**CARLISLE PUBLIC SCHOOLS** [www.carlisle.k12.ma.us](http://www.carlisle.k12.ma.us)
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# CARLISLE SCHOOL COMMITTEE MEETING
# MINUTES
# TUESDAY, DECEMBER 9, 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; Val Gransewicz, Director of Student Support Services;

*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 12-9-25
Time: Dec 9, 2025 06:00 PM Eastern Time (US and Canada)
Join Zoom Meeting
https://carlisle-k12-ma-us.zoom.us/j/83263523492?pwd=rutiLOlaEUEb5rYmWPGiVTAiRd9U3v.1
Meeting ID: 832 6352 3492
Passcode: 260534

## I. Call to Order

School Committee Chair Waterson called the School Committee meeting to order at 6:00 PM and announced the meeting was being recorded.

## II. FY27 Budget Hearing

FY27 Budget Presentation - A motion was made by Mr. Jamison to open the FY27 Budget Hearing and seconded by Mr. Steele. The motion passed unanimously.
Roll Call Vote: Kelleher, aye; Jamison, aye; Steele, aye; Waterson, aye; Whitt, aye

Superintendent O'Shea reviewed the budget presentation linked to the agenda. He thanked staff for their time and continued work during the budgeting process. It was noted that the budget is based on DESE function codes. The current version of the budget maintains a level service budget with a 4.66% increase over FY26. Mr. O'Shea reviewed each code and how the FY27 numbers were developed. There was a brief review of Out of District (OOD) placements, how they impact the budget as well as their fluidity. There were comparisons of student spending in like districts and review of enrollment projects for FY27.

Public Comments
- Cynthia Sorn, 433 Rutland Street, Carlisle
- John Foody, 32 Lion's Gate Road, Carlisle

- Shwetambari Gulhane, 246 Elizabeth Ridge Road, Carlisle
- Annette Morin, 138 East Street, Carlisle
- Scott Triola, 109 Hart Farm Road, Carlisle

School Committee members did not have any questions or comments.

A motion was made by Ms. Whitt to close the FY27 Budget Hearing and seconded by Ms. Kelleher. The motion passed unanimously.
Roll Call Vote: Kelleher, aye; Jamison, aye; Steele, aye; Waterson, aye; Whitt, aye

**III. Public Comments** - There were no public comments.

**IV. Consent Agenda**

A. CSC Meeting Minutes 11.12.25
B. CSC Meeting Minutes 11.14.25
C. Warrants
   a. Accounts Payable Warrant 26SE10;$148,598.23
   b. Accounts Payable Warrant 26SE11;$53,526.12
   c. Payroll Warrant 26PR10; $461,180.06
   d. Payroll Warrant 26PR11; $452,419.18

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

**V. Information/Discussion Items** -

A. Student Update - The student representative Ms. Svatek discussed the recent pep rally where students were recognized for various activities including MCAS scores, perfect attendance, participation in clubs and athletics, etc. The rally also included a pie eating contest that Mr. Hunt won. The Drama Club production of Matilda is coming up at the end of the week. Basketball season is starting next week. For grief awareness day, staff from The Children's Room came into school to support students sharing about grief and loss. There was a reminder about the December 17th band concert for 4th and 5th grade students as well as the Choral Collage Concert at CCHS scheduled for January 7, 2026.
B. Superintendent Update - The Pajama Drive sponsored by the 2nd and 5th grade is ongoing with the last day to donate Monday, December 15th. Also underway is a Coat Drive which runs through December 17th. Deb Bookis is on board as new Interim Assistant Principal and getting to know the community. A strategic planning communication went out to the school community and will be addressed in detail later in the meeting. Mr. O'Shea encouraged feedback from the entire community regarding the strategic planning work. Work is underway for updating the Student Opportunity Act and has included rich conversation regarding closing achievement gaps. Collaboration with Town Hall continues within the Business Office. Conversations regarding the Facilities Department shifting to the fall under Town Hall continue. An outside vendor has been hired to provide a portion of custodial services. In November staff participated in Safety Training with Office Corwin. The DEIB committee is meeting tomorrow and planning to discuss the holiday season as it relates to classroom activities. The Policy Subcommittee continues to review policies. There is an early release day this Thursday and no school

on Friday for middle school parent teacher conferences and elementary professional development.

C. 2026-2027 CPS Calendar - The Calendar Committee is made up of faculty, staff and administration and last year added a school committee member. The committee met earlier this fall and had conversations regarding the timing of Labor Day for 2026. There was a suggestion to look at a new approach to the start of school for the upcoming school year, having faculty and staff come in earlier for professional development days and schedule the first day of school for the Monday before Labor Day. Adjustments were made to align early release days with other holidays when possible and provide consistency of early release days on Wednesdays. There was review of the proposed calendar linked to the agenda which included discussion surrounding how holidays are taken into consideration when creating the calendar. There will be a vote on the 2026-2027 calendar at an upcoming School Committee meeting.

D. Preschool Program Options - Elementary Principal Dennet Sidell and Director of Student Support Services Val Gransewicz reviewed two potential preschool program options: adding an additional full day preschool classroom or transitioning to two (2) half-day programs. They discussed the advantages and disadvantages of each option, including projected budget implications, logistical considerations associated with establishing an additional classroom, and potential impacts on current families due to program changes. Ms. Gransewicz reviewed regulations related to student-to-staff ratios. It was noted that enrollment projections remain difficult to predict due to early intervention referrals and potential student move-ins. Committee members asked questions regarding the number of currently enrolled students who could be affected by a transition to two (2) half-day programs. The importance of a clear and transparent decision-making timeline was emphasized to ensure families are able to plan appropriately for the upcoming school year. Dr. Sidell and Ms. Gransewicz will gather additional data and report back to the Committee at its next meeting. Committee Chair Waterson encouraged parents to submit comments to School Committee members or in the public comment portion of the meeting.

E. Strategic Planning - Strategic Planning has been identified as a goal for the School Committee during the current school year. School Committee members have taken the lead but this will be a whole community activity. The district has contracted with a consultant to guide the work and is planning the first Steering Committee meeting on January 8, 2026. A communication was recently sent to the community to ask for participation in the committee and to provide feedback by filling out a SWOT survey. A follow-up communication will be sent out to make sure there is participation from multiple groups and stakeholders in the community. The plan is to look at the district from top to bottom, including administrative structure, to make improvements.

F. Superintendent's Evaluation - There was review of the draft timeline for superintendent evaluation linked to the agenda. All members were comfortable with the timeline and discussed the evaluation template including the use of focus indicators. Committee members agreed to use the following focus indicators for the June 2026 evaluation:

**I-B. Instruction:** Ensures that practices in all settings reflect high expectations regarding content and quality of effort and work, engage all students, and are personalized to accommodate diverse learning styles, needs, interests, and levels of readiness.

**I-E. Data-Informed Decision Making:** Uses multiple sources of evidence related to student learning—including state, district, and school assessment results and growth data—to

inform school and district goals and improve organizational performance, educator effectiveness, and student learning.

**I-F. Student Learning:** Demonstrates expected impact on student learning based on multiple measures of student learning, growth, and achievement, including student progress on common assessments and statewide student growth measures where available.

**II-B. Human Resources Management and Development:** Implements a cohesive approach to recruiting, hiring, induction, development, and career growth that promotes high-quality and effective practice.

**II-E. Fiscal Systems:** Develops a budget that supports the district's vision, mission, and goals; allocates and manages expenditures consistent with district- and school-level goals and available resources.

**III-B. Sharing Responsibility:** Continuously collaborates with families and community stakeholders to support student learning and development at home, school, and in the community.

**III-C. Communication:** Engages in regular, two-way, culturally proficient communication with families and community stakeholders about student learning and performance.

**IV-B. Cultural Proficiency:** Ensures that policies and practices enable staff members and students to interact effectively in a culturally diverse environment in which students' backgrounds, identities, strengths, and challenges are respected.

**IV-D. Continuous Learning:** Develops and nurtures a culture in which staff members are reflective about their practice and use student data, current research, best practices, and theory to continuously adapt practice and achieve improved results. Models these behaviors in his or her own practice.

**IV-E. Shared Vision:** Successfully and continuously engages all stakeholders in the creation of a shared educational vision in which every student is prepared to succeed in postsecondary education and become a responsible citizen and global contributor.

G. Residency Policy Review - In the spring of 2025 there was discussion at a School Committee meeting to further review the Residency Policy following a public comment. A request was made during the summer of 2024 to allow two students to attend Carlisle Middle School for 8th grade although the family had recently moved to a surrounding community. Superintendent O'Shea discussed the request with the School Committee Chair and the students were allowed to remain at CPS. In Spring 2025 the Residency Policy was revised to state that the Superintendent would bring such requests to the full School Committee for review. It was noted that the section of the policy regarding Exceptions to the Residency Requirements should have detail regarding who is responsible to make the final decision following requests. The Policy Subcommittee will further review this policy and bring any recommendations to the full committee for a vote at an upcoming meeting. There was further discussion as to how residence is defined in the policy. The Policy Subcommittee will do additional research.

H. School Committee Goals 25-26 - There was review of the tracker document and activity. The Highland Building recommendation is being crafted and will be brought to the January School Committee meeting. Mr. O'Shea will work with members to schedule class visits and building tours starting in January.

**VI. Communications/Correspondence** - The committee received two emails: one from the Steering Committee of Concord-Carlisle Against Antisemitism and one from a parent regarding the preschool enrollment process.

**VII. Members'/Committee Reports as Needed**

A. SESC - Meetings with SEPAC continue. These meetings include conversations surrounding student achievement.
B. Policy Subcommittee - The subcommittee continues to meet on a regular basis.
C. Regional Committee - The committee will begin to look at the FY27 budget. The Concord Preservation Committee voted in favor of Amenities Building so next steps during the spring will be votes in Concord, as well as Carlisle.

**VIII. Action Items**

A. Vote to confirm FY27 and FY28 Athletic Cross Country fees of $234 for FY27 and $243 for FY28
A motion to confirm FY27 and FY28 Athletic Cross Country fees of $234 for FY27 and $243 for FY28 was made by Mr. Steele and seconded by Mr. Jamison. The motion passed unanimously.
Vote: Kelleher, aye; Jamison, aye; Steele, aye; Waterson, aye; Whitt, aye
B. Vote to approve a stipend of $1,500 per pay period for middle school principal responsibilities through June 30, 2026
A motion to approve a stipend of $1,500 per pay period for middle school principal responsibilities through June 30, 2026 was made by Ms. Steele and seconded by Ms. Kelleher. The motion passed unanimously.
Vote: Kelleher, aye; Jamison, aye; Steele, aye; Waterson, aye; Whitt, aye

**IX. Public Comments**

- Daniel Rubio, 91 Carleton Road, Carlisle
- Jessica Pescatore, 509 South Street, Carlisle

**X. Adjournment to Executive Session pursuant to MGL Chapter 30A, Section 21(a) with no intent to return to Open Session:** (Purpose 2) To conduct strategy sessions in preparation for negotiations with nonunion personnel (Administrators).

A motion to adjourn to Executive Session pursuant to MGL Chapter 30A, Section 21(a) with no intent to return to Open Session: (Purpose 2) To conduct strategy sessions in preparation for negotiations with nonunion personnel (Administrators) was made by Ms. Whitt and seconded by Mr. Steele.
The motion passed unanimously and the meeting adjourned to Executive Session at 8:27 PM.
Roll Call Vote: Kelleher, aye; Jamison, aye; Steele, aye; Waterson, aye; Whitt, aye.

Respectfully Submitted
Mary O'Regan
Assistant to the Superintendent
December 9, 2025

List of Documents Viewed and/or Reviewed:

Carlisle FY27 Budget Presentation
CSC Meeting Minutes 11.12.25
CSC Meeting Minutes 11.14.25
Accounts Payable Warrant 26SE10;$148,598.23
Accounts Payable Warrant 26SE11;$53,526.12
Payroll Warrant 26PR10; $461,180.06
Payroll Warrant 26PR11; $452,419.18
2026-2027 CPS Calendar
Preschool Program Options
Superintendent's Evaluation Draft Timeline
25-26 Superintendent's Evaluation Document
Residency Policy Review
School Committee Goals 25-26 Tracking Document