

Present: David Model, Vice Chair, CCSC  
Heather Bout, Chair, CSC; CCSC  
Courtland Booth, Vice Chair, CSC; CCSC  
Cynthia Rainey, CSC, CCSC  
Yuval Erlich, CSC, CCSC  
Eva Mostoufi, CCSC

Absent: Wallace Johnston, Chair, CCSC; CSC

Present from Administration: Dr. Laurie Hunter, Superintendent of Schools, CPS & CCRSD  
Jared Stanton, Director of Finance & Operations, CPS & CCRSD

### **I. CALL TO ORDER**

Mr. Model called the CCSC meeting to order at 6:34 PM, noting that it was being recorded. Ms. Bout then called the CSC meeting to order.

### **II. PUBLIC COMMENT**

1. Stuart Weeks, Lowell Road, Concord. Mr. Weeks stated that he was the founder of the Center for American Studies and noted all of the evidence supporting that the tobacco, pharmaceutical and IT industries have been targeting children. He asked the School Committee and Administration if they are going to just stand by as the children are targeted by the IT industry. He stated that the implementation of wireless technology is not safe.

### **III. RECOGNITIONS**

A. Partners in Rhyme. Patti Russo, Poetry Therapist and Intergenerational Facilitator, stated that she created the Partners in Rhyme program, which uses poetry to bring generations together. She introduced CCHS English teacher, Shel Hull, who has been hosting Partners in Rhyme for many years, as well as several former participants in the program. She noted that CCHS has been hosting this program for 10 years. Ms. Russo stated that the program has older adults join in English classes, during which they read, write and discuss poetry once a week, for 5-6 weeks. She noted that the focus is on the emotional response to the poetry, rather than analyzing the style, rhyme scheme, etc., in an attempt to de-mystify the poetry through a connection with the poem. Ms. Hull stated that students are engaged throughout the classes and that the program helps develop social/emotional learning and shifts how teens view older adults and vice versa. Previous student and adult participants in the program shared their experiences, noting how wonderful the program is.

### **PUBLIC COMMENT (cont'd)**

2. Gail Hire, Concord Parent. Ms. Hire asked several questions on the Security Cameras in Schools policy: Has the policy changed since it was adopted in 2015; where is there no reasonable expectation of privacy; and what procedures are in place to prevent hacking and parent's access to videos of their children. Ms. Hire stated that recordings should not be viewable online or via the web and that privacy of students should be a priority. Ms. Bout noted that the SC will be reviewing the policies later in the meeting.

Student Reps Amy Tedeschi and Linda Xu provided an update on happenings at CCHS: Girls indoor track team came in 1<sup>st</sup> in States, William Chaffin came in 1<sup>st</sup> in the 2 Mile, Emma Kerimo holding 2<sup>nd</sup> in States, Multi-Cultural Food Fest at 6:00 PM on 3/4/20, and rehearsals for spring musical, "9-5", began. They stated that the two most relevant issues currently at CCHS are parking and student stress, noting that the lack of parking is adding to student stress. Ms. Xu stated that after hearing they may be towed due to illegal parking, some students decided to just go home for the rest of the half day because they didn't have time to move their cars without it impacting class time. Mr. Erlich suggested that students from the high school attend Town Meeting to help convince the community that parking needs to be added.

Dr. Hunter noted that she met with the Student Senate to determine what their options were for civically engaging. Ms. Rainey noted that the Concord Town Moderator does allow exceptions for those under the age of 18 to speak. Regarding the CCHS trips, Ms. Xu stated that this year felt very different than previous years, noting that students are wondering what is going to happen to some of the trips. Dr. Hunter noted her understanding of the students' uncertainty with the trips, due to several different contributing factors. Ms. Xu and Ms. Tedeschi shared their personal and close friends' experiences with the trips, noting that the trips were life changing. The SC thanked the students for sharing and urged them to continue bringing their thoughts to the SC. The students noted the stress at the high school and the importance of teaching stress management/mindfulness in the early grades during a students' school career. The SC discussed attending future CCHS Senate meetings. Ms. Xu also noted that "assigned testing" days at the high school have caused frustration, although the idea had good intentions.

#### **IV. READING OF THE MINUTES**

A. CSC Meeting – 2/4/20. A motion was made by Ms. Rainey, seconded by Mr. Booth, to approve the CSC minutes from 2/4/20. Mr. Erlich abstained from the motion. The motion was approved by the other SC members.

Jt. Meeting – 1/7/20, 1/16/20, 1/21/20. A motion was made by Ms. Bout, seconded by Ms. Rainey, to approve the joint meeting minutes from 1/7/20, 1/16/20 and 1/21/20. The motion was unanimously approved.

B. Executive Session – 10/22/19, 12/18/19, 1/7/20, 1/16/20, 1/21/20. A motion was made by Mr. Booth, for both CSC and CCSC, seconded by Ms. Rainey, for both CSC and CCSC, to approve Executive Session minutes from 10/22/19, 12/18/19, 1/7/20, 1/16/20, and 1/21/20. The motion was unanimously approved.

#### **V. CHAIRS & LIAISONS REPORT**

Ms. Bout stated that the CMSBC has been discussing a timeline of when a special Town Meeting would possibly be next fall, as well as a follow up ballot vote. She stated that the CMSBC recommended a timeline that would not have the ballot vote fall on the presidential election, so to have it not buried in the presidential election. Ms. Bout stated that the Concord Select Board feels that the presidential ballot brings out more people, enabling more people to vote on the middle school project. She stated that the Design Subcommittee was presented with site options and design concepts and that these would be discussed at the full committee meeting. Ms. Bout stated that there would be a public forum on the middle school on Thursday, February 27<sup>th</sup> at the CMS Peabody building to get feedback and input from the community. She stated that the Communications Subcommittee is looking for volunteers who would like to help with social media, writing and spreading the word. She stated that the CMSBC email is [msbc@concordps.org](mailto:msbc@concordps.org). Mr. Booth noted that the CMSBC will not be sharing out many design concepts at the forum because it would like to receive more community feedback. Dr. Hunter stated that it is trying to balance feedback with preliminary high level conceptual possibilities. Mr. Booth stated that the League of Women Voters is very attentive to the middle school building project.

Mr. Booth stated that the Policy Subcommittee meets on Thursday, February 27<sup>th</sup> at 9:30 AM in Conference Room 4. Mr. Erlich stated that the Subcommittee would be discussing a gender identity policy, noting that the Subcommittee would be discussing the question of whether a prerequisite authorization from parents is required.

#### **VI. CORRESPONDENCE**

Ms. Bout stated that the SC received one media request. Dr. Hunter stated that the request was regarding a personnel situation and that Administration has responded to and notified the community about the situation, within the guidelines. Mr. Erlich stated that, in general, it's better to notify the community as soon as possible and Dr. Hunter stated that the Administration notified those directly impacted immediately and tried to balance the needs of the community for information and the privacy of the individual involved, under legal consult.

#### **VII. SUPERINTENDENT'S REPORT**

Dr. Hunter stated that she is in regular contact with the Concord Board of Health regarding the coronavirus and is following CDC guidelines in order to make safe decisions for kids. Regarding the recent suicide tragedy, she stated that they Administration is working continually with Riverside Trauma and looking into possibly forming a community group. Dr. Hunter stated that, in terms of educator evaluation, formative assessments have been provided

to the nonprofessional staff at the Pre-K to 8 level, noting that the high school staff will receive their assessments on March 1<sup>st</sup>. She stated that the Innovative Learning Committee developed a tentative process for mini grant applications to start next fall. Regarding inclusion and cultural competency, Dr. Hunter stated that 2<sup>nd</sup> full day of District professional development occurred earlier in the afternoon, noting the deep, great work going on – all connected to the Strategic Plan. She stated that the International Fair happening the following week would be followed by “Mr. Joy” – a cultural competency themed drama funded through a METCO grant. Dr. Hunter stated that she and Ruth Grube, Director of Student Services, met with the SEPAC board to talk about budgets and new middle school building design, sharing concrete accessibility options. Regarding school safety, Dr. Hunter stated that the District is getting an MOA in place with the Carlisle police department. She stated that they have been working with Mothers Out Front to collect traffic data to inform the parking needs at the high school, noting that there is also a survey to be sent to Pre-K to 12 parents’ survey going out shortly. Dr. Hunter stated that they are hoping to promote alternative modes of transportation by hosting activities on the CCHS campus in the spring.

Dr. Hunter stated that she met with leaders in Town on the municipal Climate planning work. She stated that the League of Woman Voters and Rotary sessions recently held were very well received. Dr. Hunter stated that she met with the Center for Parents and Teachers, who are very interested in being an active part of the response plan to social/emotional needs, specifically suicide prevention. She stated that she is also meeting with all of the parent teacher groups and the CCHS parent organization over the course of the month. Dr. Hunter stated that she will be working with the League of Women Voters to promote the 2020 Census, noting that they are considering curriculum work as well. Dr. Hunter stated that she and Mr. Booth would be filming with Minuteman TV on Friday to talk about the CMS warrant article. She stated that the District is really enjoying more time with the seniors. She stated that, through collaboration with the bike leaders in Town, the Umbrella Arts Center is donating bike racks at CCHS.

## **VIII. OLD BUSINESS**

A. CCRSD Capital Article. The SC discussed the way through which the community was informed about the previous year’s capital article through information sessions. Dr. Hunter noted that they are on the public hearing docket for March 16<sup>th</sup> and will be highlighting all of the articles. Mr. Erlich noted the split vote and clear commitment discussed and Mr. Booth stated that at the conclusion of the vote, there were 2 clear sentiments: 1) the SC supports the SC’s action and would move forward together as a body and 2) it can revisit this before the vote to reaffirm it. Mr. Erlich noted the condition that SC agreed on, in that the SC or Administration would show that it’s not going to be the same thing that happened before. Ms. Mostoufi stated that the SC would look at the sustainability portion. Ms. Rainey suggested: updating the presentations, adding any new sustainability initiatives and compiling proposed dates to hold community sessions. Ms. Mostoufi suggested having a table at events at the high school that the community is already attending. The SC agreed to add a CCSC agenda item to the March 10<sup>th</sup> CSC meeting to view a revised presentation and coffee dates. Ms. Mostoufi suggested that the CCHS students attend the meeting to share their thoughts.

## **IX. NEW BUSINESS**

- A. First Reading School Committee Policies
- File: BDFA-E-3 – Conduct of School Council Business
  - File: ECAF – Security Cameras in School
  - File: JIB – Student Involvement in Decision Making
  - File: JIC – Student Discipline
  - File: JICA – Student Dress Code
  - File: JICF – Gang Activity/Secret Societies
  - File: JICFB – Bullying Prevention
  - File: JIE – Pregnant Students

Mr. Booth stated that these policies have been reviewed by the Policy Subcommittee, and he and Mr. Erlich reviewed the updates to each policy. Mr. Booth stated that the policies will be coming to the SC for approval.

B. Facility Use Fees. Mr. Stanton stated that the fees have not been updated since 2009, sharing data from 7 surrounding towns, noting that there are no consistent fees. He stated that the District receives about \$14,000 in rental from CPS and \$20,000 at CCHS. Dr. Hunter noted that because the usage at the high school is so heavy, there

tends to be limited availability and the desire is less at the other schools because they do not have full size gyms. Mr. Stanton stated that the fees are used to support custodians and utilities. Mr. Model stated that there should be distinction between community groups vs. others. Mr. Stanton stated that one of his recommendations is to have tiered fees and Mr. Model questioned why charge at all. Dr. Hunter stated that there are costs that are incurred from the usage. Ms. Rainey stated that she would try to put together something more substantive to review for the March 24<sup>th</sup> SC meeting, noting that, as a result of the CC at Play work, the District committed to never charge youth groups anything at the field level. Mr. Erlich noted his concern of being sued if something happened while a group was using the facility and Dr. Hunter stated that groups must submit insurance documentation when they submit the rental request. After discussion, the SC agreed that community organizations should be able to use the facility and for profit organizations should pay a fee, agreeing to review Ms. Rainey's draft at the March 24<sup>th</sup> SC meeting.

## **X. ONGOING BUSINESS**

A. International Trips. Mr. Booth shared a comprehensive overview of educational trips. Mr. Model stated the document addressed many of the mechanical parts of the trip process, noting that the bigger issue is equity, suggesting adding a surcharge to the cost of trips. Ms. Mostoufi suggested advertising trips earlier, allowing families time to plan and children to raise/save money. Mr. Booth stated that this will not be able to solve all issues, but may be able to mitigate potential inequities. Dr. Hunter noted that they are looking to plan trips 4 years out, and space trips apart, to enable student and families to plan better. Mr. Erlich stated that he feels travel is an extremely important educational value and equity and inclusion is also equality important, noting that they need to find the balance. He stated that if the Administration cannot find this balance, it should not plan the trips. Mr. Erlich stated that it needs to arrange fundraising for the Sharon Young scholarship fund and suggesting offering more trips that are not as expensive. Mr. Erlich noted the feeling of inequality that occurs with some teachers getting stipends and others not getting stipends. He also suggested only using vendors for certain trips and questioned the place of international trips during Q5. Ms. Mostoufi stated that some families cannot afford bringing the entire family to another country, and offering these trips allows students to go on trips they many not otherwise be able to do. She stated that the trips can create opportunities to plan, which may provide the bridge to more students going.

Ms. Bout reviewed the different aspects to be looked into: financial equity inclusion, ongoing process/procedures/scheduling, educational value and housekeeping (review of insurance, etc.). Ms. Bout asked Dr. Hunter if she could bring a draft recommendation of the financial aid process to the SC. Mr. Booth questioned if the Sharon Young Scholarship was able to be a more robust vehicle and Dr. Hunter noted that there is room for growth and sustainable plans. Mr. Model suggested a Capstone trip available for juniors and seniors and other trips available for underclassmen. Ms. Bout suggested asking for a recommendation from Administration on what's realistic to execute over the next year or two. Ms. Bout stated that the SC should not be questioning the educational value of trips that Dr. Hunter brings before them for approval and Mr. Erlich stated that the SC should take it into consideration only. Mr. Booth stated that the SC will know that Administration heard their thoughts when the trips are brought before them for approval June 9<sup>th</sup>. Ms. Bout asked Mr. Booth to summarize all feedback to discuss at the next meeting and Mr. Booth suggested he and Dr. Hunter best operationalize all of the ideas. Mr. Erlich suggested the SC instruct his question about vendors and Ms. Bout noted that Mr. Booth gave a recommendation that teachers would need to show the value in using a vendor.

B. Financing Electric Buses. A motion was made by Mr. Booth, for both CSC and CCSC, seconded by Ms. Rainey, for both CSC and CCSC, to table the electric bus discussion. The motion was unanimously approved.

## **XI. ACTION ITEMS**

A. Vote to Approve Staff Child Enrollment. A motion was made by Mr. Booth, seconded by Mr. Erlich, to approve the following staff request to enroll her child in Concord Public Schools/Concord-Carlisle Regional School District beginning in August, 2020, and that tuition be waived: Erin Pineau, teacher at CCHS, son to enroll in Kindergarten. The motion was unanimously approved.

B. Vote to Approve School Calendar 2020-2021: Early Release Dates. A motion was made by Ms. Rainey, for both CSC and CCSC, seconded by Mr. Booth, for both CSC and CCSC, to approve the School Calendar 2020-2021: Early Release Dates, for CCHS and CMS, as outlined: Tuesday, October 20, Tuesday, December 1, 2020 and Tuesday, February 25, 2021. The motion was unanimously approved.

C. Vote to Accept Donation of MatLab License to CCHS. A motion was made by Ms. Rainey, seconded by Mr. Booth, to approve the donation of a MatLab License to CCHS, with appreciation. The motion was unanimously approved.

D. Vote to Accept Donation of Field Equipment from Concord-Carlisle Youth Baseball and Softball. A motion was made by Mr. Booth, seconded by Ms. Rainey, to accept the gift of \$8545.99 worth of field equipment from Concord-Carlisle Youth Baseball and Softball. The motion was unanimously approved.

E. Vote Initial Approval CCHS Domestic Field Trips. A motion was made by Ms. Bout, seconded by Ms. Rainey, to give initial approval for five overnight trips, as outlined, with the condition that a signed district liability waiver (MIIA) is received from all participants: Softball Mystery Trip, Junior State of America Spring State Convention, 2020 Ultimate Frisbee Club Trip to SMI, Cooperstown and Frisbee Club Trip to PVI Tournament. Mr. Erlich abstained from the motion. The motion was approved by the other SC members.

F. Vote to Approve School Committee Policies.

- File: BDFA-E-1 – School Improvement Plan
- File: BDFA-E-2 – Submission and Approval of the School Improvement Plan
- File: JICC – Student Conduct on School Buses (and file: EEAEC)
- File: JICFA – Prohibiting of Hazing

A motion was made by Mr. Erlich, for both CSC and CCSC, seconded by Mr. Booth, for both CSC and CCSC, to approve School Committee Policies: Files: BDFA-E-1, BDFA-E-2, JICC (EEAEC) and JICFA. The motion was unanimously approved.

## XI. EXECUTIVE SESSION

A. A motion was made by Mr. Erlich, for both CSC and CCSC, seconded by Ms. Rainey, for both CSC and CCSC, that 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 preparation for negotiations with nonunion personnel or to conduct collective bargaining sessions or contract negotiations with nonunion personnel** and Purpose 3 of the Open Meeting Law: **To discuss strategy with respect to collective bargaining or litigation if an open meeting may have a detrimental effect on the bargaining or litigating position of the public body** and not return to Open Session. The motion passed by roll call: Mostoufi, aye; Rainey, aye (for both); Erlich, aye (for both); Booth, aye (for both); Bout, aye (for both); Model, aye; and Open Session ended at 10:06 PM.

## XII. Adjournment

A motion was made by Mr. Booth to adjourn Executive Session.

Respectfully submitted,

Erin E. Higgins

Approved: 4.16.20

Abbreviations:

CCHS	Concord-Carlisle High School
CCRS	Concord-Carlisle Regional School District
CCSC	Concord-Carlisle Regional District School Committee
CCTA	Concord-Carlisle Teachers' Association
CMS	Concord Middle School

CPS  
CSC  
SC

Concord Public Schools  
Concord School Committee  
School Committee