

SCHOOL COMMITTEE

(Official Report)

Regular Meeting

Tuesday, May 18, 2004

Members Present: Mr. Fantini, Mr. Grassi, Mr. Lummis, Mr. McGovern, Ms. Walser, Mayor Sullivan

Mayor Sullivan in the Chair.

A quorum of the School Committee being present, the Chair called the meeting to order at 5:45 p.m.

Also Present: Student Representative: James Conway

Presentation of the Records

On a motion by Mr. McGovern, seconded by Mr. Lummis, it was voted that the Minutes of the following meeting be accepted as presented:

- Regular Meeting - May 4, 2004

The Chair announced that the purpose of the meeting is called to both conduct a Regular Meeting as well as an Executive Session. On a motion by Mr. Grassi, seconded by Ms. Walser, it was voted to convene in Executive Session for the purpose of discussing strategy in preparation for contract negotiation with non-union personnel; strategy for bargaining with union personnel, as an open meeting may have a detrimental affect on the bargaining position of the School Committee; and strategy for litigation, as an open meeting may have a detrimental affect on the litigation position of the School Committee. The Chair announced that no votes will be taken and the Committee will reconvene in Open Session. On a motion by Ms. Walser, seconded by Mr. Harding, on the following roll call, it was voted to convene in Executive Session for the purpose stated: Mr. Harding YEA, Mr. Lummis YEA, Mr. McGovern YEA, Ms. Walser YEA, Mr. Fantini YEA, Mr. Grassi YEA, Mayor Sullivan YEA.

Executive Session

Members present: Mr. Fantini, Mr. Grassi, Mr. Harding, Mr. Price, Ms. Turkel, Ms. Walser, Mayor Sullivan

Mayor Sullivan in the Chair.

Also Present: Thomas Fowler-Finn, Superintendent
Carolyn Turk, Deputy Superintendent
Barbara Allen, Executive Director, Human Resources
James Conry, Chief Financial Officer
Maureen MacFarlane, Legal Counsel
James Maloney, Chief Operating Officer

Members discussed the following matters with Legal Counsel: contract negotiations with non-union personnel, strategy for collective bargaining with union personnel, and litigation strategy.

It was voted to reconvene in open session.

Mayor Sullivan in the Chair.

A quorum being present, the Chair reconvened the meeting and announced that no votes were taken in Executive Session.

Public Comment on School Committee Agenda

On a motion by Ms. Walser, seconded by Mr. Lummis, it was voted to suspend the Rules to allow the following individual to speak to an item not on the Agenda:

- Catherine Sullivan, Notre Dame Avenue re: the process for RFP for an alternative high school; and guidelines on the procurement of goods and services

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

Reports and/or Comments from Student School Committee Members

Reconsideration of Votes Taken at Previous Meeting: None

Unfinished Business

Ms. Walser removed Calendar item #04-065 and spoke in support of it. On a motion by Mr. Grassi, seconded by Ms. Walser, on the following roll call, it was voted to adopt **#04-065, Motion by Ms. Walser** that the Cambridge School Committee request that the Massachusetts House of Representatives approve H. 4570, an Act Relating to the Eligibility of Certain Persons to Qualify as Residents of this State for the Purposes of Higher Education Tuition: Mr. Harding YEA, Mr. Lummis YEA, Mr. McGovern YEA, Ms. Walser YEA, Mr. Fantini YEA, Mr. Grassi YEA, Mayor Sullivan YEA. Ms. Walser moved, seconded by Mr. McGovern, for suspension of the Rules for the purpose of moving reconsideration of the foregoing vote. The Rules having been suspended, a motion to reconsider the foregoing vote, hoping the same would not prevail, failed of adoption.

New Business

Mr. McGovern moved, seconded by Mr. Lummis, for adoption of items #04-066 through #04-073. Ms. Walser removed #04-068. Mr. Lummis removed #04-072. Mr. Fantini removed #04-067. On the following roll call, the remaining items were adopted as follows:

#04-066, Approval to go into Executive Session: that the School Committee will go into executive session for the purpose of discussing strategy in preparation for contract negotiations with non-union personnel, strategy for bargaining with union personnel as an open meeting may have a detrimental affect on the bargaining position of the School Committee, and strategy for litigation as an open meeting may have a detrimental affect on the litigation position of the School Committee.

#04-069, Approval of Settlement of Pending U.S. Equal Employment Opportunity Commission Case : that the School Committee approve Superintendent's recommendation relative to the settlement of a pending U.S. Equal Employment Opportunity Commission case in accordance with WR04-34(C)(4).

#04-070, Approval of Agreement for Program for Non-Participation in Block Scheduling Professional Development for Cambridge Rindge and Latin School Teachers for School Year 2004-2005: that the School Committee approve the Superintendent's recommendation relative to the agreement with the Cambridge Teachers Association for a one-time program for non-participation in block scheduling professional development for Cambridge Rindge and Latin School Teachers for School Year 2004-2005 as detailed in the document.

#04-071, Approval of Grant Award: that the School Committee accept and approve the grant award in the amount and for the period indicated:

1. FY04-05 Harvard University, project/grant SC05729, for the period March 31, 2004 to March 31, 2005, in the amount of \$50,000. The purpose of this grant is to support the collaboration between science teachers, engineering students, and the faculty of Harvard to

enable engineering students to become teaching fellows for CPS science students and to enable CPS science teachers to participate in professional development opportunities at the Engineering School at Harvard.

#04-073, Approval of Food Services Contract, July 1, 2003 - June 30, 2006: that the School Committee approve the Memorandum of Agreement for a collective bargaining agreement between the Cambridge Food Service Employee Association and the Cambridge School Committee for the period July 1, 2003 to June 30, 2006, such agreement having been previously ratified by the members of the bargaining unit.

The agreement was reached by the negotiating teams and has been ratified by the union membership. The agreement includes the following:

- Three year agreement: - 7/1/03 - 6/30/06
- Salary schedule increases (not to other economic items);
 - Year 1 (FY2003-04) - 3% increase effective April 1, 2004
 - Year 2 (FY2004-05) - 3% increase effective November 15, 2004
 - Year 3 (FY2005-06) - 4¼% increase effective September 1, 2005
- Reduction in vacation pay entitlement for part-time employees hired on or after July 1, 2004.
- Establish a management/labor committee to discuss and identify training topics for Heads of Kitchen.
- Require food sanitation certification for Heads of Kitchen and Heads of School Cafeteria, as required by state law.
- Changes to effective dates and clarifications of language.

The financial costs of this settlement are as follows:

<u>Salary Increases:</u>	<u>Budget Cost</u>
FY03-04 - 3% salary increase effective 4/1/04	\$ 5,428
FY 04-05 - Carryover cost of full 12 months of 4/1/04 3% salary increase	16,285
-3% salary increase effective 11/15/04	<u>16,774</u>
Total	\$33,059
FY05-06 - Carryover cost of full 12 months of 11/15/04 3% salary increase	\$ 5,591
-4¼% salary increase effective 7/1/05	<u>32,635</u>
Total	\$38,226

Mr. Harding YEA, Mr. Lummis YEA, Mr. McGovern YEA, Ms. Walser YEA, Mr. Fantini YEA, Mr. Grassi YEA, Mayor Sullivan YEA.

Non-Consent Business

Mr. Fantini asked the Superintendent to speak to the policy. The Superintendent and Mr. Maloney were heard. On a motion by Mr. Fantini, on a voice vote, **#04-067, Approval of First Reading of Toxic Storage Policy**, is referred for a second reading as follows: that the School Committee accept and adopt the Toxic Storage Policy for the Cambridge Public Schools effective upon approval.

#04-068, Approval of First Reading of Vending Machine Policy. Ms. Walser called the public's attention to the list of snacks that meet USDA regulations. The Superintendent and Mr. Maloney responded to some of the following questions and comments raised by Members:

- Does the money from vending machines stay with individual schools

- How does a person get a license for vending in this area
- What is the revenue from vending machines
- Are there any guidelines on what children can sell at fundraisers
- Children need to be provided with healthy choices
- Use this policy as a guideline for city youth programs
- Bring hot breakfasts back in schools
- Does the government subsidize the food we buy
- Look into what kinds of food is being subsidized

Members thanked the Superintendent for the policy in light of the reports of obesity in children. On a voice vote, **#04-068, Approval of First Reading of Vending Machine Policy**, is referred for a second reading as follows: that the School Committee accept and adopt the Vending Machine Policy for the Cambridge Public Schools effective upon approval.

#04-072, Approval of Family Liaison Contract. Mr. Lummis was heard regarding the difference in interaction with Liaisons and the importance of doing their job well. The Superintendent and Mr. Maloney responded to some of the following questions and comments raised by Members:

- How do we continue to improve the work and support of Liaisons
- What work is being done on the evaluation, supervision and development of Liaisons
- What are priorities for Liaisons to focus on
- Is there consistency in hours
- Post hours when Liaisons will be present on a regular basis
- Look into mediation training for Liaisons to help support families

The Superintendent was heard and thanked Mr. Maloney for the work done on the contract and on the foregoing policies. On the following roll call, **#04-072, Approval of Family Liaison Contract**, was adopted: that the School Committee approve the Memorandum of Agreement for a collective bargaining agreement between the Cambridge Liaisons Invested in Families & Education AFSCME/AFLCIO and the Cambridge School Committee for the period September 1, 2003 to August 31, 2006, such agreement having been previously ratified by the members of the bargaining unit.

The agreement was reached by the negotiating teams and has been ratified by the union membership. The agreement includes the following:

- Three year agreement: - 9/1/03 - 8/31/06
- Salary schedule increases (not to other economic items):
 - Year 1 (FY2003-04) - 3% increase effective April 1, 2004
 - Year 2 (FY2004-05) - 3% increase effective November 15, 2004
 - Year 3 (FY2005-06) 4 ¼ % increase effective September 1, 2005
- Changes to effective dates and clarifications of language.

The financial costs of this settlement are as follows:

<u>Salary Increases:</u>	<u>Budget Cost</u>
FY03-04 - 3% salary increase effective 4/1/04	\$ 2,854
FY04-05 - Carryover cost of full 12 months of 4¼% salary increase	\$ 6,658
- 3% salary increase effective 11/15/04	<u>7,348</u>
Total	\$14,006

FY05-06 - Carryover cost of full 12 months of 11/15/04	\$ 2,449
3% salary increase	
- 4¼% salary increase effective 7/1/05	<u>14,296</u>
Total	\$16,745

Mr. Harding YEA, Mr. Lummis YEA, Mr. McGovern YEA, Ms. Walser YEA, Mr. Fantini YEA, Mr. Grassi YEA, Mayor Sullivan YEA.

Late Orders

Mr. McGovern raised a question on the contract approval process for the alternative high school. The Superintendent was heard.

On a motion by Mr. Fantini, seconded by Mr. Harding, it was voted that the Secretary will prepare Resolutions for individuals retiring this year whose names are submitted by School Committee Members.

On a motion by Mr. Fantini, seconded by Mr. Grassi, it was voted that the CRLS Attendance Policy be referred to the Superintendent to insure that it is being followed. Further, that the Superintendent report back with what, if any, mechanisms are in place to insure that parents are notified quickly when a student does not show up at school.

On a motion by Mr. Harding, seconded by Mr. McGovern, it was voted that the Superintendent report back to the School Committee with the number of students who will not be graduating from CRLS this year.

On a motion by Ms. Walser, seconded by Mr. Harding, it was voted to adjourn (6:40 p.m.).

Adjourned
Marilyn Y. Bradshaw
Executive Secretary to the School Committee