

SCHOOL COMMITTEE

(Official Report)

Regular Meeting

Tuesday, March 4, 2008

Members Present: Mr. Fantini, Mr. Grassi, Mr. McGovern, Ms. Nolan, Mr. Schuster, Ms. Tauber,
Mayor Simmons

Mayor Simmons 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 of Previous Meetings:

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

- Regular Meeting – February 5, 2008
- Regular Meeting – January 22, 2008
- Regular Meeting – December 18, 2007

Public Comment

The following individuals were heard:

- Jenny Brown, Paul Gore St., Jamaica Plain, re Summerbridge funding
- Esther Jules, re Summerbridge funding

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

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

Reconsideration of Votes Taken at Previous Meeting: None

Unfinished Business from Previous Meetings

A. Calendar

B. Tabled Matters

C. Awaiting Report

Ms. Nolan raised a question on the status of the CPS Security Study update (C07-335). The Superintendent and Mr. Maloney were heard and said the update will be in Friday's "Weekly".

New Business

A. Presentations

Mr. McGovern in the Chair.

The Chair turned the meeting over to the Superintendent.

Mayor Simmons in the Chair.

The Superintendent presented "The 2008-2009 Budget, Elevating Instruction: A Challenge to Students, Staff and Community", including:

- Guiding Principles:
 1. School Program Structure and Small Class Size are Maintained
 2. Special Education Services are Supported and Improved
 3. Effectiveness of Programs Will Drive Funding Decisions
 4. The Importance of Collaboration Among Community Partners in Raising Achievement for All is Recognized
 5. Continuation of Effective Summer Programs is Maintained
- Resolving the Budgetary Gap
- A Programmatic Strengthening of Curriculum
 - Strengthening of High School Deans Role in Curriculum Leadership
 - High School Improvements
 - A Focus on Middle School Programs
 - A Horace Mann Approach to Curriculum
 - Cambridge Leadership Network
 - The Achievement Gap: A Continued Priority
 - Outcomes of Students by Subgroup
 - Advanced Math Instruction
- Strengthening Special Education
 - Autism Specialist
 - Applied Behavior Analysis Specialist
 - Co-teaching Model of Instruction
 - Ombudspersons
 - Transition to Work Program
- Community Collaboration
 - Edline
 - University Partners
 - Families First
 - Controlled Choice in Cambridge: A Research Project Conducted in Partnership with MIT
 - School to Family Communications in Cambridge: A Research Project Conducted in Partnership with Harvard
 - Cambridge School Volunteers
 - Community Partners
 - City Sprouts
 - Healthy Children Initiative – Nutrition Program
 - Teach For America
 - Project READS
 - Continuation of Effective Summer Programs
- A Bright Future

The Chair thanked the Superintendent for the presentation and asked the pleasure of the Committee.

Mr. McGovern moved, seconded by Ms. Nolan, to recess the Regular Meeting and convene in the Budget Sub-Committee meeting. On a motion by Mr. Grassi, seconded by Mr. Schuster, it was voted to suspend the Rules to bring forward **#08-90, Motion by Mayor Simmons** that the School Committee seeks to support the work of school leaders and provide flexibility in meeting the needs identified in School Improvement Plans, and wants to act in accordance with educational research showing high impact for bringing spending authority to the individual school level as much as possible. Therefore, the School Committee directs the Superintendent to increase School Improvement Funds for all schools. Further, the School Committee directs the Superintendent to make recommendations on funding for this initiative in such a way as to not reduce school budgets or accounts directly tied to in-school spending. On a motion by Mr. Grassi, seconded by Ms. Tauber, it was voted to refer **#08-90** to the Budget Subcommittee. On a motion by Mr. McGovern, it was voted to recess to the Budget Subcommittee meeting.

Mayor Simmons in the Chair.

The time for recess having expired, the Chair reconvened the meeting and returned to the Agenda.

On a motion by Ms. Tauber, seconded by Mr. Grassi, on the following roll call, it was voted to suspend the Rules to extend the meeting to 10:15 p.m.: Mr. McGovern YEA, Ms. Nolan YEA, Mr. Schuster YEA, Ms. Tauber NAY, Mr. Fantini NAY, Mr. Grassi YEA, Mayor Simmons YEA.

B. Action Items

Mr. Grassi moved for adoption of items #08-51 through #08-95 with the exception of #08-90 that was referred to the Budget Subcommittee. Mr. Grassi removed #08-53, #08-56, #08-59 and #08-92. Mr. McGovern removed #08-52. Ms. Nolan removed #08-58, #08-60, #08-61 and #08-93. Mr. Fantini removed #08-95. Ms. Tauber removed #08-67. Mayor Simmons removed #08-64 and #08-71. On the following roll call, the remaining items were adopted:

#08-51, City Council Order #O-3, February 11, 2008: that the City of Cambridge make every effort to purchase agricultural products, grown or produced as part of the Massachusetts farming operations.

#08-54, FY07-08 General Fund Budget Statutory Transfers: that the School Committee approve the following statutory transfers of appropriation within the General Fund Budget for FY2007-2008:

	<u>Statutory Coding</u>	<u>Increase Amount</u>	<u>Decrease Amount</u>
51000	Salaries, Wages & Benefits	\$681,796	0
52000/55000	Other Ordinary Maintenance	0	(547,984)
57000	Travel & Training	(165,455)	0
58000/59000	Extraordinary Expenditures	<u>0</u>	<u>31,643</u>
	Total	\$516,341	(\$516,341)

#08-55, Adoption of 403(b) Plan for Cambridge Public Schools: that the School Committee approve the adoption of the Cambridge Public Schools 403(b) Plan based on the IRS model document, to be effective upon approval by the Committee.

#08-57, Grant Awards: that the School Committee accept and approve the Grant Awards in the amounts and for the periods indicated:

1. Svrluga Foundation, for the period December 17, 2007 to June 30, 2008, in the amount of \$10,000, project/grant SC08807.
Description: The King School has received a grant for \$10,000.00 from the Svrluga Foundation. These funds will support the continuation of the Outreach Counselor position at the King School, providing counseling services to the children and their families.
CPS Target Population: The students and families at the M. L. King School in need of counseling services and linkages to social services in the community.
Outcomes & Measurers of Effectiveness: Improved student performance as a result of the provision of necessary social support to students and their families; measures of effectiveness would include improvements in school climate and student achievement as reported in the school's Benchmark Report.
2. The Llewellyn Foundation, for the period December 12, 2007 to June 30, 2008, in the amount of \$20,000.00, project/grant SC08811.
Description: These funds will support an outreach Counselor position at the M. L. King School. This person will counsel children and their families make home visits to meet with parents who we have not been able to contact, educate families through workshops meeting about the importance of regular attendance, literacy activities, and homework completion, among other topics.
CPS Target Population: The students and families at the M. L. King School who are in need of counseling services and/or referrals and linkages to social services in the community.
Outcomes & Measurers of Effectiveness: Improved student performance as a result of the provision of necessary social support students and their families; measures of effectiveness would include improvements in school climate and student achievement as reported in the school's Benchmark Report.
3. SPED Assistance & Mentoring, for the period January 29, 2008 through August 31 2008, in the amount of \$6,000.00, project/grant SC08845.
Description: This grant will be utilized to assist the district with the Coordinated Program review scheduled for school year 2008 – 2009. The district will hire an individual (most likely a current or retired CPS employee) to work in collaboration with the Executive Director of OSE to gather and organize documents needed for the completion of the OSE monitoring standards for self-assessment.
CPS Target Population: All OSE staff and students receiving Special Education services.
Outcomes & Measurers of Effectiveness: Outcome will be the successful and timely completion of the OSE program review.
4. Museum of Science High School Classroom, for the period February 6, 2008 through June 30, 2008, in the amount of \$5,000.00, project/grant SC08846.
Description: Teachers will develop classroom-friendly protocols for performing biotechnology experiments in the classroom. Students will perform inquiry-based research on model organisms using modern tools of biotechnology.
CPS Target Population: The grant will initially benefit CRLS biology students in Parul Matani's classes, but the equipment and protocols developed will ultimately be shared and used by CRLS biology faculty.

Outcomes & Measurers of Effectiveness: Outcomes: develop new biotechnology tools for use in the high school classroom; establish the connection for students between biology and mechanisms of biotechnology; develop a student protocol for PCR DNA from model organisms; relate DNA to genotype and phenotype; develop a student protocol for sequence alignment using maintained databases of model organisms; establish student understanding for the importance of a model organism. Measures over time: improved achievement in MCAS; higher enrollments in biology classes.

#08-62, Approval of Revisions to the Visitors to the Schools Policy: that the School Committee approve the revisions to the Visitors to the Schools Policy as detailed in the document (First Reading).

#08-63, Approval of Revisions to the Personnel Policies Goals Policy: that the School Committee approve the revisions to the Personnel Policies Goals Policy as detailed in the document (First Reading).

#08-65, Approval of Revisions to the Personnel Records Policy, General Personnel Policies Policy, and Teachers' Handbook Policy: that the School Committee approve the revisions to the Personnel Records Policy, General Personnel Policies Policy and Teachers' Handbook Policy as detailed in the document (First Reading).

#08-66, Approval of Revisions to the Staff Participation in Political Activities Policy: that the School Committee approve the revisions to the Staff Participation in Political Activities Policy as detailed in the document (First Reading).

#08-68, Approval of Revisions to the Health Plan Options Policy, Continuation of Insurance Coverage by Spouse of Deceased Employees and Retirees Policy, Health Plans for Employees with Spouses Over Age 65 Policy, Medical Insurance Coverage Policy, Payment of Insurance by Retirees, Hospitalization and Insurance/Retirees Policy and Professional Staff Fringe Benefits Policy: that the School Committee approve the revisions to the Health Plan Options Policy, Continuation of Insurance Coverage by Spouse of Deceased Employees and Retirees Policy, Health Plans for Employees with Spouses Over Age 65 Policy, Medical Insurance Coverage Policy, Payment of Insurance by Retirees, Hospitalization and Insurance/Retirees Policy and Professional Staff Fringe Benefits Policy as detailed in the document (First Reading).

#08-69, Approval of Revisions to the Tobacco Use on School Property by Staff Members Policy: that the School Committee approve the revisions to the Tobacco Use on School Property by Staff Members Policy as detailed in the attached document (First Reading).

#08-70, Approval of Revisions to the Professional Staff Positions Policy: that the School Committee approve the revisions to the Professional Staff Positions Policy as detailed in the document (First Reading).

#08-72, Approval of Revisions to the Course Credit Policy: that the School Committee approve the revisions to the Course Credit Policy as detailed in the document (First Reading).

#08-74, Approval of Revisions to the Professional Staff Vacations and Holidays Policy: that the School Committee approve the revisions to the Professional Staff Vacations and Holidays Policy as detailed in the document (First Reading).

#08-75, Approval of Revisions to the Professional Staff Assignments and Transfers Policy: that the School Committee approve the revisions to the Professional Staff Assignments and Transfers Policy as detailed in the document (First Reading).

#08-76, Approval of Revisions to the Professional Staff Time Schedules Policy: that the School Committee approve the revisions to the Professional Staff Time Schedules Policy as detailed in the document (First Reading).

#08-77, Approval of Revisions to the Evaluation of Staff Policy: that the School Committee approve the revisions to the Evaluation of Staff Policy as detailed in the document (First Reading).

#08-78, Approval of Revisions to the Tutoring for Pay Policy: that the School Committee approve the revisions to the Tutoring for Pay Policy as detailed in the document (First Reading).

#08-79, Approval of Revisions to the Part Time Employees Benefits Policy: that the School Committee approve the revisions to the Part Time Employee Benefits Policy as detailed in the document (First Reading).

#08-80, Approval of Revisions to the Staff Travel Policy: that the School Committee approve the revisions to the Staff Travel Policy as detailed in the document (First Reading).

#08-81, Approval of Revisions to the Professional Staff Training and Development Policy: that the School Committee approve the revisions to the Professional Staff Training and Development Policy as detailed in the document (First Reading).

#08-82, Approval of Revisions to the Retirement Policy: that the School Committee approve the revisions to the Retirement Policy as detailed in the document (First Reading).

#08-83, Approval of Deletion of the Support Staff and Family Medical Leave Policy, Professional Staff Family and Medical Leave Policy, and Family and Medical Leave Policy: that the School Committee approve the deletion of the Support Staff and Family Medical Leave Policy, Professional Staff Family and Medical Leave Policy, and Family and Medical Leave Policy as detailed in the document, as these policies are superseded by the Family and Medical Leave and Small Necessities Leave Policy adopted by the School Committee on September 4, 2007 (First Reading).

#08-84, Approval of Revisions to the Resignation of Professional Staff Members Policy: that the School Committee approve the revisions to the Resignation of Professional Staff Members Policy as detailed in the document (First Reading).

#08-85, Approval of Revisions to the Bilingual Department Expenses Policy: that the School Committee approve the deletion of the Bilingual Department Expenses Policy as detailed in the document, as the practices on use of funds is imbedded in budget and grant requirements (First Reading).

#08-86, Approval of Revisions to the Approval of Deletion of the Criminal Record Notice Policy: that the School Committee approve the deletion of the Criminal Record Notice Policy as detailed in the document, as this policy is superseded by the Criminal Offender Record Information Policy adopted by the School Committee on November 18, 2003 (First Reading).

#08-87, Approval of Revisions to the Staff Ethics/Conflict of Interest Policy: that the School Committee approve the revisions to the Staff Ethics/Conflict of Interest Policy as detailed in the document (First Reading).

#08-88, Approval of Revisions to the Professional Staff Supplementary Pay Plans Policy: that the School Committee approve the revisions to the Professional Staff Supplementary Pay Plans Policy as detailed in the document (First Reading).

#08-89, Motion by Mayor Simmons that the School Committee send a letter of condolence to the family of CRLS senior Lucien Christalin.

#08-91, Joint Motion by Mr. Fantini and Mr. Grassi that the Superintendent prepare a report for the School Committee on present and past athletic coaches for their entire three-year cycle to include: teaching status in Cambridge, involvement in Cambridge community youth sports, rate of acceptance to

college, high school graduation rate of players, as well as any other measures the Superintendent deems appropriate.

#08-94, Motion by Mr. McGovern that Ms. Nancy Tauber be appointed the School Committee representative to Cambridge's Healthy Children's Task Force.

Mr. McGovern YEA, Ms. Nolan YEA, Mr. Schuster YEA, Ms. Tauber YEA, Mr. Fantini YEA, Mr. Grassi YEA, Mayor Simmons YEA.

Non-Consent Agenda

Mr. McGovern raised a question on the John Harvard Book Project. The Superintendent was heard. On a motion by Mr. McGovern, seconded by Ms. Nolan, it was voted to adopt **#08-52, John Harvard Book Project**: that the School Committee accept and approve the donation from the John Harvard Book Project - Harvard's student, faculty of Arts and Sciences, and office of Community Affairs initiative - for all of our school libraries.

Mr. Grassi requested information on the course of study and the year students are in at Minuteman. The Superintendent was heard. On the following roll call, it was voted to adopt **#08-53, Tuition for Minuteman Regional High School**: that the School Committee award a contract to the following vendor for Vocational High School tuition, funds to be provided from the General Fund Budget, Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with:

Minuteman Regional High School, 758 Marrett Rd., Lexington, for the period August 15, 2007 to June 30, 2008, in the amount of \$207,750.00. This is a 1-year amount.

Mr. McGovern YEA, Ms. Nolan YEA, Mr. Schuster YEA, Ms. Tauber YEA, Mr. Fantini YEA, Mr. Grassi YEA, Mayor Simmons YEA.

Ms. Nolan raised a question on the amount of the Consultant Agreement with Lexington Learning Center. Dr. Turk was heard. Ms. Nolan raised a question on the affiliation fee with Lesley University. Dr. Turk was heard. On a motion by Ms. Nolan, on the following roll call, it was voted to adopt items #1 through 3, and to Calendar item #4 of **#08-56, Consultant Agreements**: that the School Committee approve Consultant Agreements with the companies or individuals on the list, in the amounts set forth, funds to be provided as shown:

1. Boston Learning Center, Dorchester, in the amount of \$37,625.00, account 53101, fund 25000, org. 859651, prog. 651, project/grant SC08604.
2. Cambridge Health Alliance, Cambridge, in the amount of \$81,450.00, account 53101, fund 15000, org. 852360, prog. 360.
3. Lesley University, Cambridge, in the amount of \$104,850.00, account 53101, fund 15000, org. 840148, prog. 148.
4. ~~Lexington Learning Center, Inc., in the amount of \$37,625.00, account 53101, fund 25000, org. 859651, prog. 651, project/grant SC08604.~~

Mr. McGovern YEA, Ms. Nolan YEA, Mr. Schuster YEA, Ms. Tauber YEA, Mr. Fantini YEA, Mr. Grassi ABSENT, Mayor Simmons YEA. Mr. Grassi requested and received unanimous consent to be recorded as not voting and not in the room when discussion took place.

Given the late hour, on a motion by Mr. Grassi, seconded by Ms. Nolan, it was voted to Calendar the following items and bring them back as a first reading:

#08-58, Approval of Revisions to the Gifts To and Solicitations by Staff Policy: that the School Committee approve the revisions to the Gifts To and Solicitations by Staff Policy as detailed in the document (First Reading).

#08-59, Approval of Revisions to the School Committee-Staff Communications Policy: that the School Committee approve the revisions to the School Committee-Staff Communications Policy as detailed in the document (First Reading).

#08-60, Approval of Revisions to the Staff Involvement in Decision-Making Policy: that the School Committee approve the revisions to the Staff Involvement in Decision-Making Policy as detailed in the document (First Reading).

#08-61, Approval of Revisions to the Relations with Family Organizations Policy: that the School Committee approve the revisions to the Relations with Family Organizations Policy as detailed in the document (First Reading).

#08-64, Approval of Revisions to the Staff Complaints and Grievances Policy: that the School Committee approve the revisions to the Staff Complaints and Grievances Policy as detailed in the document (First Reading).

#08-67, Approval of Revisions to the Approval of Revisions to the Staff Health, Protection and Safety Policy: that the School Committee approve the revisions to the Staff Health, Protection and Safety Policy as detailed in the document (First Reading).

#08-71, Approval of Revisions to the Professional Staff Contracts and Compensation Plans Policy: that the School Committee approve the revisions to the Professional Staff Contracts and Compensation Plans Policy as detailed in the document (First Reading).

#08-73, Approval of Revisions to the Employment of Principals Policy: that the School Committee approve the revisions to the Employment of Principals Policy as detailed in the document (First Reading).

On a motion by Mr. Grassi, it was voted to suspend the Rules to bring forward together **#08-92** and **#08-95**. Mr. Grassi raised a question around the Superintendent's response to the issues identified in the Parent Attitude Study and whether they should be combined with school climate issues. The Superintendent was heard. It was suggested that both issues work in concert with each other. On a motion by Mr. Grassi, seconded by Ms. Nolan, it was voted to adopt **#08-92, Motion by Mr. Grassi** that the Superintendent prepare an action plan in response to major concerns identified in the Cambridge Public Schools Parent Attitude Study; and **#08-95, Motion by Mr. McGovern** that, given the concerns raised by parents regarding school climate, the School Committee establish a School Climate Sub-Committee to discuss and recommend ways to improve school climate throughout the Cambridge Public Schools.

#08-93, Motion by Ms. Nolan that the School Committee refer all matters related to the district's Controlled Choice Policy to the Community Relations Sub-Committee; and further that the Sub-Committee commence the previously-voted review of the policy as soon as possible. Ms. Nolan was heard in support of her motion.

The time for extending the meeting having expired, on a motion by Ms. Nolan, seconded by Mr. Schuster, it was voted to adjourn (10:15 p.m.).

Adjourned
Marilyn Y. Bradshaw
Executive Secretary to the School Committee