

## SCHOOL COMMITTEE

### (Official Report)

**Regular Meeting**

**Tuesday, June 27, 2006**

Members Present: Mr. Fantini, Mr. Grassi, Mr. Harding, Ms. Nolan, Mr. Schuster, Ms. Walser, Mayor Reeves

A quorum of the School Committee being present, the Chair called the meeting to order at 6:17 p.m.

Also Present: Student School Committee Members James Conway and Spenser Skates.

Mayor Reeves presented plaques to Student School Committee Members James Conway and Spenser Skates and thanked them for their services.

On a motion by Mr. Fantini, seconded by Mr. Harding, on the following roll call, it was voted to suspend the Rules to bring forward **Recommendation #06-105, Approval of Food Service Employee Association Contract**: Mr. Schuster YEA, Ms. Walser YEA, Mr. Fantini YEA, Mr. Grassi YEA, Mr. Harding YEA, Ms. Nolan YEA, Mayor Reeves YEA, Mr. Gardner YEA.

Mr. Maloney, Chief Financial Officer, and Mr. Gardner, on behalf of the City Manager, were heard. On a motion by Mr. Fantini, seconded by Mr. Harding, on the following roll call, it was voted to adopt **#06-105, Approval of Food Service Employee Association Contract**: that the School Committee accept and 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, 2006 through June 30, 2009:

The agreement was reached by the negotiating teams and has been ratified by the members of the bargaining unit. The members of the bargaining unit selected "Option A" of the negotiated agreement. The agreement includes the following:

- Three-year agreement: 7/1/06 – 6/30/09
- Salary schedule increases:
  - Year 1 (FY06-07) - 2% increase effective February 1, 2007
  - Year 2 (FY07-08) - 2% increase effective February 1, 2008
  - Year 3 (FY08-09) - 2.9% increase effective July 1, 2008
- One-time Bonus Payment: \$500 per employee, payable in year 1 in December 2006.
- Add the job title "Cooks" to the recognition section of the contract, and provide for Cook positions to be filled when existing "Heads of Kitchen" positions become vacant.
- Hours of work – change ending time to no later than 3:30 p.m., with volunteers sought for hours after 2:00 p.m., otherwise reverse seniority applies.
- Bereavement Leave: delete "permanent member of the employee's household" and replace with "other relative residing in home".
- Uniform allowance – increase from \$475 to \$525 annually for full-time employees, and from \$325 to \$375 for part-time employees hired after 9/1/83.
- Health Insurance Waiver: effective July 1, 2007 increase annual payment from \$750 to \$900 for eligible employees, and effective July 1, 2008 increase annual rate to \$1,000.
- Health & Welfare Trust Fund (Dental Plan): increase employer contribution from \$13/employee/week to \$13 plus 50% share of cost over \$13/employee/week.
- Increase mandatory training time (compensated) from 10 hours/year to 15 hours/year. Increase required one-hour staff meetings from 4/year to 6/year.
- Evaluation – evaluations will be conducted by the Manager of Food Services or his designee and/or the Principal with evaluation input from Heads of Kitchen, with updated evaluation instrument.

- New article on Drug and Alcohol Testing, consistent with testing policy of City and other school units.
- Other changes to effective dates and contract clean-up.

The financial costs of this settlement are as follows:

<u>Salary Increases &amp; Other:</u>	<u>Budget Cost</u>
FY06-07 - 2% salary increase effective 2/1/07	\$11,500
- \$500 bonus payment	22,500
- Clothing Allowance	<u>2,250</u>
Total	\$36,250
FY07-08 - Carryover cost of full 12 months of 2/1/07 2% increase	\$11,500
- 2% salary increase effective 2/1/08	11,730
- Health Insurance Waiver	<u>150</u>
Total	\$23,380
FY08-09 - Carryover cost of full 12 months of 2/1/08 2% increase	\$11,730
- 2.9% salary increase effective 7/1/08	34,697
- Health Insurance Waiver	<u>100</u>
Total	\$46,527
Other - Dental Plan, annual	2,340
- Mandatory training, annual	<u>5,495</u>
Total	\$ 7,835

Mr. Schuster YEA, Ms. Walser YEA, Mr. Fantini YEA, Mr. Grassi YEA, Mr. Harding YEA, Ms. Nolan YEA, Mayor Reeves YEA.

Mr. Fantini moved, seconded by Mr. Schuster, to bring forward **Recommendation #06-106**. On the following roll call, it was voted to adopt **#06-106, Agreement with Cambridge Teachers Association Units A, B & E for Montessori Program at Tobin School**: that the School Committee accept and approve the agreement with the Cambridge Teachers Association Units A, B & E for the Montessori Program at the Tobin School as detailed in the document. Mr. Schuster YEA, Ms. Walser YEA, Mr. Fantini YEA, Mr. Grassi YEA, Mr. Harding YEA, Ms. Nolan YEA, Mayor Reeves YEA.

On a motion by Mr. Fantini, seconded by Mr. Grassi, on the following roll call, it was voted to bring forward **Recommendation #06-97, Agreement with Cambridge Teachers Association for Expanded Learning Time Programs at King School and Fletcher/Maynard Academy**: that the School Committee accept and approve the agreement with the Cambridge Teachers Association regarding Expanded Learning Time Programs at King School and Fletcher/Maynard Academy. Mr. Schuster YEA, Ms. Walser YEA, Mr. Fantini YEA, Mr. Grassi YEA, Mr. Harding YEA, Ms. Nolan YEA, Mayor Reeves YEA. Mr. Maloney and the Superintendent were heard and responded to comments and questions by the Members. On a motion by Mr. Fantini, seconded by Mr. Grassi, on the following roll call, it was voted to adopt the foregoing **Recommendation #06-97**: Mr. Schuster YEA, Ms. Walser YEA, Mr. Fantini YEA, Mr. Grassi YEA, Mr. Harding YEA, Ms. Nolan YEA, Mayor Reeves YEA.

On a motion by Mr. Fantini, seconded by Mr. Grassi, on the following roll call, it was voted to adopt **Recommendation #06-104, Approval of Settlement of Action Pending Before Massachusetts Civil Service Commission:** that the School Committee accept and approve the Superintendent's recommendation relative to the settlement of a pending matter before the Massachusetts Civil Service Commission in accordance with WR06-133-CN(A). Mr. Schuster YEA, Ms. Walser YEA, Mr. Fantini YEA, Mr. Grassi YEA, Mr. Harding YEA, Ms. Nolan YEA, Mayor Reeves YEA.

On a motion by Mr. Fantini, seconded by Ms. Walser, on the following roll call, it was voted to adopt **Recommendation #06-107, Agreement for Two-Year Leave of Absence for Paul F. Toner to Serve as Vice President of the Massachusetts Teachers Association:** that the School Committee accept and approve the agreement providing Paul F. Toner with a two-year leave of absence to serve as Vice President of the Massachusetts Teachers Association. Mr. Schuster YEA, Ms. Walser YEA, Mr. Fantini YEA, Mr. Grassi YEA, MR. Harding YEA, Ms. Nolan YEA, Mayor Reeves YEA.

**Presentation:**

At this time the Chair introduced and welcomed City Councillor Henrietta Davis. Councillor Davis introduced Mary Hart, Chief Information Officer for the City, Jeff LaPlante, CPS Chief Technology Officer, and Ben Stanoff, AP and World History Teacher, CRLS. The Members were walked through a WiFi presentation including:

- The Digital Divide
- All-out System Survey
- Possibilities of having on-line access at CRLS
- Advantages of on-line access at CRLS
- Need for student computers
- Need for mechanism to make WiFi happen
- Joint collaboration between the School Committee and the School Department

The Members thanked the presenters for an informative presentation.

Mr. Fantini moved, seconded by Mr. Harding, to bring forward **Recommendation #06-98, Expanded Learning Time Grant:** that the School Committee accept and approve the recommendation for Fletcher/Maynard Academy and the Martin Luther King, Jr. School Redesign, Expanded Learning Time Schools Implementation Plan pending the funding of the grant by the State. Mr. Schuster YEA, Ms. Walser YEA, Mr. Fantini YEA, Mr. Grassi YEA, Mr. Harding YEA, Ms. Nolan YEA, Mayor Reeves YEA. Robin Harris, Principal, Fletcher/Maynard Academy, and Carol Learned-Miller, Principal, Dr. Martin Luther King School, were heard. The Principals walked members through the basics of the Expanded Learning Time Grant. The Superintendent and Mr. Maloney, and the Principals responded to Members comments and questions including:

- Transportation
- Crossing guards
- Anticipated challenges
- Stability of specialists

On a motion by Mr. Fantini, seconded by Ms. Walser, on the following roll call, it was voted to adopt **#06-98**. Mr. Schuster YEA, Ms. Walser YEA, Mr. Fantini YEA, Mr. Grassi YEA, Mr. Harding YEA, Ms. Nolan YEA, Mayor Reeves YEA.

The Chair acknowledged and welcomed former School Committee Member, Ben Lummis who was instrumental in securing the above Expanded Learning Time grants.

The Chair returned to the Regular Meeting.

#### **Presentation of the Records of Previous Meeting**

On a motion by Mr. Harding, seconded by Mr. Schuster, it was voted to accept the Minutes of the February 7, 2006, Regular Meeting.

#### **Public Testimony on School Committee Agenda**

- Paul Toner, CTA President, re Recommendations #06-97 and #06-106

Mr. Toner thanked the Members of the School Committee for their support during his tenure as CTA President. The Members offered their appreciation and best wishes to Mr. Toner.

The Chair closed public testimony.

**Reports and/or Comments from Student School Committee Members:** None

**Reconsideration of Votes Taken at Previous Meeting:** None

#### **Unfinished Business**

#### **Calendar**

On a motion by Mr. Fantini, seconded by Mr. Harding, on the following roll call, it was voted adopt **Recommendation #06-90: Amended Contract Award for Year Two of Cambridge Housing Authority "Bridge Program"**: Mr. Schuster YEA, Ms. Walser YEA, Mr. Fantini YEA, Mr. Grassi YEA, Mr. Harding YEA, Ms. Nolan YEA, Mayor Reeves YEA.

On a motion by Ms. Nolan, seconded by Mr. Harding, it was voted to remove **#06-129, Motion by Ms. Nolan** that the School Committee requests the Superintendent to present a 3-6 year district-wide technology strategic plan. This strategic plan should include an assessment of the current status of technology at all schools and at central administration, and future plans by program area. The plan should include a priority spending plan which is used to determine future projects based on availability of funding. The plan should include, for academic purchases, the rationale based on achievement goals, and any training for teachers, and for administrative purchases expected impact on productivity. Ms. Nolan explained that the motion was adopted at the June 6, 2006 meeting.

The Chair announced that the presentation on Report Card Task Force will be given at a later date since Dr. Turk was unable to be present.

Ms. Walser moved, seconded by Mr. Fantini, to bring forward items #06-96, #06-99 through #06-103 and #06-108 through #06-115. Mr. Harding removed #06-110. Ms. Nolan removed #06-96 and #06-115. Ms. Walser removed #06-99 through #06-101, #06-103, #06-108, #06-112, and #06-114. On the following roll call, the remaining items were adopted:

**#06-102, Draft, Academic School Calendar SY2007/2008:** that the School Committee accept and approve the recommendation of the Superintendent for the Academic School Calendar for SY2007/2008.

**#06-109,** June 8, 2006, letter from the Amigos School Council regarding safety.

**#06-111,** Motion by Mr. Harding that the Superintendent give a brief written update, including timeline, on the search for a new principal of the Amigos School.

**#06-113,** Report of the February 15, 2006, Budget Sub-Committee Meeting (Committee of the Whole).

Called for the purpose of a Public Forum on the FY2006-2007 School Department Budget.

Members Present: Ms. Nolan, Ms. Walsler, Co-Chairs, Mr. Fantini, Mr. Grassi, Mr. Harding, Mr. Schuster, Mayor Reeves

Ms. Nolan in the Chair.

A quorum of the Sub-Committee being present, the Chair called the meeting to order a 6:15 p.m.

Also Present: Superintendent Thomas Fowler-Finn  
Carolyn Turk, Deputy Superintendent  
James Maloney, Chief Operating Officer  
James Conry, Chief Financial Officer  
Maryann MacDonald, Executive Director, Student Achievement & Accountability  
Barbara Allen, Executive Director, Human Resources  
Jo Sullivan, Executive Director, Curriculum  
Edward McCormack, Executive Director, Special Education  
John Clifford, Educational Liaison

The Chair announced that the process for the evening would be informal and turned the meeting over to Superintendent Fowler-Finn. The Superintendent and Mr. Conry walked Members through a slide presentation "CPS FY06-07 Budget - Public Budget Forum", including:

- 5-Year Projected Revenues vs. Projected Expenditures - General Fund Budget
- Multi-Year Budget Comparison - Cambridge Public Schools
- FY05-06 Budget - Staffing Summary
- FY06-07 Budget - Enrollment Summary

At this time, the Chair entertained Public Comment.

The following individuals were heard regarding the budget:

- Leslie Brunetta
- Nancy Ack on behalf of GLBT Project 10

The Chair acknowledged and welcomed City Councillor Denise Simmons.

- Elie Yarden, Pleasant St.

- Bruce Silverman, Larch Rd.
- Maria Erlien
- Jonathan, Walden St.
- E. McCann
- Emily Dexter

Public comment was closed and the Superintendent and staff responded to some of the following questions, comments and concerns:

- Why are our results so much worse than Boston
- If we are going to stick with the budget what is the timeline for results
- We need dramatic change to turn this system around
- Are significant staff cuts the goal
- What is the real per pupil cost if we include grant funds
- Increase Project 10 Coordinator hours
- Want a budget that produces a desire to turn things around
- What is seen as the main curriculum problems
- Clarify tuition-out funds
- How many children are reading at grade level district-wide and how many are reading above grade level
- Per pupil spending should be made clear
- Teacher salaries as a percentage of the budget are the lowest in the state
- Put money back in the translation budget
- Will bilingual liaison hours be restored
- What is the breakdown of salary v. fixed costs
- Is there thinking that a significant amount that is being spent can be redeployed
- How are we doing with reading at grade level by grade 3
- Allot funds for AP and honors classes
- Why are children not enrolling in our public schools
- Will ISP be expanded
- What kind of funding will be in the budget to support good after school programs
- Include after school programs for middle schools
- Does the School Committee plan any scientific study of leavers
- Coordinate Jumpstart program with after school programs
- Hope that the IB conversation is not dead
- If students are not reading on grade level, what are we doing about it

Co-Chair Walser thanked everyone for his/her participation and announced that the Superintendent will present the proposed budget on March 14 at 6:00 p.m.

The meeting adjourned at 8:00 p.m.

Respectfully submitted,  
Marilyn Y. Bradshaw  
Executive Secretary to the School Committee

Mr. Schuster YEA, Ms. Walser YEA, Mr. Fantini YEA, Mr. Grassi YEA, Mr. Harding YEA, Ms. Nolan YEA, Mayor Reeves YEA.

Mr. Fantini in the Chair.

### Non-Consent Business

Ms. Nolan raised a question on the Consultant Services for Market Survey. Mr. Maloney and Chris Anderson, Consultant, Opinion Dynamics were heard. On a motion by Mr. Harding, seconded by Ms. Nolan, on the following roll call, it was voted to adopt **#06-96, Contract Award, Consultant Services for Market Survey**: that the School Committee accept and approve the contract award for Consultant Services for a Market Survey, funds to be provided from the General Fund Budget, Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with: Opinion Dynamics, 1030 Massachusetts Avenue, Cambridge, for the period of June 27, 2006 to December 27, 2006, in the amount of \$88,719.00. Mr. Schuster YEA, Ms. Walser YEA, Mr. Fantini YEA, Mr. Grassi YEA, Mr. Harding YEA, Ms. Nolan YEA, Mayor Reeves YEA.

Ms. Walser raised questions and concerns regarding **#06-99, City Council Order #O-16**: that the School Committee accept and approve City Council Order #O-16. The Superintendent and Mr. Maloney were heard. On a motion by Mr. Harding, seconded by Mr. Grassi, on a voice vote, the matter was referred to the Superintendent for action.

On a motion by Ms. Walser, seconded by Mr. Grassi, it was voted to Calendar items **#06-100, City Council Order #O-12**: that the School Committee accept and approve City Council Order #O-12, and **#06-101, City Council Order #O-36**: that the School Committee accept and approve City Council Order #O-36.

Ms. Walser pointed out that Agenda item #06-103, Grant Award, should be changed from (0) to (1). On the following roll call, it was voted to adopt **#06-103 Grant Award**: that School Committee accept and approve the Grant Award in the amount and for the period indicated:

1. Friends of the King School, Project/Grant SC05792, in the amount of \$88.50. Supplemental to Original School Committee Order C06-015. These funds are various donations and will be used for the school beautification and special events.

Mr. Schuster YEA, Ms. Walser YEA, Mr. Fantini YEA, Mr. Grassi YEA, Mr. Harding YEA, Ms. Nolan YEA, Mayor Reeves YEA.

Mayor Reeves in the Chair.

Ms. Walser was heard on the Goals Statements 2006/2007. Mr. Schuster was heard. On a motion by Mr. Fantini, seconded by Ms. Walser, on the following roll call, it was voted to adopt **#06-108, Approval of School Committee Goals Statements 2006/2007**: that the School Committee accept and approve the recommendation for the Goals Statements 2006/2007 as detailed in the document. Mr. Schuster NAY, Ms. Walser YEA, Mr. Fantini YEA, Mr. Grassi YEA, Mr. Harding YEA, Ms. Nolan YEA, Mayor Reeves YEA.

**#06-110**, Mr. Harding spoke to his motion: that the Superintendent consult with the Dept. of Traffic and Parking on the feasibility of increased traffic calming measures at and in close proximity to the Martin Luther King/Amigos School building. Further, that the Superintendent consult with the Cambridge Police Commissioner about placing an additional crossing guard at the Kinnaird Street entrance to the Martin Luther King/Amigos building by the beginning of the 2006/07 academic year. Mr. Grassi moved, seconded by Ms. Walser, a friendly amendment that the School Committee ask the City Council to have the City Manager study the feasibility of increased traffic calming measures

at and in close proximity to the Martin Luther King/Amigos School building. It was voted to adopt, as amended, **#06-110, Motion by Mr. Harding** that the School Committee ask the City Council to have the City Manager study the feasibility of increased traffic calming measures at and in close proximity to the Martin Luther King/Amigos School building. Further, that the Superintendent consult with the Cambridge Police Commissioner about placing an additional crossing guard at the Kinnaird Street entrance to the Martin Luther King/Amigos School building by the beginning of the 2006/07 academic year.

On a motion by Ms. Walser, seconded by Ms. Nolan, it was voted to suspend the Rules to extend the meeting to 10:20 p.m.

Ms. Walser moved, seconded by Mr. Grassi, to Table **#06-112**, Letter dated June 13, 2006, from D. Margaret Drury, City Clerk, forwarding three orders adopted by the Cambridge City Council.

Ms. Walser spoke to funding the "Mad Hot Cambridge" Ballroom dancing program. Mr. Fantini was heard. On a motion by Ms. Nolan, seconded by Mr. Fantini, it was voted to adopt **#06-114, Joint motion by Ms. Walser and Mr. Fantini** that the School Committee and the Superintendent consider how to fund the "Mad Hot Cambridge" Ballroom dancing program for 5<sup>th</sup> and 6<sup>th</sup> graders in all elementary schools for the upcoming year.

**#05-115, Motion by Ms. Walser** that the Superintendent include in the September Special Education Report information on progress made toward goals set forth in the Special Education Strategic Plan. Further that the report include a recommendation on how to periodically assess the level of satisfaction with special education services in CPS. Ms. Nolan offered a friendly amendment that the report include the research project results on parent satisfaction. It was voted to adopt the forgoing motion as amended.

**Non-Consent Business:**

Ms. Nolan requested the Superintendent to comment on the year-end balance. The Superintendent was heard.

Ms. Nolan moved, seconded by Ms. Walser, to suspend the Rules to extend the meeting to 10:25 p.m.

**Late Orders:**

On a motion by Ms. walser, seconded by Mr. Harding, it was voted that the School Committee send a letter of congratulations to the King Open School community, for the beautiful art mural on Cambridge Street.

On a motion by Mr. Harding, it was voted that a letter be sent to all departing principals wishing them success and happiness on their new endeavors and thanking them for their services to the Cambridge Public Schools.

On a motion by Mayor Reeves it was voted that, on behalf of the Cambridge School Committee, a letter be sent to Marilyn Y. Bradshaw at this time of great personal loss.

On a motion by Mr. Grassi, seconded by Mr. Fantini, it was voted to adjourn (10:19 p.m.)

Adjourned  
Patricia A. Berry  
Secretary