

JOINT SCHOOL COMMITTEE MEETING MINUTES

**Concord-Carlisle School Committee
Concord School Committee
November 19, 2024**

Present: Alexa Anderson, Vice Chair CCSC; CSC
Brian Waterson, CCSC
Carrie Rankin, Chair CSC; CCSC
Andrew Herchek, CSC; CCSC
Tracey Marano, CSC; CCSC
Cynthia Rainey, CSC; CCSC

Not Present: Julie Viola, Chair; CCSC
Domingos DeRosa, CCRSD METCO Rep
Ayesha Lawton, CSC METCO Rep

Present from Administration: Dr. Laurie Hunter, Superintendent of School, CPS & CCRSD
Robert Conry, Asst. Supt. of Finance & Operations, CPS & CCRSD
Shelly Chin, Interim Assistant Superintendent, CPS & CCRSD

I. CALL TO ORDER

Ms. Anderson called the Concord-Carlisle Regional School Committee (CCSC) to order at 6:00 PM. Ms. Rankin called the Concord School Committee (CSC) to order at 6:00 PM. Roll call was taken: Anderson, aye; Herchek, aye; Marano, aye; Rainey, aye; Rankin, aye; Waterson, aye.

II. CCHS STUDENT UPDATE

Maddie Clancy provided an update on recent activities and events at CCHS including a young adult author symposium; freshman and sophomore assemblies; a junior and senior assembly with Nick Tucker; the conclusion of Fall sports season including field hockey and soccer; and the Fall instrumental and chorus concerts. Maddie recognized the cross-country team's strong performance at the state championship.

Looking ahead, students are excited about the upcoming Fall Spirit Week; the variety of course offerings for quarter five, including Nailed It, International Baking, and Pickleball; the start of the winter sport season offering alpine skiing, hockey, basketball, and indoor track; and the conclusion of the Unified Basketball Team Season.

III. SUPERINTENDENT REPORT

Dr. Hunter attended the Rotary Club Football Cheer Luncheon hosted by Lexington High School with special guest former New England Patriot Andre Paquette. The luncheon was a very positive community event promoting football and community values. Middle School teachers toured the new building and were excited to see their spaces and envision future. After two-years of development, the new website has launched, and the IT team is fixing any broken links from the old website transition. The district has been utilizing Instagram to increase communication between the schools and the parent community by sharing updates and highlights. Mr. Conry is working on consolidating the budget information to be presented in January.

IV. DISCUSSIONS

A. Gale Report Amenities Building

Gale and Associates presented three primary options for restroom facilities for the Amenities Building: 1) trailers have a lower initial cost and quicker installation, but are temporary, with a limited lifespan, potential maintenance challenges, and have a complex procurement process; 2) modular buildings have fast installation and is a more permanent solution, but comes with a higher cost, less customization options, and limited design flexibility; 3) and a traditional design-bid-build option allows a customizable design, higher quality construction, and a longer lifespan, but has a higher cost and longer construction timeline.

Gale and Associates noted other considerations are code requirements and constraints included the impact of recent plumbing code changes on restroom requirements; the limitations of using portable or temporary restroom solutions to meet code requirements; and the challenges of obtaining necessary approvals for non-traditional solutions.

B. Professional Development Updates

Ms. Shelly Chin presented the professional development goals and updates focusing on adult learning and supporting teacher practices; utilizing data to inform professional learning initiatives; and prioritizing equity and inclusion in professional development.

Data analysis identified areas for improvement and the district incorporated feedback from teachers and administrators. The targeted professional learning for this year focuses on the science of reading, the new IEP processes, creating responsive classrooms, and social-emotional learning. The district developed a comprehensive professional development plan that addresses the diverse needs of educators prioritizing building-based professional learning and collaborative opportunities. The district will continue to focus on data-driven decision making and personalized professional learning, explore the use of technology to enhance professional development, promote collaborative learning and peer coaching, and prioritize equity and inclusion in all professional learning opportunities.

C. Debrief of Joint Select Board and Finance Committee Meeting

Ms. Rankin attended a joint meeting of the Select Board, Finance Committee, and School Board. The group discussed capital planning and project prioritization; agreed to collaborate on a comprehensive capital plan; reviewed the original task force recommendations and assessed their implementation; and they emphasized the importance of transparency and community engagement in the capital planning process.

D. Goals Review

The Committee reviewed its goals and noted its success in achieving them. The goal tracking sheet has been helpful in defining and monitoring the committee's objectives.

E. CPS Discussion of Surplus Peabody

Mr. Conry discussed the process of transferring ownership of the Peabody building back to the town, which requires the committee to vote it will no longer be used as a school building. The focus right now is decommissioning, including furniture removal and community access for item retrieval. Mr. Conry discussed potential utility costs associated with the building during

the transition period, which from March through June is approximately \$30,000. There is a community day on Saturday, February 15th for inventoried items that will be available to the community. The committee agreed to keep the community informed about the process and to address any concerns.

V. PUBLIC COMMENT

1. Michael Williams, 1284 Sudbury Road, Concord, MA ceded his time to his Attorney, Ms. Audra Hutchens. Ms. Hutchens addressed the Executive Session agenda item, 'to discuss an open meeting law complaint filed by Michael Williams against the Concord School Committee. According to Massachusetts General Laws Chapter 30A, Section 21A1, the Open Meeting Law, executive sessions should be held to discuss complaints or charges against a specific public officer, employee, staff member, or individual'. Mr. Williams' complaint is against the Concord School Committee, which is a public body as defined by Chapter 30A, Section 21A1. This statute defines a public body as including a district committee, such as a school committee. Given the complaint is directed against the Concord School Committee as a whole, she stated it would be more appropriate to address it in an open session.

2. Caroline Myler, 1007 Lowell Road, Concord MA asked the committee to advocate for the new replacement turf of the Doug White fields which she emphasized was important for year-round sports, reduced cancellations due to weather conditions, and the positive impact of turf fields on youth sports programs.

3. Seth van der Swaagh, 181 Alcott Road, Concord MA asked the committee to advocate for the new replacement turf on the Doug White fields. He noted the high usage of the fields by youth and high school sports programs, stressed the importance of maintaining field quality and accessibility, and that there is the availability of private funding to cover the cost of replacement.

4. Prow Sarnsethsir, 305 Ministerial Drive, Concord MA supports the ADA restrooms near the playing field sat the Amenities building. She emphasized the importance of accessible restrooms for individuals with disabilities and families with young children.

5. Mike Harney, of 43 Sarah Way, is the director of the youth lacrosse program and supports the new replacement turf on the Doug White fields. He discussed the positive impact of turf fields on youth lacrosse programs, emphasizing potential cost savings and increased field availability.

6. Mark Rus, of 20 Authors Road, is the travel director of CCYS and supports the new replacement turf on the Doug White Fields. He emphasized the positive impact of turf fields on youth sports participation and physical health, noting the availability of private funding to cover the cost of replacement.

7. Dennis Morgan, of 319 Holdenwood Road, president of CC Youth Football, advocates for the school board's support in replacing the turf fields. He emphasized that this is a fully privately funded project and will generate significant financial savings. Mr. Morgan highlighted the benefits of turf fields in terms of field quality, safety, availability, and cost-effectiveness.

8. Kristin Hagerty, Concord MA resident, supports Mr. Williams' and his attorney's request to discuss the Open Meeting Law complaint in Open Session.

VI. CONSENT AGENDA

- A. Policy Approval - I Policies
 - AC Non-Discrimination Including Harassment and Retaliation
 - ACA Nondiscrimination on the Basis of Sex
 - CM Annual Report
 - GCQF Suspension and Dismissal of Professional Staff Members
 - GDO Evaluation of Support Staff
- B. 10.8.24 Joint Minutes
- C. 10.22.24 Joint Minutes
- D. \$25,000 Donation from Ruetters Family Charitable Foundation
- E. Warrants
 - 1. CCRSD A/P
 - 1107 11/7/24 \$248,293.16
 - 2. CPS Payroll
 - Pay date 11/7/24 \$384,504.19
 - Pay date 11/7/24 \$234,028.61
 - Pay date 11/7/24 \$822.83
 - Pay date 11/7/24 \$71.96
 - 3. CCRSD Payroll
 - Pay date 11/7/24 \$631,006.26
 - Pay date 11/7/24 \$76,038.66
 - Pay date 11/7/24 \$176,870.22
 - Pay date 11/7/24 \$44,654.26
 - Pay date 11/7/24 \$13,475.56

Ms. Marano moved, and Mr. Herchek seconded the motion to approve the consent agenda as written on the agenda with the removal of Item B, the October 8, 2024, Joint Committee Minutes, and Item C, the October 22, 2024, Joint Committee Minutes. Roll call was taken: Anderson, aye; Herchek, aye; Marano, aye; Rainey, aye; Rankin, aye; Waterson, aye.

VII. CORRESPONDENCE

CCRSD received correspondence supporting the Amenities Building.

CPS received correspondence on the district's laptop policy, a second about the rendering signage at the middle school, and a third from the League of Women Voters just requesting a conversation.

VIII. CHAIRS AND LIAISONS UPDATE

Ms. Marano updated the Committee on the recent Select Board meeting. The Select Board implemented a new format for liaison reports, focusing on key points and allowing for more interactive discussion; they will be holding a First Amendment training session on December 3, 2024, open to all board member and committees; and the DEI committee will meet this week.

Mr. Herchek had a tour of the new middle school building and construction is progressing on schedule and within budget. The decision was made to keep the recently installed lockers.

Ms. Anderson recognized the \$25,000 Donation from Ruetters Family Charitable Foundation donated for the high school.

Mr. Waterson reported the Carlisle FinCom meeting expressed interest in collaborating with the Concord FinCom and both will work to explore opportunities for future collaboration starting next school year.

Ms. Rainey reported the Sustainability Committee is making progress on the composting and recycling initiatives at the middle school. The next meeting is scheduled for February.

Ms. Rankin stated she and Ms. Viola met with the METCO representatives last week about the YRBS; the Thoreau Playground Committee is thriving and actively fundraising for the new playground project; and a sign was installed to announce the \$610,000 fundraising effort.

IX. EXECUTIVE SESSION

Ms. Rainey motioned to move, and Mr. Waterson seconded the motion to divide the Executive Session motion into two pieces. The first, 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 in preparations for negotiations with the Superintendent of Schools. The second, The Concord School Committee will enter Executive Session pursuant to M.G.L. c.30A, §21(a)(1) to discuss the reputation, character, physical condition or mental health, rather than professional competence, of an individual, or to discuss the discipline or dismissal of, or complaints or charges brought against, a public officer, employee, staff member or individual, specifically an Open Meeting Law complaint against the Concord School Committee filed by Michael Williams on November 6, 2024, and not return to Open Session. Roll call was taken: Anderson, aye; Herchek, aye; Marano, Aye; Rainey, aye; Rankin, aye; Waterson, aye.

Ms. Rainey motioned to move, and Mr. Waterson seconded the motion for the Concord School Committee and Concord-Carlisle Regional School Committee to enter into Executive Session under Purpose 2 of the Open Meeting Law: To conduct strategy sessions in preparations for negotiations with the Superintendent of Schools. Roll call was taken: Anderson, aye; Herchek, aye; Marano, aye; Rainey, aye; Rankin, aye; Waterson, aye.

Ms. Marano motioned to move, and Ms. Anderson seconded the motion for the Concord School Committee to enter Executive Session pursuant to M.G.L. c.30A, §21(a)(1) to discuss the reputation, character, physical condition or mental health, rather than professional competence, of an individual, or to discuss the discipline or dismissal of, or complaints or charges brought against, a public officer, employee, staff member or individual, specifically an Open Meeting Law complaint against the Concord School Committee filed by Michael Williams on November 6, 2024, and not return to Open Session. Roll call was taken: Anderson, aye; Herchek, aye; Marano, aye; Rainey, aye; Rankin, aye; Waterson, aye.

Executive Session was called at 8:12 PM.

Respectfully submitted,

Barbara Gilmore

Approved: January 7, 2025

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
COAR Communities Organizing Against Racism
CPC Community Preservation Committee
CPS Concord Public Schools
CSC Concord School Committee
CTA Concord Teachers Association
DEIB Diversity, Equity, Inclusion and Belonging
DHCB Department of Housing and Community Development
ESSER Elementary and Secondary School Emergency Relief Fund
FINCOM Finance Committee
LEAP Learning Executive and Academic Processes
MTSS Multi-Tiered System of Supports
PD Professional Development
SC School Committee
SEPA Special Education Parent Advisory Council
WRAP Writing, Reading, and Academic Processes
YRBS Youth Risk Behavior Survey