CARLISLE PUBLIC SCHOOLS www.carlisle.k12.ma.us
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CARLISLE SCHOOL COMMITTEE MEETING
MINUTES
WEDNESDAY, SEPTEMBER 17, 2025
6:00 PM
COMMUNITY ROOM, ROBBINS BUILDING
AND REMOTE ZOOM ACCESS

Present – School Committee: Lynette Kelleher, Scott Jamison, James Steele, Brian Waterson, Sharon Whitt
Present – School Administration: James O'Shea, Superintendent; Mary O'Regan, Assistant to the Superintendent
Present via Zoom – School Administration: Dennet Sidell, Elementary Principal

Pursuant to Governor Healey's approved legislation, H. 62, a bill extending authorizations for all local boards, commissions, and committees to hold public meetings remotely or in a hybrid format Extended Timeline, amending Section 30A of Chapter 20 of the Acts of 2021, most recently amended by Section 40 of Chapter 2 of the Acts of 2023, and replacing the current expiration date of "March 31, 2025" with "June 30, 2027." Therefore, this meeting of the Carlisle School Committee is being conducted via remote participation in order to ensure public access to the deliberations of the Carlisle School Committee. Members of the public can access the meeting via live stream at:
Topic: CSC Meeting 6-11-25
Time: Jun 11, 2025 06:00 PM Eastern Time (US and Canada)
Join Zoom Meeting
https://carlisle-k12-ma-us.zoom.us/j/85428186141?pwd=YaUXjyYPHEhxPGhDgbjfBdjOxKKdFA.1
Meeting ID: 854 2818 6141
Passcode: 244689

I. Call to Order
School Committee Chair Waterson called the School Committee meeting to order at 6:02 PM and announced the meeting was being recorded.

II. Public Comments - There were no public comments

III. Consent Agenda
A. CSC Meeting Minutes 6.18.25
B. CSC Meeting Minutes 7.7.25
C. CSC Meeting Minutes 8.18.25
D. Warrants
   a. Accounts Payable Warrant 25SE25; $318,383.94
   b. Accounts Payable Warrant 25SE26; $33,905.40
   c. Accounts Payable Warrant 25SE27; $29,268.07
   d. Accounts Payable Warrant 26SE01; $37,079.70
   e. Accounts Payable Warrant 26SE02; $89,530.52
   f. Accounts Payable Warrant 26SE03; $116,017.58
   g. Accounts Payable Warrant 26SE04;$108,182.35
   h. Accounts Payable Warrant 26SE05;$54,518.23
   i. Payroll Warrant 25PR25; $782,325.65
   j. Payroll Warrant 25PR26; $314,572.84

k. Payroll Warrant 25PR27; $2,524.74
l. Payroll Warrant 26PR01; $298,579.35
m. Payroll Warrant 26PR02; $316,758.22
n. Payroll Warrant 26PR03; $376,381.79
o. Payroll Warrant 26PR04; $395,228.17
p. Payroll Warrant 26PR05; $444,413.90

E. Fall 2025 Technology Discard List

Motion to approve the Consent Agenda was made by Ms. Whitt and seconded by Mr. Jamison. The motion passed unanimously.
Vote: Kelleher, aye; Jamison, aye; Steele, aye; Waterson, aye; Whitt, aye

IV. Information/Discussion Items -

A. Student Update - Mr. O'Shea introduced Victoria (Tori) Svatek to provide the student update. Ms. Svatek is the most recent student recipient of the Lillian Award. She reported that the first day of school went well. The school-wide assembly to welcome new staff and students was a success due in part to the appearance of the Carlisle Husky mascot. Clubs and sports have begun. The 8th grade students recently participated in a "Heart to Heart" workshop. The workshop was designed around the Celtic Playbook with adults, not students, serving as facilitators. Students in grade 7 were excited about the 7th grade play reveal. Everyone is looking forward to Willy Wonka Jr. Over the next few weeks the 6th grade students will attend Outdoor Education and host the annual Spaghetti Supper. She concluded her update by sharing a story about a new student approaching her and commenting about how inclusive everyone has been.

B. Superintendent Evaluation - Mr. O'Shea reviewed the personnel update that was linked to the agenda. He pointed out that the district is still in the process of hiring paraprofessionals as well as an Interim Vice Principal. He also noted that an enrollment update was linked to the agenda. Mr. O'Shea was pleased to report that opening day went smoothly. Elementary Back to School Night was held last week and the Middle School Back to School Night is scheduled for later this week. The first early release day of the year provided the opportunity for staff to share information between grades. Mr. O'Shea thanked the PTO for hosting a luncheon for staff on the early release day. Students and staff enjoyed the whole school assembly and the hope is to hold additional assemblies throughout the school year. Sports are underway. The 7th grade play was recently announced, Willy Wonka Jr. Administration held a School Safety meeting with Carlisle Police and Fire prior to the start of the school year. Bus evacuation followed by a safety assembly is planned for early October. Carlisle Police met with the main office staff to review best practices regarding swatting and bomb threats. Superintendent O'Shea recently attended a breakfast for chiefs and superintendents hosted by Middlesex District Attorney Marion Ryan. The School Safety Committee will have its first meeting of the school year tomorrow. District staff will participate in a technology training put on by the IT Department. In an effort to streamline the onboarding process for new staff, a Human Resources meeting with Town staff was recently held. In follow-up to the issues CCHS faced over the summer associated with the antisemitism complaint, administration worked with the DEICAC to plan a listening session for Jewish families in the Carlisle community. The listening session is planned for September 30th and will be the first of several listening sessions held during the school year. Planning for the World Language trips is underway. Collaboration is ongoing with CCHS regarding curriculum work as well as band and choir. Mr. O'Shea invited Carlisle Choral Director Erin Lane to share a statement

regarding work with CCHS in the areas of band and choir. The Drama program has had great success in recent years and CPS alumni who are now at CCHS continue to come back to support and assist the program.

C. MBTA Communities Rezoning/Potential Impact on Carlisle School - The potential MBTA Communities Rezoning will be addressed at the upcoming Carlisle Town Meeting. Chris Geggis, a member of the Carlisle Planning Board, was invited to provide an overview of work being done on this topic. He reviewed the presentation linked to the agenda. Mr. O'Shea further explained that the town Finance Committee requested a 6-7 year budget projection based on the potential impact of MBTA Communities Act and reviewed the September 8, 2025 memo sent to the Finance Committee which was linked to the agenda. Topics discussed included space constraints, additional staffing levels, and potential increase in the number of students needing special education supports. Mr. Waterson indicated that the School Committee will determine if they want to take a position on this item at a future meeting.

D. Belonging Project - Superintendent O'Shea shared survey data from the Spring 2025 survey of students in grades 5-8 that was linked to the agenda. It was highlighted that 92% students surveyed felt they have a sense of belonging in the school community. A listening session has been planned for September 30th for Jewish families in the community to provide an opportunity for families to be seen and heard. Listening sessions on other topics will be planned throughout the year. In follow-up to the initiatives of the past few years, I Am More, The Yellow Tulip, and Be Here Be You Belong, the focus this year will be the Garden of Belonging. There will be an interactive board near the main office where everyone will be invited to plant a seed and watch it grow throughout the year. It was noted that the survey data also showed a group of students who feel they don't belong and may not have connected with a trusted adult in the school. There was a brief discussion surrounding the methods in which staff can report concerns or information related to students. The conversation surrounding belonging will continue and staff will work to meet students' needs.

E. School Committee Goals 25-26 - There was a review of the goals created over the past several weeks. It was noted that fees will be discussed at the October committee meeting. Members agreed that by including these goals on meeting agendas it will allow for a check in on activity and progress.

F. Superintendent Goals 25-26 - The Superintendent Goals were created to align with the district strategic objectives, the school committee goals, and feedback from last year's Superintendent Evaluation. Mr. O'Shea reviewed the list of goals linked to the agenda and stated he is open to suggestions and feedback. Discussion surrounding Goal #3 (Identify and address the human resource concerns articulated by staff, in District exit interviews these past 2 years, and School Committee members) included the need for clarity to identify interventions and modifications to put in place. A suggestion was made to include language to address the administrative model.

G. Exit Interview Response Data - School Committee members met with seven staff members that were leaving or retiring at the end of the 24-25 school year. Exit Interviews have been ongoing for the past three years. Not all staff have participated as some have declined an interview. Staff speak highly of the student body and the community. Three main themes that continue to come up in interviews are human resources, missing connections with faculty and staff, and a formal process for onboarding new teachers. This data will be shared with staff for further review and discussion.

H. Naming of Outdoor Classroom - The School Committee received a request in June from the Castle Playground Committee to name the outdoor classroom. Castle Playground Committee member Deepa Chungi spoke on the idea of naming the outdoor classroom to celebrate Linda Vanaria's contributions and legacy to the school community. The request was held until Ms. Vanaria was no longer employed by the district to comply with School Committee policies. Committee members were in support of the request.

I. CTE & Vocational Tech in Carlisle - The School Committee received correspondence regarding vocational/technical high schools. Carlisle pulled out as a member district of Minuteman Technical High School several years ago. In 2023, the Carlisle School Committee researched vocational/technical high schools and came up with several recommendations. These recommendations were reviewed. There was discussion regarding the process of becoming a district member of a vocational/technical high school and the associated costs. Without giving false hope to current Carlisle students that they may gain enrollment in a vocation/technical school, a survey to gauge student interest in vocational/technical schools will be developed and sent to parents later in the school year.

V. Communications/Correspondence - The committee received emails regarding the naming of the outside classroom, vocational and technical high schools, and the antisemitism complaint at CCHS.

VI. Members'/Committee Reports as Needed

A. Recreation Commission - The Banta Davis Track project is scheduled to begin next week. The Dog Park is open. Should the proposed Diment Park redesign require trees to be taken down the commission will make a presentation to the School Committee.

B. SESC - A joint SESC/SEPAC meeting is scheduled for the end of the month.

C. Policy Subcommittee - The first meeting of the 25-26 school year is scheduled for September 19, 2025.

D. Regional Committee - Mr. Waterson reported that focus has been on the recent antisemitism complaint. In follow-up to the complaint, CCHS has placed a tremendous amount of effort into planning and education. Since the Amenities Building vote did not pass in the spring, there is a need to go back to planning stages. The Regional Committee approved AI policy.

VII. Action Items

A. Vote to approve School Committee Goals for 25-26 School Year
A motion to approve the School Committee Goals for the 25-26 School Year as presented was made by Mr. Jamison and seconded by Ms. Kelleher. The motion passed unanimously.
Vote: Kelleher, aye; Jamison, aye; Steele, aye; Waterson, aye; Whitt, aye.

VIII. Public Comments - There were no public comments.

IX. Adjournment

A motion to adjourn was made by Ms. Whitt and seconded by Mr. Jamison.
The motion passed unanimously and the meeting adjourned at 8:24 PM.
Vote: Kelleher, aye; Jamison, aye; Steele, aye; Waterson, aye; Whitt, aye.

Respectfully Submitted
Mary O'Regan
Assistant to the Superintendent
September 17, 2025

List of Documents Viewed and/or Reviewed:
CSC Meeting Minutes 6.18.25
CSC Meeting Minutes 7.7.25
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Accounts Payable Warrant 25SE25; $318,383.94
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Fall 2025 Technology Discard List
Enrollment Update
25-26 New Hire/Transfer List
25-26 Faculty-Staff List
MBTA Communities Rezoning/Potential Impact on Carlisle School Presentation
MBTA Communities Act Presentation
Belonging Survey Data Presentation
School Committee Goals 25-26
Superintendent Goals 25-26
CTE and Vocational Tech and Carlisle - May 2023