

SCHOOL COMMITTEE

(Official Report)

Regular Meeting

Tuesday, March 6, 2007

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

Mayor Reeves in the Chair.

A quorum of the School Committee being present, the Chair called the meeting to order at 6:20 p.m.

Presentation of the Records of Previous Meetings

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

- Special Meeting - February 27, 2007
- Regular Meeting - February 13, 2007
- Regular Meeting - January 16, 2007
- Regular Meeting - January 2, 2007

Public Testimony on School Committee Agenda

The following individuals were heard:

- Cathy Hoffman, Peace Commission re Year of Peace, 25th Anniversary Resolution

On a motion by Ms. Walser, seconded by Mr. Schuster, it was voted to suspend the Rules for the purpose of bringing forward item **#07-48, Motion by Mayor Reeves** that, in recognition of the 25th Anniversary of the Cambridge Peace Commission, the School Committee adopt a resolution declaring Cambridge as a "City of Peace". On the following roll call, it was voted to adopt the foregoing motion: 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. Grassi, it was voted to reschedule the Ed-Line presentation for a future meeting.

Mayor Reeves acknowledged and welcomed City Councillor and Clerk of Courts Michael Sullivan and returned to Public Testimony:

- Eileen Span, Gray St., re Controlled Choice; budget

On a motion by Mr. Harding, seconded by Ms. Nolan, it was voted to close public testimony.

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

Reconsideration of Votes Taken at Previous Meeting: None

Unfinished Business

Members passed over all Unfinished Business.

New Business

On a motion by Mr. Harding, seconded by Mr. Fantini, it was voted to suspend the Rules to bring forward Recommendation #07-40, Amended Cambridge Public Schools Controlled Choice Plan. The Chair turned the meeting over to the Superintendent who walked members through a scenario of paid v. non-paid lunch seats and responded to Members' questions and concerns. The Superintendent turned the meeting over to Jim Maloney and Christine Fisher who walked members through three "Lottery Simulations with Increased Capacities at Amigos, Haggerty, and Tobin". Extensive discussion took place around the presentation. The Superintendent, Mr. Maloney and Ms. Fisher responded to some of the following questions, comments and concerns raised by Members:

- What will happen to a paid lunch student if there is no paid lunch seat available
- Does this simulation include additional kindergartens
- Are we counting on paid lunch withdrawals to fill seats
- Wasn't there a similar scenario in the prior nine years
- What option does the Superintendent recommend
- Plan better to insure we don't get caught again
- We should have a policy that reflects the applicant pool
- If this trend continues are we prepared to continue adding classrooms
- Why doesn't the choice policy at the high school apply to elementary schools
- What other communities who use +/- 15% has the Superintendent talked to
- Has the Superintendent consulted with Dr. Willie
- Hesitant about making a change to a policy that our system revolves around
- How do we make comprehensive changes rather than quick fixes
- Would like to have a roundtable discussion on this
- Choice is to provide equity in the school system
- Which schools are capped
- How will the issue of competition be addressed
- How do we insure that our black and brown schools are perceived in a good light
- We want to have great schools with just a difference of style
- If mandatorily assigned, can they choose from among all other schools
- Insure that none of the scenarios put forth tonight are hurtful to any school
- Is there a way to alleviate this problem by opening seats without changing percentages
- Schedule a workshop in September to review how this worked

On a motion by Ms. Walser, it was voted to suspend the Rules to bring forward **Recommendation #07-40**. Ms. Walser moved the following substitution: that the School Committee amend the Controlled Choice Plan that currently assigns elementary applicants using the K-8 district-wide socioeconomic (SES) percentage (+/-10%) to assigning the elementary applicants for school year 07-08, using the K-8 district-wide SES percentage of 45% free/reduced, 55% paid (+/- 15%). Further, that for school year 07-08 it includes a 4th kindergarten at the Haggerty, a 4th kindergarten at the Tobin Montessori program, and a 10% increase in the English Language speaking students at the Amigos kindergarten.

The Chair asked Principal Robin Harris to speak to the work being done by the Sub-committee looking at controlled choice issues. Ms. Harris was heard.

Mr. Grassi moved, seconded by Mr. Fantini, for adoption of Option 1, using 45% free/reduced, 55% paid (+/- 10%). On the following roll call, Mr. Grassi's motion **failed of adoption**: Mr. Schuster NAY, Ms. Walser NAY, Mr. Fantini YEA, Mr. Grassi YEA, Mr. Harding PRESENT, Ms. Nolan NAY, Mayor Reeves YEA. Mr. Fantini moved, seconded by Mr. Schuster, the following friendly amendment to Ms. Walser's motion: that for next year's School Choice process, the Superintendent bring forward a more formal and timely evaluation of our School Choice Program, recognizing the importance of equity which is the foundation of our School Choice Program. Ms. Walser accepted Mr. Fantini's amendment.

On the following roll call, Ms. Walser's substitute for Recommendation #07-40 was accepted as amended, as follows: that the School Committee amend the **Controlled Choice Plan** that currently assigns elementary applicants using the K-8 district-wide socioeconomic (SES) percentage (+/-10%) to assigning the elementary applicants for school year 07-08, using the K-8 district-wide SES percentage of 45% free/reduced, 55% paid (+/- 15%). Further, that for school year 07-08 it includes a 4th kindergarten at the Haggerty, a 4th kindergarten at the Tobin Montessori program, and a 10% increase in the English Language speaking students at the Amigos kindergarten. Further, that for next year's School Choice process, the Superintendent bring forward a more formal and timely evaluation of our School Choice Program, recognizing the importance of equity which is the foundation of our School Choice Program: Mr. Schuster YEA, Ms. Walser YEA, Mr. Fantini YEA, Mr. Grassi YEA, Mr. Harding YEA, Ms. Nolan YEA, Mayor Reeves PRESENT. Mr. Fantini moved, seconded by Mr. Schuster, 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**. On a motion by Mr. Fantini, seconded by Ms. Walser, on the following roll call, it was voted to suspend the Rules to waive a second reading of the amendments to the Controlled Choice Plan: Mr. Schuster YEA, Ms. Walser YEA, Mr. Fantini YEA, Mr. Grassi YEA, Mr. Harding YEA, Ms. Nolan YEA, Mayor Reeves YEA.

The Chair returned to the Agenda. Mr. Harding moved, seconded by Ms. Walser for adoption of items #07-39 through #07-49 with the exception of #07-48 and #07-40 that were adopted earlier. Mr. Schuster removed #07-44. On the following roll call, the remaining items were adopted:

#07-39, Special Needs Contracts for Day Program Services not available from the Cambridge School Department, be adopted as follows: that the School Committee award contracts to the institutions on the list 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 student	Cardinal Cushing Centers, Braintree, St. Coletta, 85 Washington Street, Braintree	\$39,821.32
1 student	CASE Collaborative, 120 Meriam Road, Concord	38,909.00
<u>1</u> student	Project Spoke, 64 W. Main St., PO Box Z, Norton	<u>46,395.00</u>
3 students		\$125,125.32

#07-41, Approval of AFSCME Local 1611 Contract – Custodial Unit, be adopted as follows: that the School Committee approve the Memorandum of Agreement for a collective bargaining agreement between the AFSCME Local 1611 – Custodial Unit 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 agreement includes the following:

- Three-year agreement: July 1, 2006 – June 30, 2009
- Salary schedule increases:
 - Year 1 (FY 06-07) - 3% increase effective January 1, 2007
 - Year 2 (FY07-08) - 2% increase effective January 1, 2008
 - Year 3 (FY08-09) - 2.9% increase effective July 1, 2008
- One-time Bonus Payment: \$500.00 per employee, payable to employees on the payroll as of January 15, 2007

- Health Insurance: effective January 1, 2007, change employee health insurance contribution to 15%, from 12%, for all HMO plans
- Increase in detail pay rate to \$29/hour for regular overtime and \$39/hour for Sunday and holiday overtime, effective July 1, 2007; and increase in detail pay rate to \$30/hour for regular overtime and \$40/hour for Sunday and holiday overtime effective July 1, 2008
- Training courses: all unit members to successfully complete 20 hours of training in cleaning techniques and safety, within 6 months of contract ratification, and in successive years, each unit member must complete 10 hours annually of such training. All new hires must complete the initial 20 hours, plus 10 hours each year. Increase in detail pay is linked to training courses
- Sick-Leave Buy-Back: increase rate for 1–50 days from \$18.16/day to \$25/day
- Attendance Incentive Plan: continue for life of contract
- Implementation of a drug and alcohol screening/testing program
- Formation of joint labor/management committee to discuss concerns/solutions to workers' compensation issues
- Uniform Allowance: increase from \$650/year to \$700/year, effective July 1, 2006
- Health & Welfare Trust Fund (Dental Plan): increase employer contribution from \$13/employee/week plus 50% share of cost over \$13/employee/week
- 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
- Working out of grade: pay higher differential rate after 15 days instead of 25 days
- License Stipend: increase from \$670 annually to \$1,000 annually, and add amount to base salary, in exchange for 20 hours of training within 6 months of contract ratification and 10 hours of annual training thereafter
- Cleaning Standards Handbook: language change to establish handbook as cleaning standards for custodians
- T-pass Reimbursement: reimburse members up to 65%, not to exceed \$40 per month for purchase of T-pass
- Revised evaluation instrument
- Transfer to vacancies: for temporary transfers increase number of days from 5 to 10
- Other changes to effective dates, minor language changes, and contract clean-up

The financial costs of this settlement are as follows:

<u>Salary Increases & Other</u>	<u>Budget Cost</u>
FY06-07 - 3% salary increase effective 1/1/07	\$52,659.00
- \$500 bonus payment	<u>37,000.00</u>
Total	\$89,659.00
FY07-08 - Carryover cost of full 12 months of 1/1/07 3% increase	\$52,659.00
- 2% salary increase effective 1/1/08	36,159.00
- Health Insurance Waiver	<u>900.00</u>
Total	\$89,718.00
FY08-09 - Carryover cost of full 12 months of 1/1/08 2% increase	\$36,159.00
- 2.9% salary increase effective 7/1/08	106,960.00
- Health Insurance Waiver	<u>600.00</u>
Total	\$143,719.00
Other	
- Uniform Allowance, annual	\$3,700.00
- Sick-Leave Buyback, annual	1,026.00
- Dental Plan, annual	3,848.00

- T-Pass reimbursement, annual	<u>480.00</u>
Total	\$9,054.00

#07-42, Consultant Agreement: that the School Committee approve the Consultant Agreement with the company below, in the amount set forth, funds to be provided as shown:

1. Club Z, Waltham, in the amount of \$59,450.00, account 53101, fund 25000, org. 859651, prog. 651, proj/grant SC06604

#07-43, Motion by Ms. Walser that the School Committee schedule a time to meet and hear a presentation by the vendor awarded the contract to convert to a paperless web-based system.

#07-45, Motion by Ms. Nolan that the Superintendent report on the % of Office of Special Education (OSE) out-of-district placements in CPSD, as a % of enrollment and % of OSE students compared to other districts in Massachusetts.

#07-46, Motion by Ms. Nolan that the Superintendent tell the School Committee the tenure in CPSD of the 8 teachers whose contracts were not renewed for school year 2005-06 and the 4 teachers placed on corrective actions plans still employed, pre the summary report on teacher and principal evaluations, specifically, how many had professional status. Further, that the Superintendent explain why there are six columns of data in the report on principal evaluation but only five column headings.

#07-47, Motion by Ms. Nolan that, whereas six students have been designated Posse Scholars and received 4-year full tuition merit scholarships to college, the School Committee officially congratulate the students from Cambridge Rindge and Latin School selected this year:

Maya Chase – Bucknell University
Emmanuel Gay – Bucknell University
O'Shane Richardson – Denison University
Maria Toledano – Denison University
Hannah Roth – Hamilton College
Jared Hughes – Union College

#07-49, Report of the February 13, 2007 Meeting of the Budget Sub-Committee (Committee of the Whole):

Called immediately after the Regular Meeting for the purpose of discussing the proposed FY2007-2008 Budget.

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

Mr. Harding in the Chair.

A quorum of the Sub-Committee being present, the Chair called the meeting to order at 9:55 p.m. and turned it over to the Superintendent.

On a motion by Ms. Nolan, seconded by Mr. Grassi, it was voted to suspend the Rules to extend the meeting past 10:00.

The Superintendent gave a brief overview of the proposed 2007-2008 budget and responded to some of the following questions, comments and concerns raised by Members:

- How will programs be evaluated to see what is working and what isn't and is there any money attached to that
- Will there be money to put into debt stabilization
- How are formulas done for family liaisons, technology specialists, librarians, etc.
- Is there a plan to look at the model used for technology assistants
- Need a staff person to arrange summer lab program with Biogen Idec
- Is a technology specialist the person who fixes machines
- Think about having technology assistant be a teaching position
- Clarify that there is a difference between a gym teacher's load and a librarian's load
- Issue a page on school-based management showing what authority Principals have
- Think differently of how phys ed teachers interact with students
- Look at how we can focus on behavior issues
- Each school community should be treated equally

The Chair announced the following budget meetings:

Tuesday, March 6, 6:00 p.m., Regular Meeting. Budget Sub-Committee Meeting. Superintendent's presentation of the proposed FY2007-2008 budget. Public comment on budget after presentation.

Tuesday, March 13, 6:00 p.m., Special Meeting – Budget Sub-Committee Meeting - Public Hearing on the FY2007-2008 budget.

Tuesday, March 20, 6:00 p.m., Regular Meeting. Adoption of FY2007-2008 budget. Budget Sub Committee decision on the FY2007-2008 School Department Budget.

On a motion by Mr. Fantini, seconded by Mr. Grassi, it was voted to adjourn (10:45 p.m.).

Adjourned
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.

Non-Consent Business

#07-44, Motion by Mr. Schuster that the School Committee receive an update on the planning for the new extracurricular graduation requirement at CRLS no later than the first meeting in April. Mr. Schuster moved to withdraw his motion and asked to make a brief presentation on service learning at a future date.

Late Orders

On a motion by Mr. Grassi, jointly with Mr. Fantini, it was voted that the Superintendent review appropriate space in the War Memorial or Frisoli Field House for appropriate space for the gymnastics program. Ms. Walser moved a friendly amendment, seconded by Mr. Fantini, that this review include planned space in the renovated facilities. Ms. Walser's amendment was accepted and the motion was adopted as amended.

On a Motion by Mr. Grassi, seconded by Ms. Nolan, it was voted that the Superintendent provide the Committee with a report on what schools and grades have capped classroom enrollment and capped at what number. Ms. Nolan moved a friendly amendment that the report include information on waitlists and the implications of increasing the cap. Mr. Grassi accepted Ms. Nolan's amendment and the motion was adopted as amended.

On a motion by Ms. Walser, seconded by Mr. Grassi, it was voted that the School Committee send a letter congratulating Nora Spicer on winning 1st place at the district-level competition at Natural History Day.

On a motion by Mr. Harding, seconded by Ms. Nolan, it was voted that the School Committee send a letter congratulating Kyara Weekes on scoring her 1000th point and being accepted to Fordham University on a four-year basketball scholarship.

On a motion by Mr. Harding, seconded by Ms. Nolan, it was voted that the School Committee send a letter congratulating the high school dance team on being selected to present at the National School Boards Association 67th Annual Conference in San Francisco, CA, April 14-17, 2007.

On a motion by Mr. Grassi, seconded by Ms. Nolan, it was voted to adjourn to the Budget Subcommittee meeting (8:53 p.m.).

Adjourned
Marilyn Y. Bradshaw
Executive Secretary to the School Committee