

Present: Sara Wilson, Chair, CCSC  
Heather Bout, Vice Chair, CCSC; CSC  
Courtland Booth, Chair, CSC; CCSC  
Cynthia Rainey, Vice Chair, CSC; CCSC  
Eva Mostoufi, CCSC  
Alexa Anderson, CSC; CCSC  
Fatima Mezdad, CSC; CCSC

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

### **I. CALL TO ORDER & ROLL CALL**

Ms. Wilson called the CCSC meeting to order at 5:02 PM, and Mr. Booth then called the CSC meeting to order. Ms. Wilson noted that the meeting was being recorded. Roll call attendance was taken: Anderson, aye; Booth, aye; Bout, aye; Mezdad, aye; Mostoufi, aye; Rainey, aye; Wilson, aye.

A. Executive Session. A motion was made Mr. Booth, for CSC and CCSC, seconded by Ms. Bout, for CSC and CCSC, that the Concord School Committee and Concord-Carlisle Regional School Committee would enter into Executive Session under Purpose 3 of the Open Meeting Law: To discuss strategy with respect to collective bargaining relative to the CCTA and Secretaries Associations, or litigation if an open meeting may have a detrimental effect on the bargaining or litigating position of the public body, and return to Open Session at 6:00 PM. The motion passed by roll call: Anderson, aye (for both); Booth, aye (for both); Bout, aye (for both); Mezdad, aye (for both); Mostoufi, aye; Rainey, aye (for both); Wilson, aye.

The meeting was called back into session at 6:01 PM, and Ms. Wilson noted that it was being recorded.

### **II. PUBLIC COMMENT**

1. Colleen Walston, Hawthorne Village, Concord, MA. Ms. Walston asked the SC to establish a committee of teachers, parents, administrators, and interested community members to examine important issues related to special education - dyslexia, professional development and evidenced based literacy practices in all tiers of instruction. She stated that the problems with the handling of language-based learning disabilities in Concord is systemic and noted the new DESE guidelines around dyslexia.

2. Todd Benjamin. Mr. Benjamin stated that he has attended numerous school committee meetings and noted that those making public comments are the only ones subjected to time limits. He stated that, regarding the middle school building project, he is concerned with the cost and urged the SC to maintain the cost to the range approved at Town Meeting a few years ago. He then suggested that the cost include the increase in building labor and supplies.

### **III. CHAIRS & LIASIONS REPORT AND STUDENT UPDATE**

CCHS student reps, Linda Xu and Amy Tedeschi, provided an update from CCHS. Ms. Tedeschi stated that the cheerleaders won DCLs and noted that April break is the following week with return to in-person upon return. She stated that this week is Spirit Week, with several different events planned. Ms. Tedeschi and Ms. Xu noted the recent acts of racial discriminations and violence, noting how they are upsetting to the students. Ms. Xu encouraged students and adults to participate in the Intersections Club at CCHS, noting how much she has enjoyed the group.

Ms. Rainey stated that the NMI Starmet released its final report, giving a summary of potentials for the site in Concord. She stated that there are conversations around safety of Old Marlboro Road at the Transportation Advisory Committee, noting her disappointment that there is not a CSC member on the committee. She suggested that Dr. Hunter reach out

to Stephen Crane to collaborate on student safety and the Safe Routes to School program. She stated that the Capital Planning Task Force is meeting the following day.

Ms. Mostoufi stated that she attended a forum by Kristen Herbert on the literacy programs and the middle school building, noting that it was a very good presentation.

Mr. Booth stated that Johanna Glazer, CCHS faculty, was the keynote speaker at the Concord and Carlisle Human Rights Council Holocaust Event, noting that she did a stellar job representing CCHS.

Mr. Booth stated that there may be critical decisions happening on Thursday at the CMSBC meeting. Ms. Bout stated that there were almost 1500 responses to the town-wide survey. She stated that the committee would be focused on budget level and construction delivery method at Thursday's meeting. Ms. Rainey noted her concern with parking and site issues with a larger gym and auditorium, since this would increase community use. Ms. Mezdad noted her concern with the size of the building and the budget, also stating her support of CM at Risk. She also noted her concern of a higher budget on the impact to the diversity of the community. Ms. Bout noted that the reason for the recommendation of DBB (Design-Bid-Build) is for the taxpayers and saving money and Mr. Booth noted that he does not feel DBB would serve the town well on the project. Ms. Anderson urged people to understand the ramifications of reducing space for the music and athletics programs.

A motion was made by Ms. Rainey, seconded by Ms. Bout, to move Item VI. B. Equity Survey and Focus Groups up to this point in the meeting. The motion passed by roll call: Anderson, aye (for both); Booth, aye (for both); Bout, aye (for both); Mezdad, aye (for both); Mostoufi, aye; Rainey, aye (for both); Wilson, aye.

B. Equity Survey and Focus Groups. Kristen Herbert introduced Dr. Kalise Wornum and Dr. Carroll Blake, leaders in anti-racism education and competency, who are facilitating the district's equity survey. Dr. Wornum shared the team's vast experience and shared the meaning of the acronym "BIPOC" – "black, Indigenous and people of color", noting that 25.89% of the district's population identifies as BIPOC. Dr. Blake stated that the survey would be measuring beliefs, attitudes and practices through questionnaires, focus groups and SWOT analysis. Dr. Wornum stated that they would also be covering sustainability and identifying needs for schools to move forward, implementing recommendations for school improvement, and ongoing professional development and training. She noted that they would begin surveying the seniors and then the faculty, students and community members next year as well as run focus groups. Dr. Blake noted that they would be sure that every voice is heard. Ms. Mezdad noted her concern in reaching all marginalized groups and Dr. Wornum stated that they would adapt and be as accommodating as possible with meeting times, providing surveys in multiple languages and communicating out to groups. SC members asked Dr. Wornum and Dr. Blake about specific aspects of the roadmap and survey.

*Ms. Mezdad left the meeting.*

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

A. Open Session 3/2/21, Executive Session 1/26/21, 2/1/21, 2/2/21, 2/9/21, 2/23/21. A motion was made by Ms. Bout, for CSC and CCSC, seconded by Ms. Anderson, for CSC and CCSC, to accept the minutes from 3/2/21 and Executive Session minutes from 1/26/21, 2/1/21, 2/2/21, 2/9/21, 2/23/21. The motion passed by roll call: Anderson, aye (for both); Booth, aye (for both); Bout, aye (for both); Mostoufi, aye; Rainey, aye (for both), Wilson, aye.

#### **V. CORRESPONDENCE**

Mr. Booth stated that CSC received 7 pieces of correspondence regarding literacy and curriculum, 6 regarding the middle school project, 1 on open meeting law and how executive sessions are framed, 1 from the deCordova Museum regarding a new exhibit on the confederate flag, and a communication from MASC regarding new officers for Division II.

Ms. Wilson stated that CCSC also received the emails on the deCordova Museum and how executive sessions are framed.

#### **VI. DISCUSSION**

A. Expanding In-Person Learning Update. Dr. Hunter stated that the first full week of in-person learning was very successful at the elementary schools, noting how appreciative she was of all the hard work involved. She stated that there are a number of remote students firmed up for the remainder of the year, noting that almost 95% will be in-person.

She stated that there is a steady increase district-wide in pooled COVID testing, noting that DESE will be offering free testing for summer schools. Dr. Hunter stated that CCHS is preparing information to be sent home to families over the next few days, noting that Mr. Cameron has also shared information with families at CMS, noting that they are finding that 3 feet will be the exception. She stated that all teachers are returning at CCHS, noting that the schedules will remain the same. Dr. Hunter stated that the district is focused on the social/emotional aspect of the return to school in-person. She stated that the only students who will be able to participate remotely are those who are fully remote or those who are quarantined. She stated that seniors would all have parking spots and juniors will have parking spots after graduation. Dr. Hunter stated that Transportation Manager, John Arena, is working on the bus routes and hoping to grant all requests for those who wish to ride the bus. Dr. Hunter also acknowledged Bryce MacKnight, Food Services Manager, and Russ Hughes, Facilities Manager, for all of their work in returning the students to in-person learning. She noted the senior week plans, graduation on June 5<sup>th</sup>, and 8<sup>th</sup> grade graduation. She noted the end of year 5<sup>th</sup> grade activities, noting the level of energy and commitment to make it a fun year despite COVID.

C. Special Education Overview. Ruth Grube, Director of Student Services, provided an overview of Special Education. She stated that there are currently 691 students in the district that currently have individual education plans, noting that the majority of students are full or partial inclusion and have access to both the general education curriculum and general education peers. She stated that there are many support programs within the district that support students who require significant differentiation of the curriculum and additional supports in order to access the curriculum. Ms. Grube reviewed the Branch program, which supports elementary students who need additional social emotional support. She stated that the Intensive Learning Programs K-5 serve students who are diagnosed with Autism, Neurological or Communication disabilities and require a form of ABA services and BCBA support. She stated that the Language Based Programs K-5 support students with disabilities and level of need that require specially designed instruction beyond what may be provided in the least restrictive environment for some or all content areas. She reviewed the middle school special education workshops, which provide students with direct specialized instruction outside of the general education classroom. Ms. Grube reviewed the CMS Intensive Class program, noting that the program provides students with research-based direct instruction in the areas of math and English language arts. She reviewed the ACCESS Program at CMS, a therapeutic program that serves students with social/emotional/behavioral disabilities and other mental health disorders.

Ms. Grube reviewed the special education programs at CCHS: The Alternative Pro Program - supports students with emotional disabilities who require modification and support beyond what can be provided in the least restrictive environment; The Bridge Program - supports students with Autism Spectrum Disorders and Social Communication Difficulties; The HARBOR Program provides self-regulation and academic support for students with social-emotional difficulties; The Launch program - provides post-secondary students enhanced learning experiences that link students in transition from school to career and independent living; The LEAP Program - provides supports for students who in executive and academic processes; Literacy Strategies - skills based class that focuses on increasing and strengthening decoding, fluency, comprehension, writing, grammar and vocabulary skills; Math Support - provides students who have math goals on their IEP and need overall help in that area; Pathways Program - for students whose individualized educational, social and vocational program work together; and WRAP - supports Writing, Reading and Academic Processes.

Ms. Grube stated that the district has hired an Inclusion Specialist and PK-PS In-District Coordinator. She reviewed programs that the district is looking to initiate, including a language acquisition program at the elementary level; an ASD, Intensive learning for low and high cognitive students and language based program at the middle school; and combining current programs to focus on specific learning disabilities in one program and an ASD program at CCHS. Dr. Hunter stated that the West Ed reports have been roadmaps for the district, noting that the district is listed as over identifying kids, with a higher average than the state. She recognized Ms. Grube for all of her work in special education and tiered focused monitoring, also acknowledging CCHS for their work on the unified track team. Dr. Hunter also acknowledged the preschool program as well.

## **VII. ACTION ITEMS**

A. Vote to Award the Contract for Financing of FY2021 Bus Purchases. A motion was made by Mr. Booth, for CSC, seconded by Ms. Rainey, for CSC, to award the financing for the contract for FY2021 purchase of 2 school busses, to the low bidder, TD Bank, with a rate of 1.48% for 5 years. The motion passed by roll call: Anderson, aye; Booth, aye; Bout,

aye; Rainey, aye. A motion was made by Ms. Wilson, for CCSC, seconded by Mr. Booth, for CCSC, to award the contract for the financing of the FY2021 purchase of 2 school buses to the low bidder, TD Bank, with a rate of 1.48% for 5 years. The motion passed by roll call: Anderson, aye; Booth, aye; Bout, aye; Mostoufi, aye; Rainey, aye; Wilson, aye.

B. Vote to Approve the Secretaries' Successor Collective Bargaining Agreement. A motion was made by Mr. Booth, for CSC, seconded by Ms. Bout, for CSC, to approve the Secretary Unit Two Year Successor Agreement for the period of 2022-2023. The motion was Anderson, aye; Booth, aye; Bout, aye; Rainey, aye. A motion was made by Ms. Wilson, seconded by Ms. Bout, to approve the Secretary Unit Two Year Successor Agreement for the period of 2022-2023. The motion passed by roll call: Anderson, aye; Booth, aye; Bout, aye; Mostoufi, aye; Rainey, aye; Wilson, aye.

**XIII. ADJOURNMENT**

A motion to adjourn was made by Mr. Booth, seconded by Ms. Bout. The motion was approved by roll call: Anderson, aye (for both); Booth, aye (for both); Bout, aye (for both); Mostoufi, aye; Rainey, aye (for both); Wilson, aye, and the meeting adjourned at 9:14 PM.

Respectfully submitted,

Erin E. Higgins

Approved: 5.25.21

Abbreviations:

ABA	Applied Behavior Analysis
ASD	Autism Spectrum Disorder
BCBA	Board Certified Behavior Analyst
CCHS	Concord-Carlisle High School
CCRSD	Concord-Carlisle Regional School District
CCSC	Concord-Carlisle Regional District School Committee
CCTA	Concord-Carlisle Teachers' Association
CDC	Center for Disease Control and Prevention
CMS	Concord Middle School
CMSBC	Concord Middle School Building Committee
CPS	Concord Public Schools
CSC	Concord School Committee
DCL	Duel County League
DESE	Department of Elementary & Secondary Education
DPH	Department of Public Health
E&D	Excess and Deficiency
IEP	Individualized Education Plan
MASS	Massachusetts Association of School Superintendents
OPEB	Other Post Employment Benefits
PD	Professional Development
SC	School Committee