

JOINT SCHOOL COMMITTEE MEETING MINUTES

**Concord-Carlisle School Committee
Concord School Committee
May 6, 2026**

Present: Tracey Marano, Chair CCSC
Brian Waterson, Vice-Chair CCSC
Andrew Herchek, Chair CSC
Drew Magliozzi
Sandeep Pisharody
Michael Williams
Lynette Kelleher

Not Present: Michelle MacDougall, CPS METCO
Ayesha Lawton, CCRSD METCO

Present from Administration: Dr. Laurie Hunter, Superintendent of Schools
Robert Conry, Assistant Superintendent
Shelly Chin, Assistant Superintendent

I. CALL TO ORDER

Dr. Hunter called the meeting to order at 6:03 PM.

II. SEATING OF THE CONCORD SCHOOL COMMITTEE

A. Seating of the Concord School Committee Members

Dr. Hunter presented the first order of business: the seating of the new Concord School Committee and other necessary appointments.

Ms. Marano moved and Mr. Williams seconded the motion to seat Concord School Committee members Andrew Herchek, Drew Magliozzi, Tracey Marano, Sandeep Pisharody, and Michael Williams as members of the Concord School Committee. The motion was adopted.

B. Election of Chair and Vice Chair for the Concord School Committee

Ms. Marano moved and Mr. Herchek seconded the motion to postpone the election of a new chair and vice chair for the Concord School Committee until the June 3, 2026, meeting, allowing Mr. Herchek to continue serving as interim chair. Roll was taken: Herchek, aye; Marano, aye; Pisharody, aye; Magliozzi, abstain; and Williams, abstain.

C. Appointment of School Committee Recording Secretary

Ms. Marano moved and Mr. Pisharody seconded the motion to appoint Erin Higgins as CSC Recording Secretary. Roll was taken: Herchek, aye; Magliozzi, aye; Marano, aye; Pisharody, aye; Williams, aye.

III. RECOGNITIONS - STATE ATHLETIC CHAMPIONS AND CCHS GREEN TEAM

The CCHS Girls Swim and Dive Team was recognized for its consecutive third state title. Team members highlighted the season's growth and an unexpected realignment that forced them to fight for the win in the final races, and they gave thanks to the divers for the winning points.

The Concord-Carlisle Acton-Boxborough cooperative fencing team was also recognized for their 2026 State Championship win. The fencing team captains discussed their victory, noting the team's success was impressive because CCHS does not recruit for the sport and many members start fencing in high school.

The CCHS boys Alpine ski team captured second place at the MIAA Alpine Skiing Championships. Theo Remington was recognized for his second consecutive state championship in slalom skiing. Theo is proud of his personal growth and the team's strong performance as state runners-up for the past two years. He will be attending Middlebury College and transitioning to recreational skiing, but he remains proud of securing back-to-back individual titles for CCHS.

Rebecca Meeks, Priscilla Guiney, and student representative Clara Frank shared a presentation on the CCHS Green Team's sustainability initiatives. The Green Team has been active in the community, planting native pollinator gardens at local libraries and elementary schools, and mentoring younger students on ecosystem health. Other achievements highlighted included the successful implementation of composting at school events, research into public-access electric vehicle charging stations for CCHS and organizing the Bike and Walk to School Day on May 8.

IV. SUPERINTENDENT AND CHAIRS UPDATE

Dr. Hunter shared updates on ongoing initiatives including the NEASC accreditation process and the Vision of a Graduate. Additionally, a substance abuse prevention program was held in partnership with the Concord Police Department. Funded in part by town opioid settlement money, the event featured a guest speaker for juniors and seniors, followed by a parent session addressing the legal and safety risks of social hosting. The district celebrated the return of the Nanae, Japan exchange program, the first student trip since the pandemic, and reaffirmed its international partnership through school immersions and joint musical performances. Dr. Hunter concluded that a joint proposal with Bedford leadership was submitted for a panel at the November MASC conference, which will focus on navigating complex, student-centered issues.

Ms. Marano shared a METCO update on the community coffees, highlighting an event at a Panera in Boston. Ms. Lawton, Ms. MacDougall, and Ms. Marano attended the coffee, which fostered valuable parent-to-parent dialogue and allowed committee members to engage with the community in the city. While the event was informal, Ms. Marano emphasized the importance of maintaining a presence in Boston through coffees and other school meetings.

Ms. Marano reported all school articles passed at the Town Meeting. Key upcoming projects include the development of the amenities building, which will proceed pending the outcome of the Carlisle Town Meeting on May 18. Based on community feedback, Ms. Marano requested the administration deliver a comprehensive technology presentation at a fall meeting. This presentation will help establish a common baseline for K-12 tech usage and address emerging topics like AI. Committee members were asked to submit specific questions to Dr. Hunter by June 1, 2026 to allow for a preliminary discussion during the June 3, 2026 meeting.

V. CCHS STUDENT UPDATE

Maddie Clancy and Mark Johnson shared an update on CCHS events, beginning with the election of Mark Johnson and Maya Polonyi to the State Student Advisory Council, and the successful launch of the Muslim Student Association. The end of the school year remains busy with rigorous

AP exams, the induction of the National Honor Society Class of 2027, a successful Unified Track meet, and the debut of the Paws and Purpose club, which is dedicated to supporting local animal shelters. As the academic year winds down, seniors are preparing for a flurry of milestones, including the performance of the musical *9 to 5*, prom, and Senior Week activities.

VI. PUBLIC COMMENT

Wilson Kerr, of 20 Damon Street, commended the change of the Town Meeting into a productive and trusting environment. Mr. Kerr noted the district's fiscal discipline, stating while inflation is projected to reach 4%, the final budget came in at 1.9%, a feat attributed to zero-based budgeting and the decision to bring special education placements in-house. Mr. Kerr shared an anecdote about Mr. Conry being the first person to emerge from the late-night fire alarm following the marathon budget vote, concluding Mr. Conry's dedication knows no bounds.

Shuchi Sharma, a Thoreau parent, praised the school staff and custodial team for their fire response and a potentially major school disruption. Following the fire, the staff relocated eight classrooms and reworked complex logistics within a single day, allowing the school to reopen and ensuring students were back on track without further delay. Ms. Sharma concluded such a swift recovery is a testament to the leadership, teamwork, and deep commitment of the Thoreau team.

Ashley Healy thanked Ms. Marano for requesting the technology report and acknowledging parental concerns regarding digital tools. She emphasized parents seek more transparency and uniformity in how technology is integrated into the curriculum. In honor of Teacher Appreciation Week, Ms. Healy praised the incredible staff, reflecting on a recent field trip to the butterfly sanctuary in Westford as a testament to the schools' vibrant and engaging learning environment.

VII. CONSENT AGENDA

- A. February 10, 2026, CSC Minutes
- B. March 2, 2026, CCSC Minutes
- C. March 4, 2026, Joint Minutes
- D. April 1, 2026, Joint Minutes
- E. April 14, 2026, Joint Minutes
- F. April 15, 2026, CSC Minutes
- G. CCHS Staff Child Enrollment at CPS
- H. Warrants
- I. Accept Concord Carlisle Foundation Donation \$1500 for counseling Support during April vacation
- J. Anonymous \$608.00 Donation to be used for Prom Tickets
- K. CCHS Girls Soccer Team Bonding Trip Camp Merriwood
- L. CCHS Football Preseason Maine Trip

Mr. Pisharody moved and Mr. Waterson seconded the motion to approve the consent agenda Items A through E as presented. Roll was taken: Herchek, aye; Kelleher, aye; Magliozzi, abstain; Marano, aye; Pisharody, aye; Waterson, aye; and Williams, aye.

Mr. Waterson moved and Mr. Herchek seconded the motion to approve consent agenda Items G through L as presented. Roll was taken: Herchek, aye; Kelleher, aye; Magliozzi, abstain; Marano, aye; Pisharody, aye; Waterson, aye; and Williams, aye.

Mr. Williams proposed an amendment to Item F, the April 15, 2026, CSC Minutes to clarify previous discussions. The Chair noted that the finalized records would be transmitted to Recording Secretary Erin Higgins.

Mr. Williams moved to amend, and Mr. Herchek seconded the motion to approve agenda Item F, April 15, 2026, CSC Minutes with the additions proposed by Mr. Williams. Roll was taken: Herchek, aye; Magliozzi, abstain; Marano, aye; Pisharody, aye; and Williams, aye.

VIII. CORRESPONDENCE

Ms. Marano reported recent correspondence included media inquiries, which were addressed by the administration, and from a community member regarding technology.

IX. DISCUSSION

A. Thoreau Fire Update

Dr. Hunter shared an update on the Thoreau Elementary School fire, caused by a space heater in the 1994 wing's attic. Capital funds were reallocated from a parking lot project toward a permanent engineering solution for the attic space. The sprinkler activation caused significant water damage to eight classrooms and displaced 13 rooms. The district's rapid response and immediate relocation plan was implemented, allowing specialists and programs to transition into temporary spaces. The school remained operational, with minor calendar adjustments in June to ensure state attendance requirements are met.

B. Maisey O'Donnell Dry Dive Addition Beede Center

The Maisey O'Donnell Dry Dive Center has reached the schematic design phase. A key focus of discussions with the general contractor and town staff involves relocating the parking spaces displaced by the new structure. Because the district owns the campus and maintains a lease agreement with the Beede Center, the committee has final approval over any alterations to the grounds. The design team is exploring options that comply with impervious surface regulations, noting any increase in paved or graveled areas would require a formal appeal process. While the committee opposes relocating parking to the Walden Street entrance, it fully supports the public-private partnership and is aiming for a potential opening in the spring or summer of 2027, pending final design approval and permitting timelines.

C. SEPAC Presentation

Ashley Healy, president of the SEPAC, shared a presentation on the council's efforts to support families of students on IEPs and 504 plans. The council expanded to 10 members, including five first-time volunteers, enabling a robust and visible presence within the community. Ms. Healy noted several key achievements including increased community engagement through parent coffees and office hours at the public library. SEPAC also facilitated workshops in collaboration with the Federation for Children with Special Needs, hosted a summer camp information night, and supported a comprehensive state agency resource night.

SEPAC has received 150 nominations for the SEPAC Appreciation Awards, recognizing 97 individual staff members. In lieu of a formal ceremony, Appreciation Bags, designed and printed by Concord Possibilities, are being hand-delivered to honorees along with printed parent testimonials.

Ms. Healy announced she will step down as President next year but remains committed to the council. Her final initiatives include redrafting the organization's bylaws and advising on upcoming state guidance regarding seclusion and time-out policies. Ms. Healy was thanked for her leadership in fostering a unified community between Concord and Carlisle.

D. Superintendent Goal Update

Dr. Hunter presented an update on her Superintendent Goals, categorized into four pillars: Student Learning, Professional Practice, District Improvement, and Family and Community Engagement. Dr. Hunter reported the district continues to advance its strategic initiatives, balancing instructional excellence and inclusivity with rigorous fiscal and operational management. Key achievements noted include the phased rollout of the K-5 EL Literacy Program; the CCHS collaborative "Vision of a Graduate" initiative; state-recognized AP performance; and robust DEI initiatives, such as the Anti-Semitism Action Plan and LGBTQ support. While managing infrastructure modernizations, the district is navigating fiscal constraints through attrition strategies and targeted staff reductions. Dr. Hunter concluded by noting the district has deepened community and family engagement through modern communication platforms, strong METCO leadership transitions, and expanding special education programs like the LAUNCH retail space.

E. CCRSD FY26 Budget Transfers

Mr. Conry presented the CCRSD FY26 Budget Transfers, a detailed overview of the district's financial standing, expenditures, and necessary adjustments across DESE function codes. Mr. Conry stated while the total budget remains unchanged, the committee must vote to reallocate funds between categories to net to zero. Key drivers for these adjustments included higher-than-anticipated benefit costs, an upcoming \$375,000 OPEB contribution, and increased heating expenses due to a colder winter. Additionally, out-of-district tuition costs were slightly above budget, though these were offset by higher-than-expected Circuit Breaker funds.

Mr. Waterson moved and Mr. Williams seconded the motion to approve the CCRSD FY26 Budget Transfers as presented. Roll was taken: Herchek, aye; Kelleher, aye; Magliozzi, aye; Marano, aye; Pisharody, aye; Waterson, aye; and Williams, aye.

F. Knox Trail Electric Bus Update

Mr. Conry reported progress on two key campus initiatives: the installation of grant-funded bi-directional chargers, and the potential acquisition of an electric bus. Construction for the chargers' conduit is slated to begin following clean soil test results, with completion expected by the end of May. Mr. Conry is vetting a 10-year contract that would need to be managed through the regional district to avoid the five-year limit on CPS contracts. While a diesel bus appears less expensive, the Highland proposal includes maintenance, repairs, and electricity, making a direct cost comparison difficult. Mr. Conry will present an analysis at the next meeting.

G. School Committee Coffees

Mr. Waterson and Ms. Kelleher attended a community coffee that provided valuable one-on-one engagement on the transition to CCHS. One parent noted recent improvements in student identity and belonging during, praising leadership efforts to integrate the Carlisle PTO and collaborate with SEPAC. The committee briefly discussed strategies to increase future turnout, such as scheduling sessions earlier in the school year, hosting office hours at the library, or

partnering with existing school events to meet families where they already gather. Despite low attendance at the sessions, the committee agreed on the importance of maintaining these personal connections to foster a unified district partnership.

H. Bias and Hate Incident Working Group

Mr. Pisharody reported the working group is entering its final stretch, with a focus on finalizing the flowchart for incident reporting and determining the logistics of the intake process. A point of discussion has been balancing the group's recommendations with the reality of limited town funding. The final report is due to the Select Board by June 8. A brief discussion was held on the idea of expanding beyond negative incident reporting to include thriving and striving reports, an approach that highlights growth and community successes alongside challenges.

I. First Reading Policies

1. JICK - Harassment of Students
2. AC - Non-Discrimination Policy Including Harassment and Retaliation
3. AC-R - Non-Discrimination Policy Including Harassment and Retaliation

Dr. Hunter presented the first reading of proposed revisions to policies JICK, AC, and ACR, which must be updated to fulfill a mandatory agreement with the Department of Justice. The edits explicitly name antisemitism within non-discrimination and harassment policies, including prohibitions on symbols like swastikas and Nazi salutes. While acknowledging the current language is imperfect, Dr. Hunter advised against wordsmithing to ensure swift compliance with the DOJ reporting deadline. The committee agreed to accept the DOJ's recommended language, with plans to revisit the policies in the fall with district counsel.

J. Second Reading Policies (vote):

1. ECAB - Access to Buildings and Grounds
2. KI - Visitors to Schools
3. EFBA - School Nutrition

Mr. Waterson moved and Mr. Pisharody seconded the motion to approve policies ECAB, KI, and EFBA as presented. Roll was taken: Herchek, aye; Kelleher, aye; Magliozzi, aye; Marano, aye; Pisharody, aye; Waterson, aye; and Williams, aye.

K. Attorney General's Guidelines on Minute Amendments

Mr. Williams addressed the meeting minute discrepancies and reviewed the Attorney General's Guidelines on the preparation and amendment of meeting minutes. Citing from the Division of Open Government, he stated that faithful transcription is legally required; if minutes don't reflect the recorded video of a meeting, the discrepancy can constitute a violation. To ensure accuracy, the Chair formalized a process requiring draft minutes to be cross-referenced and proofread for errors before distribution. Any substantive content changes must be deliberated and voted upon in an open session to avoid the unlawful distribution of opinions outside of public view.

L. School Committee Meeting Schedule 2026-2027

Ms. Marano presented the working draft of the 2026–2027 meeting schedule for review, with a focus on solidifying dates for late summer and early fall to ensure adequate preparation for the upcoming school year. The committee will maintain its Wednesday meeting cadence. Ms. Marano

will send a Doodle poll regarding the August 19 meeting to confirm a quorum, or a potential shift to August 26. The committee discussed the transition of liaison assignments, encouraging members to review the current list for potential appointments by the incoming chairs.

EXECUTIVE SESSION

Mr. Waterson moved and Mr. Herchek seconded the motion that the Concord School Committee and Concord-Carlisle Regional School Committee enter into Executive Session under Purpose 2 of Open Meeting Law: to discuss strategy sessions in preparation for negotiations with non-union personnel and Purpose 3 to discuss strategy with respect to collective bargaining with the K-12 Administrative Assistants and Maintenance, and under Purpose 7 to comply with or act under authority of, any general or special law or federal grant-in-aid requirements, specifically M.G.L. c.30A, §22(a) and (f) with regard to the review and approval of executive session minutes from February 4, 2026, March 2, 2026, March 18, 2026, April 1, 2026 and under Purpose 3, under which the February 4, 2026, March 2, 2026, March 18, 2026, and April 1, 2026 executive sessions were held, and under Purpose 7, under which the February 4, 2026 executive session was held. The Concord-Carlisle Regional School Committee will then adjourn, and the Concord School Committee will remain in Executive Session under Purpose 3 to discuss strategy with respect to collective bargaining with the CTA ESP and not return to open session.

Roll was taken: Herchek, aye; Kelleher, aye; Magliozzi, aye; Marano, aye; Pisharody, aye; Waterson, aye; and Williams, aye.

X. ADJOURNMENT

The meeting was adjourned at 9:02 PM.

Respectfully submitted,
Barbara Gilmore

Approved: June 16, 2026

Abbreviations:

CCHS Concord-Carlisle High School
CCRSB 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
CPC Community Preservation Committee
CPS Concord Public Schools
CSC Concord School Committee
DEIB Diversity, Equity, Inclusion and Belonging
FINCOM Finance Committee
LEAP Learning Executive and Academic Processes
MTSS Multi-Tiered System of Supports
PD Professional Development
SC School Committee
SEPAC Special Education Parent Advisory Council

WRAP Writing, Reading, and Academic Processes
YRBS Youth Risk Behavior Survey