Link to interview community members in red lined areas to collect data to determine what towns have the most food insecurities to help provide them with food. Emmi shared her experience working with the Charles River Watershed Association to create awareness about inland flooding that can occur in urban areas and the racial discrimination that occurred a long time ago that has impacted today's society.

V. CONSENT AGENDA

- A. Minutes 7/20/23
- B. Minutes 8/15/23

A motion was made by Mr. Booth, seconded by Ms. Rainey, to approve the consent agenda (including the corrected version of the 7/20/23 minutes). The motion was approved unanimously.

VI. CORRESPONDENCE

None.

VII. DISCUSSION

A. DEIB Discussion (School Committee Goal #2). Mr. Nyamekye shared his presentation of the DEIB report in response to the SC report requests. He stated that the main topics of the report included: DEIB objectives 2023-24 SY, CPS and CCRSD METCO program update, implicit bias training for staff, teacher diversification and the bias reporting system. He stated that the DEIB initiatives were closely aligned with the District Strategic Plan 2023-2028 and included objectives in PD, school culture, equitable and included curriculum and classroom, student and family engagement, hiring/monitoring and retention and bias reporting. He then shared how success was measured in each area and what metrics were being used.

Mr. Nyamekye shared the METCO program update, including the 2023-2024 CPS and CCRSD METCO organizational structure. He shared the vision statements of Dewayne Clacher, CPS METCO Director, and Debra Jemison, CCHS METCO Director. Mr. Nyamekye shared supports, programs and recourses available within the METCO program, in areas including: nutrition, extracurricular activities, special education services, transportation, SC support, the Building Bridges HBCU Initiative, college essay writing workshop and after school math tutoring support. He reviewed the status of the protocols to address disciplinary actions, including community building circles, restorative chats and restorative conferences. He noted that the handbooks were being revised, including the transportation protocols and procedures to establish clear and consistent disciplinary policies and expectations for all students and families.

Mr. Nyamekye shared the Implicit Bias training for Support Staff report, noting that the feedback showed the staff were engaged and found the training to be meaningful. He stated that next steps included offering the training again before the start of the school year, partnering with external community partners to provide the training to the partner community, and continuing to collaborate with the CTA/CCTA to establish the requirement of IDEAS professional development training. Regarding teacher diversification, Mr. Nyamekye stated that he would be looking at the data for 23-24 with HR Director, Denise Zahn in October. He noted that the goal by 2025 was to have 20% of newly hired CPS/CCRSD administrators, faculty and staff identify as people of color and that 100% of these staff would be retained from year to year. He stated that the districts have requested \$83,970 in grant funding from DESE to support teacher diversification efforts for the 2023-2024 school year.

Regarding the Bias reporting system, Mr. Nyamekye stated that it has been a three-year process. He stated that the reporting system was piloted last spring at CMS, noting that the pilot was very successful. He stated that not every incident that is investigated would end up being an actual bias incident. He shared the timeline for implementation, with full implementation occurring in January of 2024.

B. Student Wellness and Mental Health Discussion (School Committee Goal #5). Dr. Hunter shared an overview of student wellness and mental health, noting the difficulty of compiling it into one place. She reviewed responsive classroom/fly five, homeBASE at CMS, Flex Block at CCHS, DESSA (Devereaux Student Strengths Assessment), Care Solace, Cartwheel at CCHS, professional development, general education services- Lighthouse, 9th Grade Academy, and Challenge, special education services, intensive social emotional special education programs- Branch, Access, Anchor, and out of district placements. Ms. Marano noted the Mental Health Forum being held on October 3rd. Ms. Anderson stated that, although mental health and social emotional skills were closely related, they were not the same. She stated

that mental health was part of the health curriculum. Ms. Whitt stated that she would like to see more opportunities for the Carlisle and Concord students to meet before getting to the high school, noting that this may alleviate some of the social/emotional anxiety.

C. FY 24 Town Meeting Proposal: Omnibus Budget. Ms. Anderson stated that Concord Town Meeting advances three warrants: operating budgets of the town, CPS and CCRSD. She stated that a member of the Finance proposed putting together a single warrant article to encompass all three budgets. She stated that the FINCOM was asking the SC to weigh in, but that the ultimate decision would be made by the Concord Select Board. Ms. Patel noted that the school warrant was always pulled out of the warrant for discussion in Carlisle and Ms. Anderson noted her concern over the school item being pulled out. After discussion, the SC agreed that it supported the Finance Committee putting together one single warrant article. Mr. Booth asked Ms. Anderson to ask FINCOM if the effort to bring a singular budget equated with a single guideline budget.

D. Assistant Superintendent of Finance and Operations Report. Mr. Conry stated that the FY22 audit has been completed and that he would have draft statements shortly. He stated that the required DESE reports were submitted to DESE mid-August, noting that the data was used for benchmarking, reimbursing transportation, and per pupil expenditures. He stated that the financial results for CCRSD FY23 were complete and substantial progress was being made on the CPS side. He thanked Mary Barrett from the Town of Concord for all of her work with the district on the reconciliations. He stated that the DESE end of year FY23 reports would be due as well and would be submitted after the books were closed. Regarding OPEB, Mr. Conry, stated that the district would be auditing this as well to provide DESE with the information for them to do the valuation in October. Regarding E&D, he stated that this would also be completed for CCRSD in the month of October. He stated that he would be presenting Q1 FY24 data at the first SC meeting in October. Mr. Conry stated that the five-year projections for the Town of Concord and the FY25 budget process were underway. He noted that the district was working on the grant applications for the entitlement grants, noting that the state has rolled out a new grant management system.

E. CCHS Campus Update. Ms. Rankin stated that she spoke with CPC and bathrooms do not fall under their scope, but the track does, noting that they would be thrilled to receive an application but that they could not guarantee funding. Ms. Anderson stated that CC at Play does still exist with a skeletal board in place, noting that they have maintained their tax-exempt status. She stated that they could be supportive of the project, noting that they would like to have authorization from the SC to engage in the project and fundraise to offset the cost. Ms. Rainey noted her concern that the SC hasn't had a full discussion about adding a track or an amenities building. Ms. Marano stated that the amenities building had previously been discussed and was in a capital plan for CCHS seven years ago. Ms. Anderson stated that this fundraising conversation was only around the track. Ms. Rainey noted her concern with rushing into this and not involving the track and cross-country communities and Dr. Hunter stated that the Athletic Director would be engaging with them. Mr. Booth stated that the schools should be interested if they receive a demonstrable interest from the track community. Ms. Anderson stated that CC at Play was asking for credibility from the SC. Ms. Patel noted all of the different constituents involved in the playground project in Carlisle. Ms. Marano stated that they would continue the discussions. Ms. Rainey asked Ms. Marano to reach out to the solar task force to see if they were still interested in putting solar canopy on the campus. Ms. Rainey also recommended building up a charging infrastructure for the cars on campus. Ms. Marano stated that the amenities building also needed to be included in the upcoming discussion.

VIII. ACTION ITEMS

A. Vote to Approve CCHS Access Road Borrowing. A motion was made by Mr. Booth, seconded by Ms. Rainey, to approve the sale of the \$853,665 4.75 percent General Obligation Bond Anticipation Notes (the "Notes") of the District dated October 2, 2023, and payable October 2, 2024, to Oppenheimer & Co. at par and accrued interest, if any. The motion passed unanimously.

IX. ADJOURNMENT

The CCSC and CSC meetings adjourned at 9:17 PM.

Respectfully submitted,

Erin E. Higgins

Approved: 10.24.23

Abbreviations:

AMP	Association of Music Parents
CCHS	Concord-Carlisle High School
CCRS	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
CPC	Community Preservation Committee
CPS	Concord Public Schools
CSC	Concord School Committee
CTA	Concord Teachers Association
DEIB	Diversity, Equity, Inclusion and Belonging
FINCOM	Finance Committee
PD	Professional Development
RF	Radio Frequency
SC	School Committee
SEPAC	Special Education Parent Advisory Council