

SCHOOL COMMITTEE

(Official Report)

Regular Meeting

Tuesday, May 18, 2010

Called for 6:00 p.m. in the Sullivan Chamber, City Hall, 759 Massachusetts Avenue.

Members Present: Mr. Fantini, Mr. Harding, Mr. McGovern, Ms. Nolan, Ms. Tauber, Ms. Turkel, Mayor Maher

Mayor Maher in the Chair.

Also Present: Student Representative Josiah Bonsey.

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

Presentation of the Records of Previous Meetings

On a motion by Mr. Harding, seconded by Ms. Tauber, it was voted to accept the Minutes of the May 4, 2010 Regular Meeting.

The Chair introduced Ms. Canas, Cambridge-El Salvador Sister City Project, who spoke re the send off party and fundraiser for students visiting El Salvador.

Public Comment

The following individuals were heard:

- Charles Marquardt, Rogers St., re Algebra and GPA calculation for AP courses
- Natasa Mason, Western Ave, re Tobin Montessori admission policy

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

The Chair recognized and welcomed Councillor Leland Cheung.

Reports and/or Comments from Student School Committee Members:

Mr. Bonsey was heard in support of Agenda items #10-73 and #10-74 regarding Algebra.

Reconsideration of Votes Taken at Previous Meeting: None

Unfinished Business from Previous Meetings

A. Calendar

On a motion by Ms. Nolan, seconded by Mr. McGovern, it was voted to remove **#10-48, 2010/2011 State School Choice Program, Recommendation for Non-Participation**. The Superintendent was heard in support of his Recommendation. The Chair entertained public comment. There was none. On the following roll call, it was voted to adopt **#10-48, 2010/2011 State School Choice Program, Recommendation for Non-Participation**: that the School Committee vote not to participate in the Statewide School Choice Program for School Year 2010-2011 for the following reasons:

1. the need to maintain the quality and integrity of Cambridge Program of Controlled Choice, and

2. the need to maintain flexibility for appropriately sized classrooms in the Public Schools.

Mr. McGovern, YEA, Ms. Nolan YEA, Ms. Tauber YEA, Ms. Turkel YEA, Mr. Fantini YEA, Mr. Harding YEA, Mayor Maher YEA. On a motion by Mr. Fantini, it was voted to suspend the Rules for the purpose of moving reconsideration of the foregoing vote. The Rules having been suspended, a motion to reconsider the foregoing vote, hoping the same would not prevail, failed of adoption.

New Business

A. Action Items

Mr. McGovern moved, seconded by Ms. Nolan, for the adoption of #10-67 through #10-75. Ms. Nolan removed #10-68. Ms. Turkel removed #10-70, #10-71, #10-73 and #10-75. Mr. Fantini removed #10-74. On the following roll call, the remaining items were adopted: Mr. McGovern, YEA, Ms. Nolan YEA, Ms. Tauber YEA, Ms. Turkel YEA, Mr. Fantini YEA, Mr. Harding YEA, Mayor Maher YEA.

#10-67, Contract Award: that the School Committee award a contract to the following vendor for moving services, funds to be provided from the General Fund Budget, Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with:

Sterling Corp., 20 Industrial Ave., Chelmsford, for the period of April 28, 2010 through September 15, 2010, in the amount of \$191,384.00.

#10-69, Approval of Revisions to the Student Transportation Policy: that the School Committee approve the revisions to the Student Transportation Policy as detailed in the document (second reading).

#10-72, Grant Award: that the School Committee accept and approve the Grant Award in the amount and for the period indicated:

The Big Yellow School Bus-Supplemental, for the period September 15, 2009 through June 30, 2010 in the amount of \$200.00, SC10856.

Description: This is a supplemental to School Committee Order #09-557, December 1, 2009. This grant will provide \$200.00 to the Dr. Martin Luther King, Jr. School to support field trips to art and science museums, historic sites, and music and theater performances.

CPS Target Population: The students in the above named school.

Outcomes & Measures of Effectiveness: These visits help foster creativity and innovation in students and provide critical exposure to cultural institutions. Students will become more engaged and better informed about their cultural environment.

Non-Consent Agenda

Ms. Nolan moved an amendment to change the dollar amount from 42,948,897 to \$2,948,897 in the description of Superintendent's Recommendation **#10-68, Contract Award**. On the following roll call, it was voted to adopt **#10-68** as amended: that the School Committee award a contract to the following vendor for Transportation Services, funds to be provided from the Transportation General Budget, Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with:

S. P. & R. Transportation, 210 Donahue Rd., Dracut, for the period July 1, 2010 through June 30, 2010, in the amount of \$5,839,972.00.

Mr. McGovern, YEA, Ms. Nolan YEA, Ms. Tauber YEA, Ms. Turkel YEA, Mr. Fantini YEA, Mr. Harding YEA, Mayor Maher YEA.

On a motion by Ms. Turkel, seconded by Mr. McGovern, it was voted to bring forward together, **#10-70, Approval of Revisions to the Rights & Responsibilities Handbook** and **#10-71, Approval of Modifications to the Anti-Bullying Policy**. Discussion took place around the ambiguity of language in the Rights & Responsibilities Handbook and the Anti-Bullying Policy. The Superintendent and Ms. MacFarlane were heard.

On the following roll call, it was voted to adopt **#10-70, Approval of Revisions to the Rights & Responsibilities Handbook**: that the School Committee approve the revisions to the Rights & Responsibilities Handbook as detailed in the document (second reading): Mr. McGovern, YEA, Ms. Nolan YEA, Ms. Tauber YEA, Ms. Turkel YEA, Mr. Fantini YEA, Mr. Harding YEA, Mayor Maher YEA. Ms. Turkel moved an amendment that the language in the Anti-Bullying Policy be consistent with the language in the Anti-Bullying Policy in the Rights and Responsibilities Handbook.

On the following roll call, it was voted to refer to a second reading, as amended, **#10-71, Approval of Modifications to the Anti-Bullying Policy**: that the School Committee approve the modifications to the Anti-Bullying Policy as detailed in the document (first reading).

On a motion by Ms. Turkel, it was voted to bring forward together **#10-73, Joint motion by Ms. Turkel and Mr. Fantini** that Algebra be taught to all students in every elementary school, starting in the 2010-2011 school year, enabling students to enter high school having successfully completed Algebra 1. And further, that thus prepared to enter high school, a student taking one mathematics course a year (four courses) would be able to complete Geometry, Algebra 2, Pre-Calculus and Calculus or the equivalent courses by graduation.

History:

It was voted by the Cambridge School Committee in 1992, Order C92-654: "That the Superintendent bring in a plan to implement full year algebra in all the elementary schools."

And further it was voted by the Cambridge School Committee in 1998, Order C98-170 that: " A specific plan for insuring that all 8th grade students take the 8th grade Algebra test will be developed and submitted for approval by the Assistant Superintendent of Curriculum and Instruction. This will be followed by a plan for insuring that such students pass the 8th grade Algebra test with specific performance benchmarks", and

#10-75, Joint Motion by Ms. Nolan and Mr. Harding that whereas the math roundtable indicated widespread support for the issue of addressing the educational needs of all students, and whereas a course of Algebra I was offered in only one elementary school this year, and whereas the district has a commitment to equitable offerings, therefore, the Superintendent is requested to explore offering Algebra I to all 8th graders, and possibly some 7th graders, as is done in Framingham, Boston and a number of other Massachusetts public school districts. Further, that the Superintendent report back on the feasibility of this idea by the end of this school year.

Ms. Turkel offered an amendment to **#10-73**: That the Cambridge Public School Mathematics Department be scheduled for a program evaluation in the 2010-2011 school year as part of a coherent system of program evaluations and further that the mathematics curriculum be aligned in such a way that Algebra will be taught to all students in every elementary school starting in the 2011-2012 school year enabling students to enter high school having successfully completed Algebra I and further that thus prepared to enter high school, a student taking one math course per year (4 courses), will be able to complete Geometry, Algebra II, Pre-Calculus and Calculus or the equivalent courses by graduation.

History:

It was voted by the Cambridge School Committee in 1992, Order C92-654: "That the Superintendent bring in a plan to implement full year algebra in all the elementary schools."

And further it was voted by the Cambridge School Committee in 1998, Order C98-170 that: " A specific plan for insuring that all 8th grade students take the 8th grade Algebra test will be developed and submitted for approval by the Assistant Superintendent of Curriculum and Instruction. This will be followed by a plan for insuring that such students pass the 8th grade Algebra test with specific performance benchmarks."

Discussion took place around the motions. Dr. Turk was heard.

Mr. McGovern offered a substitute motion that, in light of past motions calling for Algebra I to be taught in middle grades, as well as issues raised at the recent math roundtable, it is requested that the Superintendent implement a plan to offer Algebra I in all middle grades and to report back to the School Committee by the end of the school year as to when and how this implementation will take place. Ms. Turkel offered a friendly amendment to Mr. McGovern's substitute motion that mathematics be the first area of program evaluation. Mr. McGovern accepted Ms. Turkel's amendment. On a motion by Ms. Turkel, it was voted to adopt the substitute motion as amended: That in light of past policies calling for Algebra I to be taught in middle grades across the district, as well as issues raised at the recent math roundtable, it is requested that the Superintendent implement a plan to offer Algebra I in all middle grades as soon as possible and to report back to the School Committee by the summer meeting as to when and how this implementation will take place, and further that the Cambridge Public Schools Mathematics Department program evaluation take place during the 2010-2011 school year.

On a motion by Mr. Fantini, it was voted to adopt **#10-75**, Motion by Ms. Nolan that whereas the question of additional credit for GPA calculation for AP courses was recently reviewed at CRLS and a new policy instituted two years ago, be it ordered that the Superintendent report to the School Committee on how the new policy is working, and whether any changes in policy might be recommended.

The Chair entertained a motion to convene in Executive Session for the purpose of discussing strategy for impact bargaining and strategy for collective bargaining as an open meeting may have a detrimental affect on the bargaining position of the School Committee. On a motion by Mayor Maher, seconded by Mr. McGovern, on the following roll call, it was voted to convene in Executive Session for the purpose stated: Mr. McGovern, YEA, Ms. Nolan YEA, Ms. Tauber YEA, Ms. Turkel YEA, Mr. Fantini YEA, Mr. Harding YEA, Mayor Maher YEA. The Chair announced that no votes would be taken and that the Committee would reconvene in Open Session.

Executive Session

Members Present: Mr. Fantini, Mr. Harding, Mr. McGovern, Ms. Nolan, Ms. Tauber, Ms. Turkel,
Mayor Maher

Mayor Maher in the Chair.

Also present: Jeff Young, Superintendent of Schools
James Maloney, Chief Operating Officer
Barbara Allen, Human Resources Executive Director
Claire Spinner, Chief Financial Officer
Maureen MacFarlane, Legal Counsel
Bridget Rodriguez, Educational Advisor, Office of the Mayor

The Chair read a motion regarding the Administrative Reorganization Plan.

Discussion took place around the motion. The Superintendent and his staff were heard.

On a motion by Mr. Harding, seconded by Mr. McGovern, it was voted to reconvene in Open Session.

Mayor Maher in the Chair.

A quorum of the School Committee being present, the Chair reconvened the meeting and announced that no votes were taken in Executive Session except on a procedural vote to reconvene.

On the following roll call, it was voted to adopt a motion by Mayor Maher and Mr. McGovern that, after further reviewing the Administrative Reorganization Plan which is currently being implemented, and in an effort to maximize the potential number of employees eligible to participate in the Early Out Incentive Program, the School Committee hereby approves a new Early Out Incentive Program subject to the final form of the agreement being finalized with the Cambridge Teachers Association Unit C and being brought back for approval at the School Committee's next regular meeting. This new Early Out Incentive Program supersedes and replaces the Early Out Incentive Program approved by the School Committee in April 2010:

- Increasing the total payment to \$45,000.00, if the eligible employee is a full time employee, such payment to be made in three (3) installments of \$15,000.00 over a two year period. The amount of the payment will be prorated based upon the eligible employee's hours worked if less than full time. For example, if the eligible employee is a .50 FTE then the amount of the payment would be \$7,500.00 for each of the three payments made for a total payment of \$22,500.00 over a period of two years.
- Reducing the number of years of service for eligibility from 20 years of service in Cambridge as of September 1, 2010 to 15 years of service in Cambridge as of September 1, 2010.
- The new deadline for eligible members to submit an irrevocable letter of retirement and execute an irrevocable release and waiver for participation in the Early Out Incentive Program will be no later than August 4, 2010.
- The Early Out Incentive Program will continue to be capped at ten (10) participants.

Additionally:

- A total of two (2) hours of time during the regular work week will be allowed for employees to elect, at their own choosing, to meet with either a union referred financial planner or a financial planner of the employee's choice.
- Affected employees will have at least eight (8) weeks notice from the confirmation of their termination of employment from the Cambridge Public Schools until their last day of work, but in no case shall any employee be terminated before September 1, 2010.
- The projected date for the implementation of the Administrative Reorganization Plan to be fully phased in and completed will be September 1, 2010.
- The Cambridge Public Schools will continue to work with the Cambridge Teachers Association regarding various issues and concerns. Additionally, the Cambridge School Committee and the Cambridge Public Schools are committed to abiding by their obligations under the Civil Service Law and the collective bargaining agreement, and will meet all advance notice and hearing requirements to affected employees.

Mr. McGovern YEA, Ms. Nolan YEA, Ms. Tauber YEA, Ms. Turkel YEA, Mr. Fantini YEA, Mr. Harding YEA, Mayor Maher YEA. Ms. Nolan moved, seconded by Mr. McGovern, for suspension of the Rules for

the purpose of moving reconsideration of the foregoing vote. The Rules having been suspended, a motion to reconsider the foregoing vote, hoping the same would not prevail, failed of adoption.

Late orders/Announcements

On a motion by Mr. Harding, seconded by Mr. McGovern it was voted that the School Committee send a letter of congratulations to the boys' and the girls' basketball teams on winning the City Elementary School basketball championships.

On a motion by Mr. Fantini, seconded by Ms. Nolan, it was voted that the School Committee send a letter of congratulations to Paul Toner on being elected President of the Massachusetts Teachers Association.

Ms. Turkel asked the Superintendent for an update on graduation and the potential of having 6th grade language at the Haggerty School. The Superintendent and Dr. Turk were heard.

On a motion by Ms. Turkel, seconded by Mr. McGovern, it was voted to adjourn (9:20 p.m.)

Respectfully Submitted
Patricia A. Berry
Confidential Secretary