

SCHOOL COMMITTEE

(Official Report)

Regular Meeting

Tuesday, November 18, 2003

Members Present: Mr. Fantini, Mr. Grassi, Mr. Harding, Mr. Price, Ms. Turkel, 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 6:00 p.m.

Presentation of the Records

On a motion by Ms. Turkel, seconded by Mr. Harding, it was voted to accept the Minutes of the following meetings:

- Regular Meeting - October 21, 2003
- Regular Meeting - October 7, 2003
- Regular Meeting - June 3, 2003
- Regular Meeting - May 20, 2003
- Special Meeting - May 13, 2003 - 6:00 p.m.
- Special Meeting - May 13, 2003 - 7:00 p.m.

Public Comment on School Committee Agenda

The following individuals were heard:

- Paul Toner, President, CTA in support of Fantini and Walser motion re charter schools

On a motion by Mr. Grassi, seconded by Mr. Fantini, it was voted to suspend the Rules to allow Mr. Toner additional time to speak.

- Bruce Silverman, Larch Rd, re PASTE

On a motion by Mr. Harding, seconded by Ms. Walser, it was voted to close Public Comment.

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

Superintendent's Consent Agenda

Ms. Walser moved, seconded by Mr. Grassi, for adoption of Superintendent's Recommendations #03-133 through #03-159. #03-134 was withdrawn at the request of the Superintendent. Mayor Sullivan removed #03-137. #03-154 and #03-155 removed to be taken up in Executive Session. Ms. Turkel removed #03-135 and #03-159. Mr. Grassi removed #03-156 and #03-157. Mr. Fantini removed #03-133 and #03-138. On the following roll call, the remaining items were adopted:

#03-136, Approval of Criminal Offender Record Information Policy, Second Reading: that the School Committee approve the Criminal Offender Record Information Policy as detailed in the document. The document is being presented for its second reading and incorporates additions and revisions that were discussed during the first reading of the policy at the October 21, 2003 public meeting of the Cambridge School Committee. The revised administrative guidelines and procedures for criminal offender record information checks are for your reference. In accordance with the provisions of the M.G.L.c. 71, §38R, as amended by Chapter 385 of the Acts of 2002 and M.G.L.c. 6, §172I, the Cambridge Public Schools is recommending the Criminal Offender Record Information Policy be adopted.

#03-139, Contracts for Educational Services Not Available in the Cambridge Public Schools: that the School Committee award contracts to the institutions on the list below, in amounts not to exceed the shown rates, having been approved by the Operational Services Division of the Commonwealth of Massachusetts, funds to be provided from the general fund budget. Placement of students in Program Prototype for implementation of educational plans in accordance with Chapter 766. This recommendation replaces the original submission to the October 21, 2003 School Committee Meeting. The previous submission contained calculation errors relative to the number of contracts submitted to be approved.

2 contracts	EDCO, 20 Kent Street, Brookline, MA	\$66,305.00
7 contracts	Kennedy Day School, 30 Warren Street, Brighton, MA	\$264,649.42
1 contract	Lighthouse School, 25 Wellman Avenue, North Chelmsford, MA	\$45,428.40
2 contracts	Compass, 26 Sunnyside Street, Jamaica Plain, MA	\$69,533.94
1 contract	Nashoba Learning Group, 10B Church Street, Westford, MA	\$76,669.33
1 contract	Landmark School, P.O. Box 227, Prides Crossing, MA	\$32,556.47
4 contracts	League School, 300 Boston-Providence Turnpike, Walpole, MA	\$206,971.20
2 contracts	New England Pediatric Care, 78 Boston Road, North Billerica, MA	\$93,477.60
1 contract	Deveraux Foundation, P.O. Box 219, 60 Miles Road, Rutland, MA	\$62,679.87
1 contract	Melmark Home, Inc., 2600 Wayland Road, Berwyn, PA.	\$61,724.73
1 contract	Harbor Schools, 26 Rolfes Lane, Newbury, MA	\$43,963.23
<u>1 contract</u>	May Institute, P.O. Box 847240, Boston, MA	<u>\$52,146.74</u>
24 contracts		\$1,076,105.93

#03-140, Contracts for Educational Services Not Available in the Cambridge Public Schools: that the School Committee award contracts to the institutions below in the amounts not to exceed the shown rates, having been approved by the Operational Services Division of the Commonwealth of Massachusetts, funds to be provided from the general fund budget. Placement of students in Program Prototype for implementation of educational plans in accordance with Chapter 766.

1 contract	The Forman School, 12 Norfolk Road, P.O. Box 80, Litchfield CT.	\$39,000.00
2 contracts	Bay Cove Human Service, Inc., 66 Canal Street, Boston, MA	\$94,354.18
1 contract	Community Therapeutic Day School, 187 Spring Street, Lexington, MA	\$45,247.26
1 contract	Kennedy Day School, 30 Warren Street, Brighton, MA	\$37,807.06

3 contracts	Beacon High School, 74 Green Street, Brookline, MA	\$68,375.34
3 contracts	Boston College Campus, Campion Hall, Room 197, Chestnut Hill, MA	\$136,109.16
1 contract	Harbor Schools, 26 Rolfes Lane, Newbury, MA	\$49,368.63
<u>1 contract</u>	Gifford School, 177 Boston Post Road, Weston, MA	<u>\$40,971.80</u>
13 contracts		\$511,233.43

#03-141, Contracts for Educational Services Not Available in the Cambridge Public Schools: that the School Committee award contracts to the institutions shown below, in amounts not to exceed the shown rates, having been approved by the Operational Services Division of the Commonwealth of Massachusetts funds to be provided from the general fund budget:

1 contract	Hillcrest Educational Centers, P.O. Box 4699, Pittsfield, MA	\$212,854.62
<u>1 contract</u>	F. L. Chamberlain School, Box 778, Middleboro, MA	<u>93,205.66</u>
2 contracts		\$306,060.28

#03-142, Special Education Contract Award: that the School Committee award a contract in the amount of \$78,344.00 to the Community and School Based Programs (CASP), a Division of the Walker Home and School for delivery of Behavioral Consultation and Training to Cambridge Teachers as part of the Elementary School Foster and Kinship Care Project. Project workers will support Cambridge teachers within their classrooms regarding behavioral strategies for specific foster and kinship care children, based on individual needs. Additionally, the workers will be available throughout the year for as-needed assistance with children via pages, voice mail, and ongoing check-ins with the schools. Finally, one of the trainings CASP staff will offer to all Cambridge teachers will focus on behavior management strategies for troubled children.

With the support of identified Cambridge teachers, Walker School will facilitate the training of foster and kinship care families regarding such topics as behavior management, teamwork with schools, etc. These trainings will be held within the four focus schools or another centralized location within the Cambridge community, since DSS now requires foster families to participate in a minimum of 10 hours of specialized training per year (unrestrictive homes only), parents will be encouraged to attend the trainings sponsored by this project.

The focus schools will be Fletcher/Maynard, Peabody, King/Amigos, King Open, Tobin, Morse, Baldwin, and Kennedy/Longfellow.

#03-143, Request for Travel/Conference: that the School Committee approve the request for travel for the following persons listed below, for the following amounts not to exceed \$5,100.00, to attend the Minority Student Achievement Network Conference, in Arlington, Virginia, October 16 – 18, 2003.

<u>NAME</u>	<u>POSITION</u>	<u>AMOUNT</u>
Phillip Harrington	Teacher	\$850.00
Marilyn Madden	Teacher	850.00
Sally Orme	Teacher	850.00
Charlene Greene	Teacher	850.00
Dionne Campbell	Teacher	850.00
Jermaine Myrie	Teacher	<u>850.00</u>
	TOTAL	\$5,100.00

#03-144, Request for Travel/Site Visit: that the School Committee approve the request for travel for LENORE PRUESER, Director, in an amount not to exceed \$790.00, to attend the McKinney Vento Homeless School Program Site Visit, in Philadelphia, PA, November 16-17, 2003.

#03-145, Special Education Contract Award: that the School Committee award a contract in the amount of \$34,406.40 to All Star Staffing, 151 Merrimac Street, Boston, for the delivery of Allied Health Services to a Cambridge School Department Student. A Certified Nursing Assistant (CNA) will provide to a freshman student at CRLS. The student is paraplegic and requires daily one to one assistance with mealtimes, toileting and associated health related activities. Services will be delivered for a total of 32 hours a week for 42 weeks. Services will be delivered to the student at Cambridge Rindge and Latin School.

#03-146, Special Education Contract Award: that the School Committee award a contract in the amount of \$93,180.00 to the Cambridge Health Alliance (CHA), 1493 Cambridge Street, Cambridge, for delivery of psychiatric testing and consultation services. Cambridge Health Alliance will provide the following services to the Cambridge Public School Office of Special Education to students identified as "at risk":

- "Fast Team" Psychiatric Assessments.
- Psychiatric Consultation.
- Diagnostic Consultation and Hospital Liaison Services.
- Psychiatric Evaluation report writing and submission.

Service delivery will take place as directed by the Office of Special Education and will encompass students from all areas of the CPS community.

#03-147, Energy Management and Monitoring Services: that the School Committee award a contract to the following vendor Johnson Controls, Inc., 39 Salem Street, Lynnfield, MA, for the period of November 1, 2003 to October 31, 2006, in the amount of \$155,511.00, for Energy Management and Monitoring services. Funds to be provided from the General Fund budget, Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with. This contract is for the Energy Management and Monitoring Services for nine elementary schools and CRLS, using existing Johnson Controls hardware software. Johnson Controls was the sole bidder for this contract and the bid price represents a cost decrease of approximately \$11,700.00 from FY 02-03.

#03-148, Request for Travel/Conference: that the School Committee approve the request for travel for NANCY KELLY, Curriculum Facilitator, in the amount of \$721.50; and for JESSIE WENNING, Staff Developer, in the amount of \$750.00, total not to exceed \$1,471.50, to attend the NAEC Annual Convention, in Chicago, IL., November 5-8, 2003.

#03-149, Request for Travel/Conference: that the School Committee approve the request for travel for JOSEPH CICCULO, Interim Executive Director, in the amount of \$1,674.00; and for MARIA FERRI, Assistant Director, in the amount of \$1,674.00, total not to exceed \$3,348.00, to attend the ACTE Annual Convention & Career Tech. Expo., in Orlando, Florida, December 11 – 14, 2003.

#03-150, Request for Travel/Conference: that the School Committee approve the request for travel for STEVE RIVERA, Teacher, in the amount of \$705.00; and for ROB COOPER, Teacher, in the amount of \$705.00, total not to exceed \$1,410.00, to attend the YES Train The Trainer Conference, in Harrisburg, PA, March 24 – 25, 2004.

#03-151, Request for Travel/Conference: that the School Committee approve the request for travel for CORINNE VARON, Coordinator, in the amount of \$1,418.00; and for MARY CAZABON, Director, in the amount of \$1,419.50, total not to exceed \$2,837.50, to attend the U.S. DOE Language Summit, in Washington, DC, December 1 – 4, 2003.

#03-152, Request for Travel/Conference: that the School Committee approve the request for travel for JEFFREY LAPLANTE, Chief Technology Officer, in an amount not to exceed \$624.20, to attend the e-Scholar User Conference, in White Plains, New York, November 18 – 19, 2003.

#03-153, Approval of Home Schooling Applications for School Year 2003/2004: that the School Committee approve the home school applications for the 2003/2004 school year. The report includes information pertaining to the students whose families are seeking approval to educate their children at home. Approval of the manner of instruction in each of the home school applications is required in order for each of the children to be exempt from the compulsory requirements of the state law.

#03-158, Grant Awards, FY03-04: that the School Committee accept and approve the following grant awards in the amounts and for the periods indicated.

1. MIT/Urban Focus Small Grant Program, Project/Grant SC04769, for the period of September 1, 2003 to August 31, 2004, in the amount of \$1,000.00. This grant will be used for the purchase of a metering system for Cambridge Rindge and Latin solar panels as part of the high school science program.
2. Technology Enhancement Options, Project/Grant SC04770, for the period of September 24, 2003 to August 31, 2004, in the amount of \$127,096.00. This grant will develop technology-enhanced curriculum in consultation with the Teaching for Understanding curriculum development framework and the state content standards for English Language Arts, History and Social Science, Science, the Arts and Instructional Technology. Through the grant, Project Zero of the Harvard Graduate School of Education will provide rigorous courses from its online professional development program entitled WIDE (Wide-scale Interactive Development for Educators). Workshops and instructional materials are also funded by the grant.
3. Friends of the Cambridgeport School, Project/Grant SC04771, for the period of September 1, 2003 to August 31, 2004, in the amount of \$7,920.00. This grant has been made to match funds provided by Massachusetts Cultural Commission grant for consultants to the Visual Arts Initiative at the Cambridgeport School.
4. The Harvard Center for Astrophysics, Project/Grant SC04772, for the period of October 27, 2003 to June 30, 2004, in the amount of \$5,000.00. This is a sub-contract from the Harvard Smithsonian Center for Astrophysics to Cambridge Public Schools. As part of the NASA-sponsored Education Forum on the Structure and Evolution of the Universe, Smithsonian will provide \$5,000 to be used to support teacher stipends associated with development, implementation and evaluation of this model of professional development.

Ms. Turkel YEA, Ms. Walser YEA, Mr. Fantini YEA, Mr. Grassi YEA, Mr. Harding YEA, Mr. Price YEA, Mayor Sullivan YEA.

On a motion by Mr. Grassi, on the following roll call, **#03-157, Consultant Agreements**, was adopted: that the School Committee approve consultant agreements with the companies or individuals, in the amounts set forth, funds to be provided as shown.

1. Agenda for Children, Cambridge, in the amount of \$20,000.00, account 53101, fund 25000, org. 869871, prog. 871, project/grant SC04743;
2. Robert Berardi, Milford, in the amount of \$15,000.00, account 53101, fund 25000, org. 852375, prog. 375, project/grant SC04674;
3. Cambridge Economic Opportunity Committee, Cambridge, in the amount of \$9,694.00, account 53101, fund 15000, org. 849234, prog. 234; and in the amount of \$30,000.00, org. 849137, prog. 137;
4. Castle School, Cambridge, in the amount of \$16,108.00, account 53101, fund 25000, org. 859651, prog 651, project/grant SC04604;

5. Dennis Connolly, Medford, in the amount of \$5,000.00, account 53101, fund 15000, org. 852375, prog. 375;
6. Cross Cultural Communication Systems, Winchester, in the amount of \$13,500.00, account 53101, fund 25000, org. 858626, prog. 626, project/grant SC04691;
7. Deborah Galef, Cambridge, in the amount of \$1,000.00, account 53101, fund 15000, org. 854627, prog. 627; and in the amount of \$5,000.00, fund 25000, org. 828148, prog. 148, project/grant SC03730;
8. Lesley University, Cambridge, in the amount of \$10,000.00, account 53101, fund 25000, org. 852375, prog.375, project/grant SC04674;
9. Carmen Manso, Cambridge, in the amount of \$5,800.00, account 53101, fund 25000, org. 815148, prog.148, project/grant SC03702;
10. Brian Mooney, Cambridge, in the amount of \$5,500.00, account 53101, fund 25000, org. 858626, prog. 626, SC04691;
11. Evangeline Stefanakis, Cambridge, in the amount of \$10,000.00, account 53101, fund 15000, org. 830660, prog. 660;
12. Summerbridge/Cambridge, Cambridge, in the amount of \$28,997.00, account 53101, fund 15000, org. 893410, prog. 410;
13. Julie Ward, Malden, in the amount of \$2,500.00, account 53101, fund 15000, org. 854627, prog. 627; and in the amount of \$2,500.00, org. 815155, prog. 155; and in the amount of \$2,500.00, org. 817155, prog. 155;
14. Amy Warren, White Plains, MD, in the amount of \$8,000.00, account 53101, fund 25000, org. 825375, proj. 375, project/grant SC04674.

Ms. Turkel YEA, Ms. Walser YEA, Mr. Fantini YEA, Mr. Grassi PRESENT, Mr. Harding YEA, Mr. Price YEA, Mayor Sullivan YEA.

Reconsideration of Votes Taken at Previous Meeting: None

Unfinished Business

The Members passed over Unfinished Business.

School Committee Consent Agenda

Mr. Grassi moved, seconded by Mr. Price, for adoption of items #1 through #6. Mr. Harding removed #1 and #4. Mr. Grassi removed #2. On a voice vote, the remaining items were adopted:

#3, Motion by Mr. Grassi that the Superintendent develop a report on students suspended out of school for the past three years. This report should include demographics as well as trends in academic achievement. This report may include interventions that are currently in place and/or a set of recommendations to better meet the educational needs of students.

#5, Joint motion by Mr. Fantini and Ms. Walser that whereas the Cambridge School Committee and the School Department are engaged in a systematic and comprehensive plan for closing the achievement gap and creating excellent public schools, and whereas the state government is in the midst of a fiscal crisis, has enacted unfunded mandates, and has cut local aid and special education reimbursements and may do so again, the School Committee requests that all members of the State Legislature support a moratorium on new charter schools. Further, the School Committee requests that the Board of Education decline to grant a charter to the Cambridge Community Charter high school given the aggressive efforts of Cambridge in closing the achievement gap; and further, the eventual transfer of \$6.7 million annually to the new charter school would negatively affect such efforts. We ask all citizens of Cambridge to join us in supporting this resolution.

#6, Report of the Joint Meeting of the School Committee Sub-Committee on the Budget and the City Council Finance Committee - May 27, 2003.

Called for 6:00 p.m. in the Sullivan Chamber, City Hall, Cambridge, for the purpose of discussing the FY03-04 School Department Budget.

City Councillors present: Councillor Davis, Councillor Decker, Councillor Galluccio, Councillor Maher, Councillor Murphy, Councillor Reeves, Mayor Sullivan, Councillor Toomey

Brian Murphy, Chairman, Finance Committee, in the Chair.

A quorum of the Finance Committee being present, the Chair called the meeting to order.

School Committee Members present: Mr. Price, Ms. Turkel, Co-Chairs, Sub-Committee on the Budget, Mr. Fantini, Mr. Grassi, Ms. Walser

The Chair entertained public comment.

The following individuals were heard:

- Robin Harris, Principal, Fletcher/Maynard Academy
- Dennis Friedler
- J. Perlman
- Robert Binstock

The Chairman concluded public comment.

The Co-Chairs, the Superintendent, the Chief Financial Officer and the Chief Operating Officer reviewed the budget and responded to questions and comments raised by the Councillors.

On a motion by Councillor Maher, it was voted that the FY2003-2004 School Department budget be referred to the full City Council with the same to be passed.

The following individual was heard:

- Ken Pierce

Councillor Murphy adjourned the meeting at 9:15 p.m.

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

Superintendent Non-Consent Agenda

Mr. Fantini raised a question on whether staff should acknowledge that they have read and accepted the policy. The Superintendent was heard and will consult with Legal Counsel. On a motion by Mr. Fantini, seconded by Ms. Turkel, it was voted to adopt **#03-133, Approval of Modifications to Acceptable Use Policy**, Second Reading, as follows: that the School Committee approve the modifications to the acceptable Use Policy as detailed in the document. The document is being presented for its second reading at the November 18, 2003 meeting of the Cambridge School Committee. The first reading of the document was at the October 21, 2003 public meeting of the Cambridge School Committee. In accordance with the provisions of the Federal Children's Internet Protection Act, which conditions federal funding on public school use of software filters on internet access, and in order to clarify usage issues under the existing Cambridge Public Schools Acceptable Use Policy, the Cambridge Public Schools is recommending the modifications to the Acceptable Use Policy detailed in the document.

#03-134, Approval of Rindge School of Technical Arts Program Admission Policy - Second Reading. This recommendation is withdrawn by the Superintendent who will resubmit it for a first reading at the first Regular Meeting in December, to reflect changes made by the State Department of Education.

Ms. Turkel moved, seconded by Mr. Harding, the following amendments to page 5, item #9, sentences one and two: "Chaperones will only be allowed to bring minor family members at the discretion of the Principal...", and "Chaperones will agree to...if requested by the Principal." Mr. Fantini moved an amendment, seconded by Mr. Harding, to include "day trips". On a voice vote, the red-line version was adopted as amended: **#03-135, Approval of Field Trip Policy**, Second Reading: that the School Committee approve the amendments to the field trip policy as detailed in the document. The document is being presented for its second reading and incorporates the additions and revisions that were discussed during the first reading of the policy at the October 21, 2003 public meeting of the Cambridge School Committee. In accordance with the provisions of Massachusetts General Laws chapter 71, §37N, the School Committee is required to approve a policy with respect to overnight, out-of-state and out-of-country field trips and to consider the model field trip policy developed by the Massachusetts Department of Education in adopting its own field trip policy.

#03-137, Approval of Amendments to Policy and Procedures for the Administration of Prescription Medication and for Management of Life Threatening Food Allergies in the Schools, First Reading. Mayor Sullivan referenced State guidelines regarding allergies and suggested that those guidelines be applied locally. Ms. Turkel asked the Superintendent to speak to the policy. The Superintendent and Ms. MacFarlane were heard. Members raised questions on whether the criteria required to administer prescription medication should be raised, whether there should be a licensed practitioner in every school, who is the board of trustees, who will be responsible for storing medication in a secure place, and who is the nursing staff at every school and what is their designation. The Superintendent and Ms. MacFarlane were heard. On a voice vote, the policy is referred for a second reading, as follows: that the School Committee approve the amendments to the policy and procedures for the Administration of Prescription Medication as detailed in the document. The document is being presented for its first reading at the November 18, 2003 School Committee Meeting. The Code of Massachusetts Regulations, 105 C.M.R. 210.00 et seq., require school districts to adopt policies and procedures governing the administration of prescription medications.

Mr. Fantini asked Ms. MacFarlane to give an overview of the following policy. The Superintendent and Ms. MacFarlane were heard and responded to Members questions and comments. On a voice vote, the following is referred for a second reading: **#03-138, Approval of Amendments to Non-Discrimination Policy and Prohibition Against Sexual Harassment**, First Reading: that the School Committee approve the amendments to the non-discrimination policy and prohibition against sexual harassment as detailed in the document. The document is being presented for its first reading at the November 18, 2003 School Committee Meeting. Massachusetts General Laws chapter 151B and federal discrimination laws require school districts to have policies prohibiting discrimination and setting for detailed procedures for the investigation of complaints of discrimination and harassment.

On a motion by Mr. Grassi, on the following roll call, **#03-156, Service Agreements**, was adopted: That the School Committee approve agreements with the following individuals as indicated in the amounts set forth, funds to be provided as shown.

1. Debbie Chandler, Cambridge, in the amount of \$6,000.00, account 51201 fund 15000, org. 815147, prog. 147;
2. Maria Da Silva, Somerville, in the amount of \$11,590.00, account 51117, fund 25000, org. 858626, prog. 626, project/grant SC04691;
3. Margaret Gallagher, Cambridge, in the amount of \$5,000.00, account 51117, fund 25000, org. 865893, prog. 893, project/grant SC04707;
4. Clare Garman, Medford, in the amount of \$7,500.00, account 53101, fund 15000, org. 830252, prog. 252;
5. John Sullivan, Belmont, in the amount of \$15,000.00, account 51202, fund 24000, org. 837561, prog. 561, project/grant SC00410;
6. Eileen Taxe-Levine, Medford, in the amount of \$5,000.00 account 51117, fund 25000, org. 865893, prog. 893, project/grant SC04707;
7. Bill Timmins, Arlington, in the amount of \$15,000.00, account 51202, fund 24000, org. 837561, prog. 561, project/grant SC00410;
8. Alixon Vincent, Cambridge, in the amount of \$8,150.00, account 51117, fund 25000, org. 858626, prog. 626, project/grant SC04691;
9. Shellie West, Belmont, in the amount of \$11,742.00, account 53101, fund 15000, org. 852335, prog. 335.

Ms. Turkel YEA, Ms. Walser YEA, Mr. Fantini YEA, Mr. Grassi YEA, Mr. Harding YEA, Mr. Price YEA, Mayor Sullivan YEA.

Ms. Turkel asked the Superintendent to speak to **#03-159, Controlled Choice Plan Review**. The Superintendent was heard. Mr. Maloney walked Members through the following slide presentation:

- SES Ratio
- Schools Within SES Balance
- Schools that Narrowed SES Gap
- School that Expanded the Gap
- Schools with the Greatest Variance from the District-wide Goal
- Kindergarten Registration Applicants.

The Superintendent and Mr. Maloney responded to Members' questions and comments. On a motion by Ms. Turkel, seconded by Mayor Sullivan, it was voted to adopt **#03-159, Controlled Choice Plan Review: November, 2003**, as follows:

1. That the School Committee maintain the range of 10% plus or minus of the district-wide percentage of free and reduced school meal socioeconomic status for student assignment to each grade in each school for the 2004-2005 school year.

Further, that the following items be referred back to the Superintendent:

2. That the Superintendent attempt to improve equity in student assignments based upon socioeconomic status by revising internal procedures for initial enrollment of kindergarten and new students.
3. That the School Committee authorize the Superintendent to consider the addition of gender equity as a factor in student assignment and return to the Committee with a recommendation, as necessary, regarding any and all factors to accommodate the success of the Plan.

School Committee Non-Consent Agenda

- #1, Motion by Mayor Sullivan** that the following Members be appointed to serve on the Ad-Hoc Committee on the Inauguration: Nancy Walsler, Members-Elect Ben Lummis and Marc McGovern. Mr. Harding requested and received unanimous consent to be added to the Ad-Hoc Committee. On a motion by Ms. Turkel, on a voice vote, the foregoing motion was adopted as amended.
- #2, Motion by Ms. Turkel** that the Superintendent look into finding the funding necessary (approximately \$10,000) to insure that a full 10 sessions of "Know Your Body" be taught at the fifth grade level this year as it has been in the past years. On a motion by Mr. Grassi, seconded by Ms. Turkel, it was voted to refer the foregoing motion to the Superintendent for a recommendation.
- #4, Motion by Ms. Walsler** that the Revised Rules of the School Committee be adopted. The Chair moved the following amendment to the Rules: "Further that the Cambridge School Committee is ceasing its practice of requiring School Committee approval of out-of-state travel by School Department employees. Instead, only travel in excess of \$25,000 will require approval by the Cambridge School Committee." Mr. Harding expressed his disapproval of the addendum and asked the Superintendent to speak to it. The Superintendent was heard. Ms. Turkel moved an amendment "to include a biannual report on travel in Appendix A". On a voice vote, Ms. Turkel's amendment was adopted. On a motion by Mr. Grassi, seconded by Mr. Fantini, on a voice vote, the following amendment to page 12, section 22 was adopted: "that all requests for information or motions passed by the City Council that pertain to the School Department be sent to the School Committee as part of the agenda. The School Committee will refer these communications to the Superintendent of Schools". Mr. Harding raised a question on moving to one Agenda. The Superintendent was heard. On the following roll call, the Rules of the School Committee were adopted as amended and placed on the Calendar: Ms. Turkel YEA, Ms. Walsler YEA, Mr. Fantini YEA, Mr. Grassi YEA, Mr. Harding YEA, Mr. Price YEA, Mayor Sullivan YEA.

The Chair turned the meeting over to the Superintendent for a follow-up presentation on the Quarterly Affirmative Action Report. The Superintendent introduced Ms. Barbara Allen, Executive Director of Human Resources and Dr. Kahris McLaughlin, Affirmative Action Officer. Ms. Allen summarized the Education Reform Act of 1993 that particularly affect hiring decisions, and Dr. McLaughlin presented affirmative action goals and progress in light of the Ed Reform Laws. The Superintendent and staff responded to some of the Members questions and concerns:

- Need to see a comprehensive plan and details on conclusions and next steps that will help us reach our goals
- Are we not achieving goals because of ed reform or because of who is on the interviewing committee
- Where are we in the process of streamlining hiring practices
- Is there a pilot program in place to offer applicants jobs on site
- Need to see a report on non-building based employees
- How does Cambridge compare to other districts in Massachusetts
- Will principals be evaluated on the increase in minorities in their building
- Need to work with local universities on scholarships for our students interested in teaching

- Which races are included in staff of color category
- Is there a way to generate a pool of applicants for principals to select from that is more diverse

The Members thanked the Superintendent, Dr. McLaughlin and Ms. Allen for the report. The Superintendent was heard.

On a motion by Mr. Price, seconded by Mr. Harding, on the following roll call, it was voted to convene in Executive Session for the purpose of discussing litigation strategy: Ms. Turkel YEA, Ms. Walser YEA, Mr. Fantini YEA, Mr. Grassi YEA, Mr. Harding YEA, Mr. Price YEA, Mayor Sullivan YEA.

The Chair announced that no votes will be taken in Executive Session and the Committee will reconvene in Open Session.

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 MCAD settlement action and strategy for contract negotiation with Legal Counsel. On a motion by Mr. Grassi, seconded by Ms. Turkel, it was voted to reconvene in Open Session.

Mayor Sullivan in the Chair.

The Chair reconvened the meeting and announced that no votes were taken in Executive Session.

On a motion by Mr. Fantini, seconded by Ms. Walser, on the following roll call, **#03-154, Settlement of Pending Middlesex Superior Court Action**, was adopted: that the School Committee approve the Superintendent's recommendation relative to the settlement of a pending Middlesex Superior Court action in accordance with WR03-11. This is a negotiated settlement agreement of a pending Middlesex Superior Court action, civil action number MICV2003-01825. Ms. Turkel YEA, Ms. Walser YEA, Mr. Fantini YEA, Mr. Grassi YEA, Mr. Harding YEA, Mr. Price YEA, Mayor Sullivan YEA. Mr. Fantini moved, seconded by Mr. Price, for suspension of the Rules for the purpose of moving reconsideration of all votes taken this evening. The Rules having been suspended, a motion to reconsider the votes taken this evening, hoping the same would not prevail, failed of adoption.

#03-155, Approval of Local 1611 Custodial Unit Contract July 1, 2003-June 30, 2006. On a motion by Mayor Sullivan, on a voice vote, the following amendment to the recommendation portion of the collective bargaining agreement was adopted: "Approval of the School Committee of this recommendation is subject to the School Committee ratifying the vote taken with respect to this collective bargaining agreement at the first meeting of the School Committee in January 2004." On the following roll call, **#03-155, Approval of Local 1611 Custodial Unit Contract July 1, 2003-June 30, 2006**, was adopted as amended: that the School Committee approve the Memorandum of Agreement for a collective bargaining agreement between the Council 93, Local 1611 AFSCME Custodial Unit and the Cambridge School Committee for the period July 1, 2003 to June 30, 2006, subject to ratification of such agreement by the members of the bargaining unit. Approval of the School Committee of this recommendation is

subject to the School Committee ratifying the vote taken with respect to this collective bargaining agreement at the first meeting of the School Committee in January 2004.

The agreement was reached by the negotiating teams and is pending ratification by the unit membership. The agreement includes the following:

- Three-year agreement: - 7/1/03 – 6/30/06
- Salary Schedule Increases:
 - Year 1 (FY2003-04) – 3% increase effective April 1, 2004
 - Year 2 (FY2004-05) – 3% increase effective October 1, 2004
 - Year 3 (FY2005-06) – 4¼% Increase effective July 1, 2005
- Clothing Allowance – increase annual amount by \$50, (From \$600 to \$650 annually), beginning in Year 2 of contract.
- Outside User Paid Detail Rates – increase by \$1.00 per hour (to \$28/hour for regular overtime, and \$38 for Sundays and Holidays), effective Year 2 of contract
- Transfer to Vacancies – change of language to provide more flexibility for Principals in selecting staff:

“The School Committee and the Union agree that the language of Article 6 of the collective bargaining agreement between the parties does not prohibit the school department from interviewing more than the top three applicants for a position when one or more of the initial top three applicants withdraws the application from consideration either by formal withdrawal of his/her application, acceptance of another position within the unit or declining to accept an offer for the particular position.”

- Other changes to effective dates, and updated job titles and school names

The Financial Cost of this settlement are as follows:

<u>Salary Increases:</u>	<u>Budget Cost</u>
FY03-04 – 3% salary increase effective 4/1/04	\$24,413
FY04-05 – Carryover cost of full 12 months of 4/1/04 3% salary increase	\$73,239
- 3% salary increase effective 10/1/04	<u>75,436</u>
Total:	\$148,674
FY05-06 – Carryover cost of full 12 months of 10/1/04 3% salary increase	\$25,145
- 4¼% salary increase effective 7/1/05	<u>146,764</u>
Total	\$171,910
<u>Other:</u>	
FY04-05 - Clothing Allowance increase of \$50	\$3,750
- Outside user detail fees – (no cost to School Department Budget)	0

Ms. Turkel YEA, Ms. Walser YEA, Mr. Fantini YEA, Mr. Grassi YEA, Mr. Harding YEA, Mr. Price YEA, Mayor Sullivan YEA. Mr. Price moved, seconded by Mr. Grassi, 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.

Late Orders

On a motion by Mayor Sullivan, seconded by Mr. Harding, it was voted that the December 16 meeting be changed to 5:00 p.m.

On a motion by Mr. Grassi, seconded by Mr. Price, it was voted that the School Committee Secretary inform the City Clerk of the new procedures on communication from the City Council.

On a motion by Ms. Turkel, seconded by Mr. Price, it was voted to adjourn (8:38 p.m.)

Adjourned
Marilyn Y. Bradshaw
Executive Secretary to the School Committee