

JOINT SCHOOL COMMITTEE

Concord-Carlisle School Committee
Concord School Committee
Zoom Meeting
December 1, 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 & ROLL CALL

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

A. Executive Session. A motion was made by Ms. Bout, for both CSC and CCSC, seconded by Mr. Booth, for both CSC and CCSC, that the Concord School Committee and Concord-Carlisle Regional School Committee would enter into Executive Session under Purpose 2 of the Open Meeting Law: To conduct strategy sessions in preparation for negotiations with nonunion personnel or to conduct collective bargaining sessions or contract negotiations with nonunion personnel, 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 5:31 PM and Ms. Wilson noted that the meeting was being recorded. Roll call attendance was taken: Anderson, aye (for both); Booth aye (for both); Bout, aye (for both); Mezdad, aye (for both); Rainey, aye (for both); and Wilson, aye.

II. PUBLIC COMMENT

None.

IV. READING OF THE MINUTES

A. Open Session – Joint Meeting 11/10/20. A motion was made by Mr. Booth, for both CSC and CCSC, seconded by Ms. Bout, for both CSC and CCSC, to accept the joint meeting minutes from 11/10/20. 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

Dr. Hunter noted the considerable increase in COVID cases, stating that there have been 27 cases since school opened, 12 of which occurred over the last 8 days. She stated that other districts are experiencing the same increase in cases and that the District is not seeing any school spread. She stated that quarantine processes have been very effective, but noted that the Town is beginning to see community spread. Dr. Hunter stated that the leadership team is managing the cases so the teachers can stay focused on teaching and learning, thanking everyone involved. Dr. Hunter thanked public health nurse, Trish McGean, for all of her work with contact tracing and support of families. She stated that there would be webinars for staff and parents to provide an opportunity to share data and ask questions and share concerns. She noted the new District guidance to staff and families – if anyone in a household has symptoms, all family members need to stay home until the symptomatic person receives a negative COVID test. Dr. Hunter noted the community effort to have the schools remain open.

Ms. Rainey encouraged the SC members to watch the FINCOM presentation on the current state of the money coming into Concord.

Mr. Booth noted the passing of Carol Birdsall, beloved Concord elementary school teacher.

Mr. Booth stated that the CMSBC is getting underway again, noting the meeting of the Design Subcommittee prior to Thanksgiving. He stated that the full committee would be meeting on December 10th at 7:30 AM. Dr. Hunter noted the work with the Concord Capital Facilities Committee and its public event on Wednesday, December 9th at 7:30 PM.

VI. CORRESPONDENCE

Mr. Booth stated that the CSC received a thank you letter to all the educators and school community for their efforts in keeping school open. He also stated that CSC received a letter from the bargaining unit that handles the CPS building service workers requesting that negotiations commence for a new contract.

VII. CCHS STUDENT UPDATE

Amy Tedeschi stated that students are curious about COVID and winter sports, as well as junior MCAS. Dr. Hunter stated that athletics would be discussed later in the meeting and that she has not heard from the state level about MCAS, noting the political factors influencing the decision. Ms. Tedeschi noted the policy of student involvement in decision-making, questioning if Student Senate plays a role in this. Mr. Booth stated that the SC has not discussed this policy yet, noting that they look to MASC for guidance on policies, suggesting that she and Ms. Xu be included on which policies are being reviewed.

VIII. DISCUSSION

A. Cultural Competency and Anti-Racism in Curriculum. Dr. Hunter noted that this presentation was part of the big picture view of the ongoing work with cultural competency and anti-racism. Ms. Herbert, Director of Teaching and Learning, introduced cultural competency consultant, Dr. Paula Martin. Dr. Martin stated that there is commitment, conversation, action, and a willingness from the inside out to make a difference in the District. Andrew Nyamekye, METCO Director, shared a slide presentation on cultural competency and anti-racism in the curriculum. He shared the strategic objective and strategic initiatives, noting that the District's cultural Competency steering committee is comprised of close to 30 educators who coordinate and provide input on curriculum, professional development, institutional practices and the hiring of educators of color. Ms. Herbert stated that the initiatives being presented by the educators were mostly new within the last 4 years. Educators from kindergarten through grade 12 presented on efforts being made to embed cultural competency and anti-racism into the curriculum:

- Colleen Desmond outlined efforts at the Kindergarten level to carefully and intentionally choose appropriate children's literature and picture books,
- Bob Fardy discussed grade 2 social studies that looks at African American and abolitionists who lived in Concord,
- Amelia Burns, Nancy Dillon, Julie Turner and Beth Kalikstein gave an overview of how they work to integrate diverse and inclusive books into the 4th grade curriculum,
- Sharon Hehn highlighted efforts to find diverse and inclusive books that cross curriculums of reading, writing, and the sciences for the read aloud for the 4th and 5th grade remote academy,
- Anna Anderson documented the music department's grade 4-8 focus on contributions of African American to music history, introducing prominent black and Asian composers and string players as well as featuring videos of diverse performers,
- Karin Baker, Catherine Curran, Deb Jemison, and Joe Meyer talked about their work as the leaders of the Concord Middle School METCO Achievement Strategies Program and their focus to provide students with a safe place for dialogue, self-advocacy skills, and social-emotional learning supports,
- Sarah Oelkers Bullwinkel outlined the on-going literature review to identify under-represented, non-dominant culture groups in books with a goal of adding at least one new core text reading for each level in 6-8th grade,
- For 8th grade social studies, Seeta Durvasula pointed to the elements of the curriculum that challenges students to examine how society influences an individual's identity as well as how

labels and assumptions that others make about us influence individual identity and why humans divide people into we and they; while also looking at slavery and abolitionist movements in Concord,

- Sharon Stagers Moss discussed the 8th grade science and science club's use of famous quotes and the study of biographies of women and people of color,
- Kate Fleming, Chair of the CCHS English Department, and Shel Hull outlined how they are working to weave diverse writers and poets into the curriculum as well as utilizing both window and mirror themed literature in each grade level at the high school,
- Samantha Fox-Morrow summarized the approach being taken in CCHS social studies courses of World Cultures and Civilizations as well as U.S. History to examine the experiences of women, immigrants, minorities, civil rights, discrimination, and resistance,
- Tracie Dunn charted the student-centered and culturally responsive art education at the high school which features an examination of legacy; and,
- Jamie Andrade from Rivers and Revolution at CCHS featured their work with students to examine relationships and institutions in a community as well as literature that features a windows and mirror element.

Ms. Herbert thanked the SC and noted how proud she was of everyone's efforts. Ms. Wilson stated how impressive the work is, noting the commitment to making a difference. Ms. Bout noted the impact that the educators are making and the safe spaces that they are making for the students. Mr. Booth thanked all of the presenters, noting how valuable the work is. Ms. Oelkers noted the importance of continuing to listen to students and not be complacent.

B. Strategic Planning Cultural Competency and Anti-Racism. A motion was made by Mr. Booth, for both CSC and CCSC, seconded by Ms. Bout, for both CSC and CCSC, to postpone this discussion until the December 15th CCSC 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); and Wilson, aye.

A motion was made by Mr. Booth, for both CSC and CCSC, seconded by Ms. Bout, for both CSC and CCSC, to move the Winter Athletics discussion Item IX. B to the next item of business. 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 Winter Athletics. CCHS Athletics Director, Aaron Joncas, presented on the status of Winter Athletics. He shared the MIAA rule adjustments, noting that the winter sports start date would be December 14th, going through February 20th. Mr. Joncas reviewed the competition pods, stating that Concord-Carlisle would be included in the pod with Acton-Boxborough, Lincoln-Sudbury, Newton South and Westford Academy. He stated that Season 2 would consist of: Basketball, ice hockey, swim & dive, alpine & Nordic ski and fencing, noting that 350 CCHS students are currently signed up for the winter offerings. Mr. Joncas reviewed the protocols that will need to be followed, noting that spectators will not be allowed in indoor facilities. Ms. Rainey thanked Mr. Joncas and his team for all of their work on winter sports. Dr. Hunter noted that CMS is putting together a proposal for intramural basketball, noting that this would be brought to the December 15th SC meeting.

IX. OLD BUSINESS

A. FY21 Variance Report. Mr. Stanton stated that CPS is in good shape, noting the negative in Fixed Assets. He stated that the electric bus grant had to be encumbered and would be offset once the leasing options are determined. He stated that Programs with Other Districts is going down due to circuit breaker money coming in, noting that this expenditure will actually decrease. For CCRSD, Mr. Stanton stated that he was able to encumber all of the debt and retirement service. He stated that Programs with Other Districts is going down, but will be offset in circuit breaker. He noted that overall; the districts are in good shape. Mr. Stanton stated that he would be reporting on the CARES Act in early January.

X. NEW BUSINESS

A. Early Retirement Incentive FY22. Dr. Hunter stated that several people took advantage of this incentive back in August, stating that it continues to be a program that benefits both the employee and district. She stated that she does not predict a mass exodus, sharing some possible numbers. Dr. Hunter noted that if the SC is interested in pursuing this

incentive, she could bring it back at a future meeting. Mr. Stanton stated that he would bring back some data from other districts.

X. ADJOURNMENT

A motion was made by Ms. Bout, for CSC and CCSC, seconded by Mr. Booth, 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 8:47 PM.

Respectfully submitted,

Erin E. Higgins

Approved: 1.12.21

Abbreviations:

CCHS	Concord-Carlisle High School
CCRS	Concord-Carlisle Regional School District
CCSC	Concord-Carlisle Regional District School Committee
CCTA	Concord-Carlisle Teachers' Association
CMS	Concord Middle School
CMSBC	Concord Middle School Building Committee
CPS	Concord Public Schools
CSC	Concord School Committee
DCL	Dual County League
DESE	Department of Elementary & Secondary Education
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