

SCHOOL COMMITTEE

(Official Report)

Regular Meeting

May 3, 2016

Called for 6:00 PM in the Dr. Henrietta S. Attles Meeting Room, Cambridge Rindge and Latin School, 459 Broadway, Cambridge, for the purpose of discussing any and all business that may properly come before the Committee.

Members Present: Ms. Bowman, Ms. Dexter, Mr. Fantini, Mr. Harding (~~ABSENT~~), Ms. Kelly, Ms. Nolan, and Mayor Simmons

Also Present: Ms. Keady Rawson, City of Cambridge Personnel Director, representing the City Manager for Contract Negotiations

Mayor Simmons in the Chair.

Also present: Student School Committee Members Griffin Andres and Ben Austin

A quorum of the School Committee being present, the Chair called the meeting to order at 6:01 PM.

1. Public Comment:

The following individuals were heard:

- Bliss Austin Spooner, Avon Hill Street, appealing to the Members to look more closely at the charter schools based in our City to make sure they are ensuring sufficient education for all Cambridge students. She noted her objections to some of the Cambridge charter schools which she indicated are highly segregated by race and income and have rapid teacher and student turnover and low PARC, MCAS, AP, SAT and ACT scores.

Mr. Fantini moved, seconded by Ms. Dexter, to suspend the Rules to allow a member of the public to speak beyond the 3 minutes. It was voted to suspend the Rules for the reason stated to allow Ms. Austin Spooner to finish her comments.

Ms. Nolan moved, seconded by Ms. Kelly, to suspend the Rules to allow a member of the public to speak on an item not on the Agenda. It was voted to suspend the Rules for the reason stated to allow Mr. Matson to speak.

- Sam Matson, High School Extension program teacher, asked to address teacher voice in the Cambridge Public Schools. He noted that teachers' voices, opinions and general input are not considered when the decisions are made to the day-to-day operations of the school which affects their teaching performance and morale. He expressed his hope that the voice of the teacher will be heard in the Cambridge Public Schools and that their efforts and experience matter.
- Klara Ingersoll, Lakeview Ave, CRLS senior and Club 1 leader, spoke of the recent walk-out by students to protest the way administration handles issues of sexual harassment and assault. She read the letter signed by over 400 students which was presented to administration following the walk-out (letter on file in the School Committee office).

Ms. Dexter moved, seconded by Mr. Fantini, to suspend the Rules to allow a member of the public to speak beyond the 3 minutes. It was voted to suspend the Rules for the reason stated to allow Ms. Ingersoll to finish her comments.

- Eric Jummer, Concord Ave., CRLS student, expressed his support for the walk-out, signed the letter presented to CRLS administration.

On a motion by Mr. Fantini, seconded by Ms. Kelly, it was voted to close public comment.

1a. Public Hearing on State School Choice

Mayor Simmons opened the public hearing on State School Choice. There being no one signed up to speak on the State School Choice, on a motion by Mr. Fantini, seconded by Ms. Kelly, it was voted to close the public hearing.

Mr. Fantini moved, seconded by Ms. Nolan, to suspend the Rules to bring forward **#16-66, 2016/2017 State School Choice Program – Recommendation for Non-Participation** for discussion and adoption. It was voted to suspend the Rules for the reason stated.

#16-66, 2016/2017 State School Choice Program – Recommendation for Non-Participation, that the School Committee vote not to participate in the Statewide School Choice Program for school year 2016-2017 for the following reasons:

1. The need to maintain the quality and integrity of Cambridge Program of Controlled Choice and,
2. The need to maintain flexibility for appropriately sized classrooms in the public schools.

On the following roll call, item **#16-66** was adopted: Mr. Fantini YEA; Mr. Harding ABSENT; Ms. Kelly YEA; Ms. Nolan YEA; Ms. Bowman YEA; Ms. Dexter YEA; Mayor Simmons YEA. On a motion by Mr. Fantini, seconded by Ms. Kelly, it was voted to suspend the Rules for the purpose of moving reconsideration of the foregoing vote on **#16-66, 2016/2017 State School Choice Program – Recommendation for Non-Participation**. The Rules having been suspended, on a motion by Mr. Fantini, seconded by Ms. Nolan, to reconsider the foregoing vote, hoping the same would not prevail, failed of adoption. The vote on item **#16-66** is final.

The Chair returned to the regular order of business.

2. Student School Committee Report:

Mr. Austin reported on the walkout which he thought was impressive and well done. He asked that the School Committee consider funding the proposals listed in the Club 1 letter to the CRLS administration. The A Cappella jam on April 27th was a fun time.

There were two student trips over April vacation to Spain and France.

The CRLS Student Government will be using a new election process similar to what the City uses for the voting process for the student government election coming up in June.

Mr. Andres reported that this week and next week is AP testing.

Spring plays are Thursday through Saturday presented by the Drama Department.

The Cambridge Youth Council held a youth summit last week. Groups came together to talk about the achievement gap causes and solutions to that problem. Suggestions were made such as strengthening family engagement for non-English speaking families; having translators for family nights and having the course catalog in multiple languages; have high school students advise 8th graders through their course selection; define honors and CP classes and what they mean and what is expected of students at both levels; provide cultural competency training for teachers; build workshops into 9th grade orientation to educate students the causes and effects and solutions to the achievement gap; and provide more

personal guidance and attention to course selection or revisions. Mayor Simmons asked that Mr. Andres put this report in writing to the School Committee for possible referral to a sub-committee.

Mr. Harding asked administration if there was an update on a previously voted motion on changing the naming of the CP Course. Dr. Turk responded that she would not be able to give a formal answer this evening. She would prefer to get back to the Committee.

Ms. Bowman moved, seconded by Ms. Nolan, to suspend the Rules to bring forward **#16-78, Joint Motion by Ms. Nolan and Mr. Fantini**, for discussion and adoption. The Rules having been suspended for the purpose stated, **#16-78** was brought before the School Committee. **#16-78, Joint Motion by Ms. Nolan and Mr. Fantini**, that whereas, the CRLS Club 1 led a well-attended walkout to highlight issues of sexual harassment and whereas the club presented a letter to CRLS administration with requests for addressing lapses identified by students in policy, training, and practice related to creating a safe environment for students, that the School Committee go on record as supporting the students and asks for an update on the administration's response to the student letter.

Ms. Bowman offered an amendment to the motion, seconded by Ms. Dexter, to add a timeframe as follows: **#16-78, Joint Motion by Ms. Nolan and Mr. Fantini**, that whereas, the CRLS Club 1 led a well-attended walkout to highlight issues of sexual harassment and whereas the club presented a letter to CRLS administration with requests for addressing lapses identified by students in policy, training, and practice related to creating a safe environment for students, that the School Committee go on record as supporting the students and asks for an update on the administration's response to the student letter by June 30, 2016.

Mr. Fantini asked to further amend **#16-78**, seconded by Ms. Kelly, as follows: **#16-78, Joint Motion by Ms. Nolan and Mr. Fantini**, that whereas, the CRLS Club 1 led a well-attended walkout to highlight issues of sexual harassment and whereas the club presented a letter to CRLS administration with requests for strengthening policies, training, and practice related to creating a safe environment for students, that the School Committee go on record as supporting the students and asks for an update on the administration's response to the student letter by June 30, 2016.

On the following roll call, Ms. Bowman's amendment and Mr. Fantini's amendment to **#16-78** were adopted: Mr. Fantini YEA; Mr. Harding YEA; Ms. Kelly YEA; Ms. Nolan YEA; Ms. Bowman YEA; Ms. Dexter YEA; Mayor Simmons YEA.

On the following roll call, **#16-78 Joint Motion by Ms. Nolan and Mr. Fantini**, that whereas, the CRLS Club 1 led a well-attended walkout to highlight issues of sexual harassment and whereas the club presented a letter to CRLS administration with requests for strengthening policies, training, and practice related to creating a safe environment for students, that the School Committee go on record as supporting the students and asks for an update on the administration's response to the student letter by June 30, 2016, was adopted **as amended**: Mr. Fantini YEA; Mr. Harding YEA; Ms. Kelly YEA; Ms. Nolan YEA; Ms. Bowman YEA; Ms. Dexter YEA; Mayor Simmons YEA.

Dr. Young commented that Principal Smith recently emailed Ms. Ingersoll. Principal Smith has authorized the creation of a joint student and staff committee to focus on issues of school climate and culture which were discussed at a full faculty meeting (200 people) yesterday and is trying to move ahead to have students and staff work together. All staff members had access to the Club 1 letter at the staff meeting. Principal Smith has also invited some of the student leaders to talk in more detail about the specific numbered suggestions referenced in the letter.

3. Presentation of the Records for Approval:

On a motion by Mr. Harding, seconded by Ms. Bowman, it was voted to accept the Minutes of the April 5, 2016 Regular Meeting as presented.

4. Reconsiderations: None

5. Unfinished Business/Calendar: None

6. Awaiting Reports: None

7. Superintendent's Agenda:

7a. Presentations: None

7b. Innovation Agenda:

7c. Consent Agenda:

Mr. Harding moved, seconded by Ms. Kelly, to bring forward the Superintendent's Consent Agenda for discussion and adoption. Ms. Nolan removed **items #16-71 and #16-72**. Ms. Kelly removed **item #16-69**. Mr. Fantini removed **items #16-67 and #16-68**. On the following roll call, **items #16-70, #16-73, #16-74 and #16-75** were adopted: Mr. Fantini YEA; Mr. Harding YEA; Ms. Kelly YEA; Ms. Nolan YEA; Ms. Bowman YEA; Ms. Dexter YEA; Mayor Simmons YEA.

#16-70, Instructional Materials, be adopted as follows: that the School Committee award a contract to the following vendor for curriculum materials; funds to be provided from the General Fund Budget, Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with:

Better Chinese, P.O. Box 695, Palo Alto, CA, for the period May 1, 2016 to June 30, 2016, in the amount \$36,498.00.

#16-73, Contract Award, be adopted as follows: that the School Committee award a contract to the following vendor for curriculum materials; funds to be provided from the General Fund Budget, Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with:

Wilson Language Training, 47 Old Webster Road, Oxford, for the period May 1, 2016 to December 31, 2016, in the amount of \$50,000.00.

#16-74, Grant Award, be adopted as follows: that the School Committee accept and approve the grant award below in the amount and for the period indicated:

FY17 Academic Support Allocation Grant, for the period July 1, 2016 to August 31, 2016, in the amount of \$23,700.00. Project/Grant SC17839.

Description: These funds will be used to provide staffing and math software for the 4 week summer Rise Up Program. This grant will provide staff for 30 of the approximately 80 rising 9th graders deemed eligible by DESE criteria.

#16-75, Grant Award, be adopted as follows: that the School Committee accept and approve the grant award below in the amount and for the period indicated.

FY16 Title II-A/ Teacher Quality Funding Increase, for the period September 1, 2015 to August 31, 2016, in the amount of \$390,916.00 (increase of \$3,584.00). Project/Grant SC16731.

Description: This grant program aims to increase student achievement through a comprehensive district initiative that focuses on the preparation, training, recruitment, and retention of highly qualified educators. Grant funds will provide a 1.0 FTE Program Manager for Teacher Development who will coordinate the New Teacher Induction and Mentoring programs and all other professional development and training programs in the district. This grant will also support stipends for the mentoring program for new teachers as well as a 1.0 FTE district-wide ELA coach. Participating private schools are served in proportion to their enrollment.

This increase in grant funds will be used for additional stipends for the New Teacher Induction program; in addition, there is a slight increase in the private school allocations.

8. Non-Consent Agenda:

#16-67, Approval of Successor Collective Bargaining Agreement for Cambridge Education Association Unit E September 1, 2015 – August 31, 2018, be adopted as follows: that the School Committee approve the attached agreement between the Cambridge School Committee and the Cambridge Education Association Unit E for a collective bargaining agreement for the period of September 1, 2015 through August 31, 2018, which was ratified by their members. Mr. Fantini moved, seconded by Mr. Harding, the adoption of **item #16-67**. On the following roll call, **item #16-67** was adopted: Mr. Fantini YEA; Mr. Harding YEA; Ms. Kelly YEA; Ms. Nolan YEA; Ms. Bowman YEA; Ms. Dexter YEA; Mayor Simmons YEA; Ms. Keady Rawson YEA (representative for the City Manager).

Mr. Fantini offered an amendment, seconded by Ms. Nolan, to **#16-68, Approval of Gifts/ Miscellaneous Receipts to Cambridge Public Schools** to add an item #4 accepting and approving a gift of a used SMARTboard donated to the Baldwin School by Alexandria Real Estate Equities, Inc., with an estimated value of \$1,500. On the following roll call, **item #16-68** was adopted **as amended**: Mr. Fantini YEA; Mr. Harding YEA; Ms. Kelly YEA; Ms. Nolan YEA; Ms. Bowman YEA; Ms. Dexter YEA; Mayor Simmons YEA

#16-68, Approval of Gifts/ Miscellaneous Receipts to Cambridge Public Schools: that the School Committee accept and approve the following gifts and receipts as described.

1. \$3,133.89 in miscellaneous receipts made to the CRLS Science program since 2006. Balances have been held at the Cambridge Teachers Federal Credit Union. Acceptance of this sum will close out the account.
2. \$122.97 to the Morse School made from Target's Take Charge of Education Program for the general support of the school.
3. A \$118.00 gift to the district made from the Bank of America Employee Giving campaign on behalf of Bank of America employees who have chosen to donate to the Cambridge Public Schools. Funds will be used to support field trips.
4. A \$1,500.00 used SMARTboard donated to the Baldwin School by Alexandria Real Estate Equities, Inc. The Baldwin School administration, Cambridge Public Schools, and the Educational Technology Department have reviewed the device and approved it for use in CPS.

#16-69, Neuropsychological Evaluations, be adopted as follows: that the School Committee award a contract to the following vendor for comprehensive neuropsychological evaluations; funds to be provided from the General Fund Budget, Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with:

Cambridge Center for Neuropsychology and Learning, 2464 Massachusetts Avenue, #129, Cambridge, for the period January 1, 2016 to June 30, 2016 in the amount of \$80,000.00

Ms. Dexter asked the cost of each evaluation. Dr. Greer responded that it costs approximately \$2800 to \$3100 per evaluation. On the following roll call, **item #16-69** was adopted: Mr. Fantini YEA; Mr. Harding YEA; Ms. Kelly ABSTAINING; Ms. Nolan YEA; Ms. Bowman YEA; Ms. Dexter YEA; Mayor Simmons YEA

On a motion by Ms. Nolan, seconded by Ms. Dexter, it was voted to bring **items #16-71 and #16-72** forward for discussion and adoption.

#16-71, Contract Award, be adopted as follows: that the School Committee approve an increase to an existing contract for the following vendor for fresh produce; funds to be provided from the

Revolving Fund Budget, Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with:

A. Russo and Sons, Inc., 560 Pleasant Street, Watertown, for the period September 1, 2015 to August 31, 2016, from the original amount of \$110,000.00 (increase of \$30,000.00), to the revised amount of \$140,000.00.

#16-72, Contract Award, be adopted as follows: that the School Committee approve an increase to the following vendor for groceries, funds to be provided from the Revolving Fund Budget, Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with:

Thurston Foods, Inc., 30 Thurston Drive, Wallingford, CT, for the period September 1, 2015 to August 31, 2016, from the original amount of \$550,000.00, (increase of \$125,000.00), to the revised amount of \$675,000.00.

Ms. Nolan asked why the contracts for A. Russo and Sons and Thurston Foods have increased in original contract costs by a total of almost 25%. Ms. Spinner indicated that the error was made on the purchasing side in the original estimation of what the amounts of the contracts should be and noted that our overall projections for food are right on target. On the following roll call, **items #16-71 and #16-72** were adopted: Mr. Fantini YEA; Mr. Harding YEA; Ms. Kelly YEA; Ms. Nolan YEA; Ms. Bowman YEA; Ms. Dexter YEA; Mayor Simmons YEA

9. School Committee Agenda (Policy Matters/Notifications/Requests for Information):

On a motion by Mr. Harding, seconded by Ms. Nolan, it was voted to bring the School Committee Agenda forward for discussion and adoption. Mr. Fantini removed item **#16-76**. Mr. Harding removed item **#16-79**. On a voice vote, **items #16-77, #16-80 and #16-81** were adopted.

#16-76, Motion by Ms. Dexter, whereas the School Committee values ongoing communication with the CPS administration, strives to support district-level staff in doing their best work, and is aware of the rapidly changing needs of CPS students, teachers, and other school-based educators; and whereas staff vacancies or reductions in work hours are an opportunity to reevaluate staffing and district priorities; and whereas the Committee needs to be ever mindful of efficiently budgeting public dollars for greatest impact on student achievement; the Committee requests that when a district-level professional, managerial, or administrative position become open through staff retirement, resignation, leave of absence, reduction of work hours, or for other reasons: 1) that the Administration inform the School Committee of the vacancy or reduction of hours, and 2) consult with the full Committee as to whether the position should be renewed and filled with another permanent CPS employee, filled via full- or part-time contract with an individual or agency, revised, or reallocated to meet other district needs. The same would apply for any advertised district-level position that remains unfilled for four months.

Mr. Fantini asked that Ms. Dexter explain her motion. Ms. Dexter summarized her motion. She explained that it is an extension of two policies which we already have. The first one being that we approve all contracts over \$25,000 and the second being that only the School Committee can create or eliminate administrative positions. She noted that open positions are an opportunity for communication between the public and the administration via School Committee. She indicated that this is not about her being against any positions. It is not about mistrust or about micromanaging. She added that it is important to consider options and how we could invite the public to bring in their perspectives regarding staffing decisions.

Mr. Harding asked the motion maker for clarification on the last line of the motion. He indicated that he feels this may be a little bit of micromanaging. Ms. Dexter responded the last line is that if a position remains unfilled for 4 months for various reasons that administration would come back and let us know why it is not filled. Mr. Harding indicated that he would like to strike the last line of the motion. He added that there is a difference between approving a contract for food or materials and an administrator tasked with hiring staff to make sure students get what they need in the classroom. He asked if Dr. Young could explain what our current policy is regarding reevaluating staffing and district priorities. Dr. Young shared

that they view the adoption of the school budget as the School Committee's assent and approval for a staffing plan for the upcoming school year and they adhere to the positions and the dollars assigned to those positions within the budget. As positions become available, we try to apprise the Committee of the vacancies and update them on the search process for these vacancies. This year Dr. Salim has been involved in a number of the search processes for principals of the upper schools, the math coordinator, and the Assistant Superintendent for curriculum. Dr. Young indicated that we are trying to run a large organization which requires flexibility and agility to move quickly in the marketplace to compete for highly qualified candidates.

Ms. Bowman noted that in thinking of the transition of the new Superintendent that she has concerns as it relates to this motion. She added that since the public was involved in the search process for our new Superintendent and the Committee approved his hiring, this motion may undermine our decision to hire and trust the new superintendent to make decisions. Ms. Bowman indicated that she doesn't think we should put our new superintendent in this predicament and that we need to respect the fact that we hired him to do this job.

Ms. Nolan spoke about communication when there is a vacancy and added that there are some examples when hours have changed in a position that the School Committee was not informed. Ms. Nolan asked to calendar **#16-76** and asks the motion maker to work with administration and others to reframe this motion into something they could all feel comfortable with. Mayor Simmons asked Ms. Nolan to refrain from calendaring for the moment so that other Members would have a chance to comment.

Ms. Kelly appreciated Ms. Bowman's comments and added that this is not the right time to be reviewing this motion. She indicated that we need to be working on the 2 areas that this would fall under: setting School Committee goals and the strategic plan.

Mayor Simmons indicated that we should not vote on this motion prior to the new superintendent weighing in on it. We may want to have it vetted in another process. She added that Ms. Dexter may want to withdraw it, rework it, or send it to a committee or wait until Dr. Salim is on board to be part of this discussion.

Mr. Fantini spoke and asked that we wait until the new superintendent is on board to give him an opportunity to discuss the relationship between the Committee and the superintendent.

Item #16-76 was placed on the Calendar by Ms. Nolan.

#16-77, Joint Motion by Ms. Nolan and Mr. Harding, whereas the state legislature is considering two bills to create a Seal of Biliteracy and whereas Cambridge has several bilingual immersion options for students and whereas there is evidence that bilingual instruction is an effective means of closing achievement gaps and whereas bilingual programs help prepare students for the global future, that the School Committee go on record as supporting the Seal of Biliteracy and further that a letter be sent to all Cambridge state elected officials as well as the head of the relevant committees in the state legislature expressing our support.

#16-79, Joint Motion by Ms. Nolan and Ms. Dexter, whereas there has been ongoing discussion in the district on assessment and testing, with plans to review and revise assessment schedules, and whereas PARCC testing has started and whereas there is confusion on whether there are limits to the "hold harmless" promise by DESE, and whereas there have been questions on the rights of families and students to opt-out of testing, and whereas DESE Commissioner Mitchell Chester issued a January 29, 2016, Weekly Update message on student refusals that stated, "We ask principals and test proctors to handle refusals with sensitivity. Students should not be pressured to take the test, nor should they be punished for not taking the test," and whereas the School Committee supports the rights of families to do what they view as best for their families, the School Committee asks that the Superintendent, as soon as possible, send the text of Mitchell Chester's instructions on "Refusals to Take an Assessment" to all CPS principals, vice-principals, heads of schools, teachers, and other staff who may proctor or be otherwise involved in PARCC and/or MCAS administration this year. Further, that the message be sent that the district agrees with the Commissioner's instructions that refusals be handled with sensitivity.

Item #16-79 was placed on the Calendar by Mr. Harding.

It was voted to accept the following reports as presented:

#16-80, that the Minutes of the Budget Sub-Committee (Committee of the Whole) Budget Workshop of March 29, 2016 be accepted as presented.

Meeting of the Budget Sub-Committee (Committee of the Whole)
Budget Workshop
Tuesday, March 29, 2016
CRLS Attles Room
6:00 PM – 8:00 PM

Called for the purpose of a Budget Workshop for discussion on the proposed FY2017 School Department Budget. It is anticipated that this meeting will end by 8:00 P.M.

Members Present: Mr. Harding and Ms. Kelly, Co-Chairs; Ms. Bowman, (ABSENT) Ms. Dexter, Mr. Fantini, Ms. Nolan and Mayor Simmons (~~ABSENT~~)

Also Present: Dr. Young, Superintendent; Dr. Turk, Deputy Superintendent; Dr. Greer, Assistant Superintendent for Student Services; Dr. Huizenga, Assistant Superintendent for Curriculum, Instruction and Assessment; Ms. MacDonald, Assistant Superintendent for Elementary Education; Ms. Spinner, Chief Financial Officer; Mr. Maloney, Chief Operating Officer; Dr. Likis, Chief Planning Officer; Ms. Allen, Executive Director of Human Resources

Mr. Harding and Ms. Kelly in the Chair.

A quorum of the Budget Sub-Committee (Committee of the Whole) being present, Ms. Kelly called the meeting to order at 6:10 PM.

Ms. Kelly welcomed everyone, informed them of short opening remarks and commented on the agenda.

Mr. Harding thanked everyone for coming and stated the school leaders were invited to explain what is involved to run their buildings. They were encouraged to speak about possible budget modifications that may be needed.

Dr. Young introduced everyone, and stated he is prepared to listen very closely again tonight, make some adjustments if necessary, and then move the projected budget along to the City Council.

A discussion followed around the following issues, concerns and questions.

Elementary Schools

Principals Ms. Beggy of the Morse, Ms. Charner-Laird of Cambridgeport, Ms. Frost of Tobin and Mr. Williams of the King Open came to the table.

Ms. Dexter stated she is concerned about student absences and reading. Ms. Beggy stated the Morse and the Kennedy/Longfellow schools worked together with a school social worker primarily to support the OSS services person, the social worker did not target absences.

Ms. Dexter brought up classroom size. She would like to have a model like Shady Hill, when they reach a 20 student capacity in the classroom, 2 teachers are placed in that class.

Ms. Nolan stated she is curious about 2 issues: her first concern is around elementary world language, where are we on the plan? Mr. Harding stated elementary world language is budget neutral for this year. School Committee has already submitted a Motion to be submitted next year for the FY18 budget. The new superintendent will decide what resources will be necessary. Ms. Nolan's second concern was about identifying all students across the spectrum, from the very vulnerable to the advanced learners. To insure no particular group of students has a monopoly on learning, she wants to know if the schools have the resources on hand to provide teachers with what is needed. Ms. Beggy stated that RTI assessments

have the nice benefit of telling us about all students on all levels. Mr. Williams stated they look at the data and can see what all students, struggling and advanced, need.

Mr. Harding asked how SIP funds are spent. He also asked if everyone has what they need for social emotional needs. Mr. Williams stated his school improvement funds are spent on RTI and interns that support student needs.

Mayor Simmons joined the meeting at 6:30 PM.

Mr. Fantini asked if we are getting better with our percentage of promotions. Ms. Charner-Laird stated our data shows in the last 3 years, we are doing better with promotions to the middle schools. Mr. Williams agreed that the students are receiving more challenging material, working harder, achieving more and getting promoted. Mr. Fantini also asked about streamlining the assessment system in JK-5. Ms. MacDonald stated the literacy coaches and interventionists have met to see if the new screener assessment (to see if a child is having difficulty learning to read) is working. They will review, recommend and tweak, if needed. Mr. Fantini asked what Universal Design for Learning was about. Dr. Greer explained UDL is not a new concept; it originated to meet the needs of students with disabilities and has grown to provide for all students. It is also outlined in the ESSA. Mayor Simmons asked each principal to speak on cultural competency/proficiency and biases and stated she wants to know how family engagement and cultural proficiency is closing the achievement gap? Ms. Frost stated they focus on the student as an individual and explained the "going out" and "bringing in" model; engaging the community and families to the students. Ms. Beggy explained they look at biases by having a book talk group and they did a very successful survey. They have funded a Saturday academic bus for their students of color who are struggling. Dr. Likis made a point that all cultural proficiency and family engagement does not involve funding. Mr. Williams stated they revised their school mission statement to include cultural competency.

Middle Schools

Head of Uppers Schools Mr. Fernandez of the CSUS and Mr. Chardin of the PAUS, came to the table. Mr. Fernandez, a member of the district level cultural proficiency team, stated he is pleased with what has been done so far. He informed the Members that at CSUS they have weekly seminars on cultural proficiency and used School Improvement funds to expand their staff. There have been positive learning experiences for both teachers and students. Harvard Integration Project has a new name and all they do is work on cultural proficiency. They have student and adult workshops to prepare for college. The upper schools principals meet monthly.

Ms. Dexter asked about a family liaison for CSUS if there were more FTE's. Mr. Fernandez stated that he was able to get 5 interns from Harvard University since he didn't have the FTE.

Mr. Chardin spoke about the benefits of MCAS and he stated that the We Teach, We Learn surveys help give a good picture of where things stand and also chatting with students to know what the school climate is. Getting feedback from the students has been a big reward. Mr. Fernandez stated that suspensions are down and they have less disciplinary issues which provides more time in the classroom. Mr. Fernandez stated that although many were concerned, moving a school during February of the school year had a positive outcome. It brought people together in a way that a summer move would not have. There was a large positive social/emotional component of moving during the school year. Everyone was able to participate, bond and achieve a common goal.

Mr. Harding asked if the upper schools are where they should be. Mr. Chardin said yes, they have a sense of identity. Alumni come back to the upper schools and give advice on how to succeed at CRLS. The Mayor asked about cultural proficiency; Mr. Chardin stated they have a safe place to bring race, class and other biases to the table. He tries to have a staff that represents the students.

CRLS

CRLS Principal Smith came to the table

Ms Nolan mentioned that class sizes are going up, but staff is not. We are expecting another 50 students, last year we got 40 more than expected. She hopes to have more embedded honors classes,

Ms. Spinner clarified that 25 and 30 students per class have been eliminated, which may be due to electronic scheduling.

Dr. Young reminded the Committee that we have 3 reserve positions in the budget.

Mr. Smith stated he appreciates the flexibility of having 3 reserve positions. The master schedule is still developing, so it may be too early to say exactly where the extra teacher may be needed. He is concerned about students that are new to the community. There are artificial demands and artificial deflations created by teacher shopping. Some teachers are more popular than others; it doesn't mean they are more competent. He emphasized that Cultural Competency training needs to be in place for all teachers to meet the needs of all students regardless of their academic station. It may be necessary to hire another American Sign Language teacher because it is a very popular class. Mr. Smith stated that most classes are being satisfied. On class size, he would like to see the core classes (english, math, history and science) be smaller. The CEA contract has these classes at a maximum of 20.

Know Your Body

Ms. DeAndrade and Ms. Diulio came to the table.

Mr. Fantini asked the Health representatives, Ms. DeAndrade and Ms. Diulio, what the rationale is to remove the Know Your Body program.

Ms. DeAndrade informed the Members that she started the first Know Your Body class at the 8th grade Fletcher School. Little by little all the 8th grade schools picked it up. Parents requested that it start as early as 5th grade. Ms. DeAndrade stated she is thankful that the CEOC kept it going and wants the school department to pick up the program, not remove it. She explained that we now have certified middle grade health teachers to teach this class as part of the health curriculum. Currently, CEOC is only for grade 5, then the health curriculum picks it up at grade 8. They propose taking the funds from CEOC and using them to fund 5th 6th and 7th graders so there is a continuum beginning at 5th grade going through 8th grade.

The Mayor stated she wants to keep the public/private partnerships and cannot support this recommendation. Mr. Harding says it would have been more courteous to give more notice.

Ms. Diulio wants to see the teachers used to full capacity. She wants the money (\$52,000.00) freed up to go to the social/emotional aspect of health education. She admits it may not be the best timing for CEOC, but it is the best for the students.

Ms. Kelly stated she is in favor for health and wellness courses from K through 12. She also feels we need to step back and look at this for next year. She feels we need to have a deeper discussion as a committee.

Mr. Fantini supports the Mayor and wants to keep CEOC. Mr. Harding stated they are doing a great job. Mr. Fantini thanked the two co-chairs for their leadership over these budget meetings and complimented the staff on their well articulated answering of questions.

It was motioned by Mr. Fantini, seconded by Ms. Dexter to adjourn at 8:15 PM.

Dosha Beard
Confidential Secretary to the School Committee

Distributed Documents: > (On file in the School Committee office)

- Agenda
- Budget Suggestions, Comments, Questions Memo from Ms. Dexter

#16-81, that the Minutes of the Buildings and Grounds Sub-Committee Meeting of April 26, 2016 be accepted as presented.

Meeting of the Buildings and Grounds Sub-Committee
School Committee Conference Room
Tuesday, April 26, 2016
6:00 PM – 7:30 PM

Called for the purpose of reviewing unfinished business and setting new goals and priorities for the Committee. It is anticipated that this meeting will end by 7:30 P.M.

Members Present: Ms. Bowman, Chair; Mr. Fantini, Ms. Nolan

Also Present: Mr. Maloney, Chief Operating Officer; Ms. Spinner, Chief Financial Officer and Mr. Lane, Director of Facilities

Ms. Bowman in the Chair.

A quorum of the Sub-Committee being present, Ms. Bowman called the meeting to order at 6:00 PM.

Mission Statement: *To provide, support and maintain educational spaces that inspire learning and academic excellence.*

It was stated that this statement will be looked at more carefully and will need to include equity.

Ms. Bowman turned the meeting over to Ms. Spinner to discuss the rental process.

There were discussions about the following issues, questions and concerns:

Rental Agreement: Ms. Spinner and Mr. Maloney

There will be a policies and procedures manual created which will include our existing policies and will also have new policies, procedures, and signed rental agreements including insurance requirements.

- Can PTO's and partners use a facility without fees
- Events with 25 or more people
- Custodial and Security presence
- Fundraisers
- Pilot at CRLS by September with online payments
- In Kind Space is an issue
- Profit/Non Profit
- Residency/Non Residency
- Athletic use
- Corporations
- Fees structure
- Facilities Permits
- Legal questions

Ms. Bowman recommends that all of the above be brought back to this sub-committee before it goes to the full School Committee.

Old Business: Mr. Maloney

- Kennedy/Longfellow roof project without solar panels bids are in and the work will start this summer, partially funded by school building authority, solar panels will start next summer
- Fletcher Maynard boiler is scheduled for this summer, also partially funded by the school building authority, total cost ½ million dollars
- Graham & Parks boiler was completed last year – gas, not oil
- Annual Sustainability report
- City Council appropriation for 1 million dollars

Renovations and Construction updates

- There was an appropriation from the City Council to fund the Cambridge Street Upper School /King Open School building which will include space for the Administration allowing them to move from Thorndike Street in 2019
- Tobin/Vassal Lane will start in summer 2018

- How many buildings to be demolished or renovated – 3 middle schools, Graham & Parks and Kennedy/Longfellow bldg.
- Plans to keep the Tobin school open during construction and build in the back.
- It is prohibited to build on designated parkland
- Tight space concerns
- Space for universal pre K
- Growing and planning coalitions
- Projections for the next 4 or 5 years
- City Managers Task Force
- Commissioning report for energy efficiency
- City Council approved \$500,000 for new boiler at Amigos and 2.5 million dollars for Fletcher Maynard building façade
- Capital budget will include 1 million for linoleum flooring and other considerations at the Longfellow this summer
- This summer- library flooring at Peabody, classroom flooring at the Fletcher Maynard, Baldwin
- Next summer- classroom flooring at Amigos, Longfellow and Graham & Parks
- City year end fund balances to be used for cosmetic improvements
- Work orders vs. projects

Supporting schools not undergoing renovations

- Cambridgeport school went from 3 custodians to 2 and then 1, this will change
- Providing equity between shiny new buildings vs. old buildings
- Auditoriums
- Bathrooms
- Floors
- Painting
- CRLS and Middle school desks replacements
- Cleanliness
- Security proposal for perimeter automatic door swipes and cameras hopefully for all schools
- Equitable pricing for use of theatres will create a revolving fund for carpets, furniture and repairs

Next Steps

- At a Regular Meeting in June, there should be a presentation on buildings, grounds and security for parents to know we are considering solutions to these issues
- June: Sustainability report and projections
- Discuss the C15-306 ORDER on playground improvements and school renovations
- Meet again in September on facilities usage

On a motion by Mr. Fantini, seconded by Ms. Nolan, the meeting adjourned at (7:30 PM)

Adjourned
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10. Resolutions:

#16-82, Joint Motion by Mr. Fantini and Ms. Kelly, WHEREAS: The creation of charter schools has created a two-tiered educational system that draws resources away from the broad group of public school students to serve a narrow select few; and
WHEREAS: A recent initiative is seeking to expand charter schools in the state by allowing the authorization of up to twelve new charters in a year; and

WHEREAS: Lifting the cap on charter schools would divert even more resources from the traditional public school system – resources such as qualified teachers and money that would improve district schools; and

WHEREAS: Many educational organizations, including teachers' unions vocally oppose charter expansion; now therefore be it

RESOLVED: That the School Committee go on record in opposition to raising the cap on charter schools, supporting the improvement of district public schools and the equitable division of educational resources; and be it further

RESOLVED: That the Executive Secretary to the School Committee be and hereby is requested to forward a suitably engrossed copy of this resolution to the elected Cambridge delegation in the House and Senate, and to Governor Baker on behalf of the entire School Committee.

Item #16-82 was placed on the Calendar by Ms. Nolan.

On a motion by Mr. Harding, seconded by Ms. Bowman, on a voice vote, **#16-83, Motion by Mr. Fantini**, was adopted, that the School Committee send a letter of congratulations to Paul Sullivan who placed first in the Massachusetts State History Day Contest individual Historical Papers category (Senior) High School Division and who will represent CRLS and Cambridge at the National History Day contest in June.

11. Announcements:

- ✓ Mr. Fantini recognized the representatives here tonight from the Baldwin School.
- ✓ Ms. Nolan asked the Members to save the date for Sisters on the Runway annual fashion show fundraiser to raise money for domestic violence to be held at MIT on May 28th.
- ✓ Ms. Kelly announced that the City's annual Holocaust commemoration is tomorrow evening at Temple Beth Shalom at 7:00 p.m.

12. Late Orders:

It was voted to adopt the following:

Motion by Mayor Simmons, seconded by Mr. Fantini, that the School Committee acknowledges the passing of Vivian M. Jones, and that the Executive Secretary forwards a suitably engrossed copy of the resolution to the family of Vivian M. Jones on behalf of the entire School Committee. (Resolution on file in the School Committee Office)

The Chair entertained a motion to enter into Executive Session for the purpose of hearing two (2) Level III CEA Units A&B Grievances as part of collective bargaining and for the purpose of discussing collective bargaining strategy and litigation strategy as an open meeting may have a detrimental effect on the bargaining and litigating positions of the School Committee.

On a motion by Ms. Bowman, seconded by Ms. Kelly, on the following roll call, it was voted to enter into Executive Session for the purpose stated: Mr. Fantini YEA; Mr. Harding YEA; Ms. Kelly YEA; Ms. Nolan YEA; Ms. Bowman YEA; Ms. Dexter YEA; Mayor Simmons YEA.

The Chair announced that a vote may be taken in Executive Session and if so, the Committee would reconvene in Open Session to ratify that vote.

The Chair recessed into Executive Session at (7:22 PM).

The time for recess having expired, the Mayor returned to the Regular Meeting at (9:56 PM).

The Chair announced that no votes were taken in Executive Session and that we will adjourn the Regular Meeting and reconvene back into Executive Session. The Chair announced that no votes will be taken in Executive Session and we will not return to Open Session. We will adjourn from the Executive Session.

On a motion by Ms. Nolan, seconded by Mr. Harding, it was voted to extend the time of the Executive Session meeting beyond 10:00 PM.

On a motion by Ms. Bowman, seconded by Ms. Nolan, it was voted to adjourn the Regular Meeting (9:56 PM).

Judith T. Martin
Executive Secretary to the School Committee

Distributed Back-up Documents (copies on file in the School Committee office):

- Back-up to Motion #16-78, Letter from Club 1 to the CRLS
- Resolution to the family of Vivian M. Jones
- Back-up to amendment to Superintendent Recommendation #16-68

E-mail communications received:

- ✓ Email from Lauren K. Gibbs re remarks on agenda for May 3

The communications are on file in the Office of the Executive Secretary to the School Committee and can be viewed.