

JOINT SCHOOL COMMITTEE MEETING MINUTES

**Concord-Carlisle School Committee
Concord School Committee
December 8, 2025**

Present: Tracey Marano, Chair CCSC
Brian Waterson, Vice-Chair CCSC
Carrie Rankin, Vice-Chair CSC; CCSC
Sandeep Pisharody, CSC; CCSC
Michael Williams, CSC; CCSC
Michelle MacDougall, CSC METCO Representative on Zoom
Lynette Kelleher, CCSC

Not Present: Andrew Herchek, Chair CSC; CCSC
Ayesha Lawton, CSC METCO Representative on Zoom

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. Marano called the Concord Carlisle and Concord Public School Committee to order at 5:30 PM. Roll Call was taken: Kelleher, present; Marano, present; Pisharody, present; Rankin, present; Waterson, present; Williams, present; MacDougall, present.

II. DISCUSSION

A. Early Retirement/Separation Incentive Benefit Plan (ERSIP)

Dr. Hunter presented the updated ERSIP proposal that will offer a total payment of \$30,000, distributed as \$10,000 per year for the first three years of retirement; requires 10 years of service; and sets an application deadline for January 15, 2026. The benefit for the district includes replacing top-step salaried teachers with new hires at a lower base salary and it may offset potential layoffs through natural attrition.

Mr. Waterson moved and Mr. Pisharody seconded the motion to approve the Early Retirement Separation Incentive Benefit Plan with the amendment of 10 years required service and a January 15, 2026 response deadline. Roll Call was taken: Marano, aye; Pisharody, aye for both; Rankin, aye for both; Waterson, aye; and Williams, aye for both.

B. FY27 Budget Updates

Mr. Conry shared a budget update, noting CPS is requesting a 2.9% increase, above the 2.5% town guideline, while CCRSD is requesting a 1.63% increase, over the 1.4% guideline. The Regional increase is a significant shift in town assessments, with Concord seeing a decrease of 0.79% and Carlisle seeing an increase of 9.27%. Key challenges include an increase in health insurance costs and out-of-district tuitions. CPS had a reduction of out-of-district students from 13 to 6, but CCRSD saw increases from higher-than-expected tuition rate increases.

III. ADJOURNMENT

Ms. Marano adjourned the meeting at 5:51 p.m.

Respectfully submitted,
Barbara Gilmore

Approved January 7, 2026