



**C A M B R I D G E
S C H O O L C O M M I T T E E**

(Official Minutes)

Regular Meeting

December 4, 2018

Called for 6:00 p.m. in the Dr. Henrietta S. Attles Meeting Room, Cambridge Rindge and Latin School, 459 Broadway, Cambridge, for the purpose of discussing any and all business that may properly come before the Committee.

Members Present: Ms. Bowman, Ms. Dexter, Mr. Fantini, Ms. Kelly, Mr. Kimbrough (ABSENT), Ms. Nolan, Mayor McGovern

Also Present: Mr. Grassi, Mr. Escallon, Student School Committee Representatives

Mayor McGovern in the Chair

A quorum of the School Committee being present, the Chair called the meeting to order at 6:00 p.m.

1. Public Comment:

The following individuals were heard:

- Mr. Dan Monahan, Lexington Ave. CEA President, in opposition of **#18-326**, in support of **#18-332**, his opinion is that **#18-312 #18-313 #18-314, #18-327**, are less about reporting and more about handling the reports, and is in support of **#18-344**
- Councilor E. Denise Simmons, Mass. Ave., in opposition of **#18-326**,
- Ross Benson, Brookline St. in support of **#18-354**
- Luba Feigenberg, Fairmont St., in support of **#18-327**
- Robin Young, Hilliard St., in support of **#18-326**
- Laura McGaffigan, May St., in support of **#18-326**
- Derek Pizarro, William St., in support of **#18-326**
- Nikolas Emack-Barrios, Cornish St. in support of **#18-326**
- Tommy Goldman, Sciarappa St., in support of both **#18-326** and **#18-344**
- Michael Daniluk, Cambridge St., in support of **#18-326**
- Juliette Low Fleury, Oxford St., in opposition to **#18-326**
- Anthony Galluccio, Trowbridge St., in support of **#18-326**
- Elon Fyfield, Broadway, in opposition of **#18-326**
- Larry Childs, Cpl. Burns Rd., in support of **#18-326**
- Ryan Saulnier, Newton Rd., in support of **#18-326**
- Lovette Curry, New St., in opposition of **#18-326**
- Richard Harding, Windsor St., in opposition of **#18-326**
- Jalen Bernard, Pleasant St., in support of **#18-326**
- Anne Blaschke, McLean Pl., in opposition of **#18-326**
- Casey Torres, Harvard St., in support of **#18-326**
- Vinson Givans, Cornelius, in support of **#18-326**
- Justin Bernard, Boston Ave, in support of **#18-326**
- Zuleka Queen, Norfolk St., in support of **#18-326**

On a motion by Ms. Bowman, seconded by Vice Chair Kelly, on a voice vote, it was voted to close public comment.

On a motion by Mayor McGovern, seconded by Mr. Fantini, on a voice vote, the Rules were suspended to bring forward **#18-344** for discussion and adoption. On the following roll call vote, item **#18-344** was

adopted: Mr. Fantini YEA; Ms. Kelly YEA; Mr. Kimbrough ABSENT; Ms. Nolan YEA; Ms. Bowman YEA; Ms. Dexter YEA; Mayor McGovern YEA.

#18-344, Approval of the Agreement between the Cambridge School Committee and the Cambridge Education Association, Units A&B be adopted as follows: that the School Committee approve the Agreement between the Cambridge School Committee and the Cambridge Education Association, Units A&B as detailed in the Agreement.

The meeting returned to the regular order of business.

2. Student School Committee Report:

Mr. Grassi stated that this past week they have still been working on the athletic policy with Mr. Arria and student government for solutions.

3. Presentation of the Records for Approval:

On a motion by Mr. Fantini, seconded by Ms. Nolan, on a voice vote, it was voted to accept the following Minutes as presented:

- Special Meeting, Learning & Professional Time & Length of the School Day Roundtable, November 13, 2018

4. Reconsiderations:

Mayor McGovern stated that our Rules are different from Roberts Rules of Order and he intends to bring this issue to the Governance Sub-Committee to think about bringing a recommendation to the Committee of the Whole. Because the School Committee Rules say only one motion shall be in order, Mayor McGovern moved, seconded by Mr. Fantini, to suspend the Rules to allow both reconsiderations to be considered at once. On a voice vote, the Rules were suspended for the reason stated. The Mayor added that each reconsideration requires a second.

On a motion by Mr. Fantini, seconded by Vice Chair Kelly, on a voice vote, the motion for reconsideration prevailed and the matter was again before the Committee.

On a motion by Ms. Bowman, seconded by Vice Chair Kelly, on a voice vote, the motion for reconsideration prevailed and the matter was again before the Committee.

Having filed the proper notice as required by the Rules, Mr. Fantini and Ms. Bowman both moved reconsideration of the vote taken at the Regular Meeting of November 20, 2018 that adopted the following motion **#18-326**: whereas Cambridge Public Schools has a strategic outcome of connecting students with adults who work in CPS, and Whereas; over 170 students at CRLS are currently not eligible to participate in athletics because we have a higher standard of eligibility, and Whereas; the CRLS Athletic Department is in the process of creating a new eligibility policy for athletics that the School Committee will eventually need to approve. And that the Athletic Department wants to have a policy in place for the 2019 season, Be it Resolved; that beginning in the Winter and Spring seasons of 18-19 that students who have a GPA between 60-70 will be allowed to participate in athletics through the current guidelines of athletic probation.

Discussion followed on **#18-326**.

Mr. Fantini stated that he filed for reconsideration for two reasons. First he wanted to know how the MIAA would respond to our decision and now he knows this policy cannot be implemented until the spring. Second, he felt that we needed to have a much more in-depth conversation. He does not believe he is reducing the standard his feeling is of expanding the probation period to include more students. After the

discussions tonight he feels he has benefitted from the testimonies of the young graduates, it was very moving and at this time he would like to change his vote to support the main motion as amended.

Ms. Bowman stated that she filed for reconsideration because she felt that the process by which we made our decision was irresponsible. There is nothing in the policy as it is written that talks about supports. She feels the decision to reduce the GPA for a probationary period will create a burden on the coaching staff and the Principal to bring these student athletes up to the standard, if the student cannot increase their grade during the probationary period, they will be cut from the team - again. That is irresponsible. Process and policy matter and at the core of it we should make sure kids that are the most vulnerable have what they need to thrive after they leave the team and high school. This motion will only allow them to get back on the team and then be kicked off of it again because we didn't take the time to do our jobs. She shared her humble background, her challenging circumstances, and made it clear that she takes offense to the fact that we tend to lump all children with challenging circumstances and low income backgrounds into one box without doing the due diligence to find out if the policy we are pushing will advance the students' case or not. She wants to make sure we support these students so that they can not only play sports but that they can succeed after being an athlete in high school and beyond high school. She will not support this policy.

Mr. Escallon stated that he does not understand why we cannot do both. Why not pass the policy as the beginning of trying to fix a malfunctioning system and then work on making the system better. If we widen the window to help more students there will be more pressure to fix the part of the system that is not working. Mr. Escallon stated that he is very glad that a Sub-Committee for the athletic policy has been created.

Ms. Nolan supports this motion more now than before. She mentioned that Mr. Kimbrough talks about how over time he knows it is not working. We need to be supporting more kids. She finds it more helpful and healthy that we have had this discussion tonight. She communicated some of her experiences as a student athlete and recognizes all of the different circumstances of our students from diverse backgrounds; sharing there was diversity in her immediate family as a child. She is for high standards across the board. She listened to the testimonies tonight; she does not work with these kids so she relies on what she heard tonight. This conversation is about a small yet important subset of students and shame on us for not having these supports in place by now.

Vice Chair Kelly stated that she learned a lot listening to a wide range of experiences and opinions this evening. She realizes we need to clarify our values on what we want the system to be based on. She was happy to hear the comments by Ms. Queen related to fixing the system before high school and her critical comment about "Child Find".

School Committee Member Dexter appreciates both Mr. Fantini and Ms. Bowman for bringing this decision back to the Committee, she is glad to have the clarity from the MIAA. She hopes she will have the same amount of people at the budget meetings. Right now we have 144 students at CRLS with a GPA of D+ or lower. We can help these kids get their grades up; whether it is a 70 in order to play in a game, or higher. In her opinion the purpose of this motion is to increase their GPA through the process of playing on a team, not to keep them at a 60 GPA and playing on a team. She also understands that this is a topic that reasonable, caring and intelligent people can disagree on. She respects the different opinions of the people that are at this table, she sees both sides of the argument and realizes that we have to move forward as a Committee despite the fact that we may disagree. On system failure, we don't need a policy to tell us to fix that. Mr. Kimbrough gave her permission to read an excerpt from an email written to her that explains what he wants to accomplish from motion #18-326, which is to "create more positive caring relationships between adults and our scholars. It is not about lowering standards, they are already low to begin with, but creating additional opportunities for mentorship and academic support now, not next year". She respects her colleagues that disagree, however she supports this motion.

Mr. Grassi stated he agrees with a lot of what has been said tonight and that the students in need of support are not getting it in or out of season. This motion is about the probation which is only 2.5

percentage points. The kids in the middle schools are not being tracked. He doesn't think 2.5 points between being able to play and being off a team is enough wiggle room for students to improve themselves. He does not believe the policy is helping however he does feel that the motion is a step in the right direction.

Mayor McGovern thanked everyone that came out tonight. There are compelling arguments on both sides of this policy. He realizes that the same consequence that motivates and saves one child will damage and throw away another child. The real conversation is how we are going to better support all kids. It has not gone unnoticed that this doesn't happen in band or theatre.

Ms. Bowman stated that we often talk about why there is a high percentage of Black and Brown families that send their students to charter schools rather than public schools, she feels policies like this is one of the reasons that it happens. On the following roll call, it was voted to adopt the *main motion #18-326 as amended*: Mr. Fantini YEA; Ms. Kelly YEA; Mr. Kimbrough ABSENT; Ms. Nolan YEA; Ms. Bowman NAY; Ms. Dexter YEA; Mayor McGovern YEA.

Ms. Bowman's vote was NAY to policies without a plan.

Request for a Point of Information by Ms. Nolan – she wanted to know since this has been reconsidered once, can it be reconsidered again. The answer is no it may not be reconsidered again.

Ms. Bowman stated that we cannot implement this until the spring, which is contingent on MIAA approval.

Vice Chair Kelly stated that we have voted to create a Sub-Committee on athletics and she invites School Committee Members and the community that want to be on the Sub-Committee to please contact her.

5. Unfinished Business/Calendar:

#18-315, Recommendation, Approval of Revisions to Homework Policy
(First Reading) C18-391, 11/20/18 (Fantini)

Mayor McGovern moved, Ms. Nolan seconded, on a voice vote, that the Rules be suspended in order to bring **#18-354** forward for discussion and adoption. The rules were suspended for the reason stated.

Discussion followed on **#18-315** and **#18-354**.

Dr. Salim stated that the general homework policy **#18-354** (IKB) applies to all schools, which will have a high level of detail relative to pedagogical practices at all schools. They do not want to have a policy that is too specific relative to administrative operational detail. This is a first reading, so he is interested in the thoughts of the School Committee and he wonders if the "high school" policy (**#18-315**) will work within the three branches of the high school, i.e. CRLS, including the RSTA program inside of CRLS and HSEP.

Ms. Nolan stated that she wanted to bring these two policies together; the K-8 policy is very specific and the CRLS policy is very much like it. The intent is to unify the two policies.

Emily Dexter suggested that we pass both policies tonight.

Mr. Grassi stated that he likes the additions that were made to the district wide policy and is looking forward to both of them being passed tonight.

Dr. Salim stated that both of them essentially are first readings. He believes that the issue is about incorporating the high school policy and the general policy into one document. On a motion by Ms. Nolan, seconded by Ms. Bowman, on a voice vote, **#18-315** and **#18-354** were both passed to a second reading.

The Mayor mentioned that we have about seven more items under Unfinished Business on the Agenda and a presentation tonight.

Mr. Fantini motioned to bring **#18-337** and **#18-338** forward for discussion and adoption.
#18-337 Motion by Ms. Nolan, that whereas Breakthrough Greater Boston leader Elissa Spellman has been honored as an outstanding young leader by the Greater Boston Chamber of Commerce and City Awake, and whereas Breakthrough Greater Boston started in Cambridge and has been working effectively to close opportunity and achievement gaps for all students and to develop a pipeline of diverse excellent teachers, that the School Committee send a letter thanking Elissa Spellman for her efforts and congratulating her and BTGB for their work on behalf of Cambridge students. C18-413 11/20/18 (Bowman)

Discussion followed on **#18-337**.

Ms. Nolan stated that Elissa Spellman has been honored as she greatly deserves to be, Breakthrough started in Cambridge we should send her a letter thanking her for her efforts.

#18-338 Motion by Mr. Fantini, that the School Committee congratulate Thomas McGaffigan, an A+ student who is a Junior at CRLS for the video he submitted to the MIAA Sportsmanship Essay/Multimedia Contest and won first place. He is the Captain of the CRLS Hockey Team and a member of the Varsity Baseball Team, and;

Whereas: Thomas acknowledges and thanks his parents for their guidance. They taught him to be an “animal on the ice and a gentleman off” and;

Whereas: Thomas gives 100% while remembering it is not about winning or losing, and;

Whereas: Thomas exemplifies good sportsmanship and is an unselfish teammate who is always respectful to the opposing team; and

Further: Thomas believes in always giving back by being a role model for younger kids by coaching hockey and T-ball,

Be it Resolved that the Secretary to the School Committee send a letter to congratulate him on winning the award. C18-414 11/20/18 (Bowman)

Discussion followed on **#18-338**.

Mr. Fantini stated that since Mr. McGaffigan is in the audience, we should acknowledge this athletic scholar who submitted a video and won a prestigious award. On a voice vote, **#18-337** and **#18-338** were adopted.

On a motion by Mayor McGovern, seconded by Ms. Dexter, on a voice vote, the Rules were suspended to bring the Nellie Mae Foundation: Building Equity Bridges presentation forward.

6. Superintendent's Agenda:

7a. Presentations: Nellie Mae Foundation:

Building Equity Bridges.....Dr. Carolyn L Turk,
Deputy Superintendent of Schools
Khari Milner,
Co-Director, Cambridge Agenda for children
Dan Monahan,
President, Cambridge Education Association
Tessa Bridge,
Nellie Mae Building Equity Bridges Grant Coordinator

Dr. Salim informed the assembly that there will be an update tonight on how this work has been proceeding. There will be a report and a series of summits later on during the school year. There are many different parts of work related to this effort. The presentation was presented (on file in the School Committee office), and when finished, the Mayor asked for the pleasure of the Committee.

Committee Member Dexter stated that the students are asking for more personal relationships with their teachers and that the teachers are feeling overwhelmed and that we have too many struggling students.

Around issues of racism, we already have these findings. She is excited to hear that they intend to address all of these issues.

Ms. Bowman stated that she is interested in hearing the results of the summits adding Dr. Darnisa Amante's view that systematic racism goes beyond using the "N" word and into our policies.

Ms. Nolan is curious about the YPAR presentation. She is also wondering how Nellie Mae is going to share information from five other communities and how CPS will learn from the summits.

Dr. Salim responded that YPAR was a district presentation that happened in August with the administrators. He can certainly put something together to share with the School Committee.

Ms. Bridge explained that there are a few structures that Nellie Mae has built in for learning and they have monthly calls to find out how they are doing their work and the different challenges from the districts. There will be a three day workshop when all districts come together and discuss how to do a root cause analysis, among other things. The foundation has been very transparent that they are learning along with the six different districts.

Mr. Milner added that Cambridge is the only district to have the union at the table which is more than any of the other districts. All of the districts are committed to trying something different.

Mr. Fantini believes there is a sense of anxiousness in the district and they would like to hear the recommendations sooner than later. He is happy that the CEA is involved; it is great work and a great process. He wants an implementation of action steps. He suggested that if there are some best practices that they know of, they should be shared with the Superintendent now.

School Committee Member Dexter stated that she wants to collaborate with them.

Mayor McGovern asked about outreach and wondered if the Community Engagement Team has been involved. It was answered in the affirmative.

The meeting returned to the regular order of business.

#18-327 Joint Motion by Mr. Kimbrough and Mayor McGovern, whereas in the Spring of 2018, the School Committee approved a proposal for a protocol for CRLS students and families to report instances of all forms of oppression to the school district; and

Whereas the School Department is working on creating a system to report forms of oppression experienced by students in Cambridge Public Schools; and

Whereas; CPS vision promotes equity and access to vital information and processes as well as engagement; now therefore be it resolved that

CPS will investigate the creation of a system where CPS educators and staff can report their experiences with oppression with the district without fear of retribution; and

CPS will inquire how BPS has created an app for students and families to report instances of oppression; and that CPS admin will report back to the school committee with an approximate process and timeline for creation and implementation of a 'know your rights' app by spring 2019; and

CPS will further explore how to engage Friends of/PTO groups as well as school liaisons in ways to promote their capacity to assist families in accessing processes and reporting micro-aggressions as well as other concerns to the district.

For reference please see: <http://www.bostonstudentrights.org/> C18-403, 11/20/18 (Bowman)

Discussion followed on **#18-327**.

Ms. Nolan supports this motion and wonders if it is connected to equity and assurance that people are comfortable about reporting, she wonders if student government needs to be included.

Mr. Fantini asked if legal counsel and collective bargaining may need to be included for evaluation on privacy rights and freedom of information.

Motioned by Mayor McGovern, seconded by Ms. Kelly, on a voice vote on the amendment, **#18-327** was adopted: by ***the first Regular Meeting in March***;

On a motion by Mayor McGovern, seconded by Ms. Kelly, motion **#18-327** was adopted as amended:

#18-327 Joint Motion by Mr. Kimbrough and Mayor McGovern, whereas in the Spring of 2018, the School Committee approved a proposal for a protocol for CRLS students and families to report instances of all forms of oppression to the school district; and
Whereas the School Department is working on creating a system to report forms of oppression experienced by students in Cambridge Public Schools; and
Whereas; CPS vision promotes equity and access to vital information and processes as well as engagement; now therefore be it resolved that
CPS will investigate the creation of a system where CPS educators and staff can report their experiences with oppression with the district without fear of retribution; and
CPS will inquire how BPS has created an app for students and families to report instances of oppression; and that CPS admin will report back to the school committee with an approximate process and timeline for creation and implementation of a 'know your rights' app by ***the first Regular Meeting in March***; and
CPS will further explore how to engage Friends of/PTO groups as well as school liaisons in ways to promote their capacity to assist families in accessing processes and reporting micro-aggressions as well as other concerns to the district.

For reference please see: <http://www.bostonstudentrights.org/> C18-403, 11/20/18 (Bowman)

#18-329 Joint Motion by Ms. Nolan and Vice Chair Kelly, that whereas the Trump administration has published a change to the public charge ruling, and
Whereas the Massachusetts Law Reform Institute, Massachusetts Immigrant and Refugee Advocacy Coalition (MIRA), Health Care For All and Health Law Advocates have joined together as part of the national Protecting Immigrant Families (PIF) campaign to fight back against this regulation here in Massachusetts, and
Whereas the proposed rule change would fundamentally change the government's approach to immigration, making family income and potential use of certain health care, nutrition or housing programs a central consideration in whether or not to offer people an opportunity to make their lives in this country, and
Whereas the proposed rule may lead to people dropping or not seeking out benefits they need, the School Committee directs and authorizes the Mayor and Vice Chair to submit a statement on behalf of the entire Committee against the rule change. C18-405, 11/20/18 (Bowman)

On a motion by Ms. Nolan, seconded by Vice Chair Kelly, on a voice vote, **#18-329** was adopted.

#18-330 Joint Motion by Ms. Nolan and Vice Chair Kelly, that whereas the district has a commitment to equity and a goal of proficiency for all our students by grade 3, and
Whereas there are models of effective high quality summer programs that are successful in addressing the needs of students who require additional support and close the literacy gap K-2, including Camp Summit in Texas, and
Whereas the district is working on options for programs for next summer, that the Curriculum and Achievement Sub-Committee is directed to work with the administration and review the status of plans and explore ways to significantly improve CPS' offerings, by the end of January, so that any recommendations can be included in budget discussions. C18-406 11/20/18 (Bowman)

Discussion followed on **#18-330**.

Ms. Nolan stated it is clear that the intention of the motion is to work with the Curriculum and Achievement Sub-Committee.

Mayor McGovern asked if the Curriculum & Achievement Sub-Committee Chair is agreeable to the end of January timeframe. Vice Chair Kelly stated that she will check with Mr. Kimbrough on it.

The Superintendent gave a brief update to the School Committee that Cambridge Public Schools has been working with researchers from MIT and with the MGH Institute of Health looking at an academic intervention program and with the Department of Human Services to address the literacy gap and examine some of the materials and features from the Camp Summit Program in Texas. On a voice vote, motion **#18-330** was adopted.

#18-332 Joint Motion by Ms. Bowman and Mr. Fantini, whereas the Cambridge Public School District is committed to providing an equitable approach to staffing to increase opportunities and achievement for all students, and

Whereas, leveraging additional education supports such as internships and mandatory practicum hours has been a tool to extend support to educators throughout the district, and

Whereas those placements often depend on informal relationships between individual teachers and school leadership rather than a systematic approach to allocating additional support within the district which equates to an imbalanced distribution of interns and practitioners amongst schools,

Therefore be it resolved that the Administration identify an individual from the Administrative Team by December 2018 to review the district's approach to leveraging interns and practitioners in collaboration with Fletcher Maynard Academy educators who are working to create a database to centralize practicum and internship opportunity. C18-408 11/20/18 (Bowman)

Discussion followed on **#18-332**.

On a voice vote, the following three amendments were adopted:

1. leveraging interns, **vouchers**
2. with Fletcher Maynard Academy educators **and the CEA**
3. and internship **opportunities**.

On a voice vote, motion **#18-332** was adopted as amended:

#18-332 Joint Motion by Ms. Bowman and Mr. Fantini, whereas the Cambridge Public School District is committed to providing an equitable approach to staffing to increase opportunities and achievement for all students, and

Whereas, leveraging additional education supports such as internships and mandatory practicum hours has been a tool to extend support to educators throughout the district, and

Whereas those placements often depend on informal relationships between individual teachers and school leadership rather than a systematic approach to allocating additional support within the district which equates to an imbalanced distribution of interns and practitioners amongst schools,

Therefore be it resolved that the Administration identify an individual from the Administrative Team by December 2018 to review the district's approach to leveraging interns, **vouchers** and practitioners in collaboration with Fletcher Maynard Academy educators **and the CEA** who are working to create a database to centralize practicum and internship **opportunities**. C18-408 11/20/18 (Bowman)

#18-339 Motion by Committee Member Emily Dexter, that the School Committee commends the CPS Superintendent for inviting teachers to participate in the Roundtable on Elementary Staffing, thereby expressing respect for the professional judgment of CPS teachers. The Committee also expresses its appreciation to the Cambridge Education Association and to the educators and administrators who contributed to the Roundtable. The Committee is particularly appreciative of the time educators spent describing their own classroom experience, surveying their peers, and generating recommendations for ways to improve elementary staffing in order to improve student learning and socio-emotional growth. C18-415 11/20/18 (Bowman)

Discussion followed on **#18-339**.

Committee Member Dexter publicly thanked Dr. Salim for bringing two educators to the table to report on elementary staffing.

On a voice vote, motion **#18-339** was adopted.

6. Awaiting Reports:

#18-114 Joint Motion by Mr. Kimbrough and Ms. Nolan, whereas the CPS has included in its district plan a goal to address equity and access and
Whereas a walkout in 2016 on the uncomfortable environment at CRLS as documented by students led to a number of changes and an action plan to address issues of sexual harassment, and
Whereas CPS district outcomes look to measure student/family comfort levels in our schools and meaningful relationships with teachers, and
Whereas female, LGBTQ+ students at CRLS have written in the register forum on multiple occasions to express their concerns regarding discomfort as a female, LGBTQ+ students at CRLS
be it resolved that the Superintendent will by the Summer meeting:
1) update the School Committee on the status of work on addressing issues in CRLS and district wide,
2) update the School Committee on our districts professional development regarding supporting our teachers to support our female, LGBTQ+ scholars
3) share specific details about the current work in the district with our male students that addresses hyper masculinity and creating anti-sexist spaces for female, LGBTQ+. (5-1-18 C18-137)

Ms. Nolan stated that since we got a report from the administration on **#18-114**, it should be removed from awaiting reports.

#18-143, Joint Motion by Ms. Nolan and Mr. Fantini, that whereas the district has a longstanding goal of program evaluation being used to direct initiatives and whereas the Compass summer program has been in operation for many years with a goal of supporting students, that the district provide a report on any past evaluations of the program effectiveness by the last meeting in June and further that the district ensure that this summer pre and post achievement assessment data for each student enrolled be provided in a report by the first meeting in September.

Ms. Nolan stated that we received a report regarding **#18-143**, this motion can be referred to the Curriculum and Achievement Sub-Committee along with the reports provided from Compass.

#18-306 Joint Motion by Committee Member Dexter, Mr. Kimbrough and Mr. Fantini, that whereas it is critical for high school students to arrive to school on time; and
Whereas expensive instructional resources, teacher time in particular, are wasted when students are late to class; and
Whereas MBTA buses from some Cambridge neighborhoods are unreliable, resulting in some students being frequently late to school;
The School Committee requests from the administration an estimate of the cost of providing morning school buses for CRLS students: 1) from all neighborhoods, and 2) from specific neighborhoods poorly served by MBTA buses. This estimate is requested by December 1, 2018.

Mr. Fantini motioned to refer **#18-306** to the Mayor to bring before the City Council. On a voice vote, **#18-306** was referred to Mayor McGovern.

7b. CPS District Plan: None

7c. Consent Agenda:

Ms Bowman moved, seconded by Ms. Nolan, to bring the Superintendent's Consent Agenda forward for discussion and adoption. Ms. Bowman, seconded by Ms. Nolan, on the following roll call, **all items #18-340 through #18-351** were adopted: Mr. Fantini YEA; Ms. Kelly YEA; Mr. Kimbrough ABSENT; Ms. Nolan YEA; Ms. Bowman YEA; Ms. Dexter YEA; Mayor McGovern YEA.

#18-340, Approval of the revisions to Cambridge Public Schools Uniform Grievance Procedures Policy, be adopted as follows: That School Committee approve the revisions to the Uniform Grievance Procedures Policy as detailed in the document (second reading).

#18-341, Approval of the Revisions to the Non-Discrimination Policy & Prohibition Against Sexual Harassment Policy, be adopted as follows: That the School Committee approve the revisions to the Non-Discrimination Policy & Prohibition Against Sexual Harassment Policy as detailed in the document.

#18-342, Approval of the Revisions to the Advisory Committee – Affirmative Action Policy, be adopted as follows: That the School Committee approve the revisions to the Advisory Committee – Affirmative Action Policy as detailed in the document (second reading).

#18-343, Approval of the Revisions to the Head Lice Policy, be adopted as follows: That the School Committee approve the revisions to the Head Lice Policy as detailed in the document (second reading).

#18-345, Special Needs Contracts for Day and Residential Program Services not Available from the Cambridge School Department, be adopted as follows: that the School Committee award contracts to the institutions as detailed in 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 and/or Grant Fund Budget.

	<u>#</u>	<u>Amount</u>
Day Program Tuition Contracts	0	
Residential Program Tuition Contracts	1	\$85,319.96
45 Day Program Contracts	<u>0</u>	
Total	1	<u>\$85,319.96</u>

#18-346, Contract Award, be adopted as follows: that the School Committee award a contract to the following vendor for Special Education Services, funds to be provided from the General Fund Budget, Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with: North East Educational & Developmental Supports Center, 1120 Main Street, Tewksbury, for the period July 1, 2018 to June 30, 2019 in the amount of \$80,000.00.

#18-347, Approval of Gift of two digital cameras with lenses, chargers and cables be adopted as follows: that the School Committee accept and approve a gift of two digital cameras with lenses, chargers and cables from an individual donor, to the Visual & Performing Arts Department for the Photography Club at Cambridge Rindge and Latin School

#18-348, Approval of Gift of \$434.31 be adopted as follows: that the School Committee accept and approve a gift of \$434.31 to the Kennedy Longfellow School made from HELPSY in return for items collected in the school's clothing/book collection box. Funds will be used for the general support of the school.

#18-349, Grant Award, be adopted as follows: that the School Committee accept and approve an increase to the FY18 Title 1 Distribution grant award in the amount and for the period indicated: FY18 Title I Distribution - Prior Year Grant Increase for the period September 1, 2017 to June 30, 2019, in the amount of \$4,271.00. Project/Grant SC18604.

Description: The grant supported eight elementary schools eligible for Title 1 services in FY18. These funds provided academic, instructional and support services for low-achieving students in either reading or math, professional development activities for staff, support for parent involvement activities, as well as supplies and materials.

This increase in grant funds will be used to purchase instructional materials.

#18-350 Grant Award, be adopted as follows: that the School Committee accept and approve an increase to the following grant award in the amount and for the period indicated: FY18 Title IIA Distribution - Prior Year Grant Increase for the period September 1, 2017 to June 30, 2019, in the amount of \$882.00. Project/Grant SC18731.

Description: The FY18 Title IIA has been increased by \$882. As part of a comprehensive district initiative that focuses on the preparation, training, recruitment and retention of highly qualified educators, this grant provides \$68,746 in teacher stipends for the mentoring program for new teachers and the

remaining budget of \$127,077 was used for Professional Development contracts, conferences and materials. Private school staff are served in proportion to the school's enrollment.

#18-351 Grant Award, be adopted as follows: that the School Committee accept and approve the grant award in the amount and for the period indicated:

Broad Institute of MIT and Harvard, for the period January 1, 2017 to June 30, 2019, in the amount of \$4000.00. Project/Grant SC19153.

Description: This grant will be used to pay for a stipend for a teacher to run an after-school coding club for 6th graders at the Putnam Avenue Upper School.

7. **Non-Consent Agenda:** None

8. **School Committee Agenda (Policy Matters/Notifications/Requests for Information):**

Ms Bowman moved, seconded by Ms Nolan, to bring forward all items on the School Committee Agenda for discussion and adoption. Vice Chair Kelly removed item **#18-355**. On a voice vote, items **#18-352**, **#18-353**, **#18-354**, **#18-356** were adopted.

#18-352 Joint Motion by Committee Member Dexter and Mr. Kimbrough, whereas Cambridge strives to create an educational program in which all students can succeed; and Whereas 9th grade is a critical year for high school success; and

Whereas data from the state's Department of Elementary and Secondary Education indicate that a concerning percentage of CPS 9th graders do not pass all of their 9th grade classes, including a disproportionate percentage of Black/African American and Latino students, economically disadvantaged students, and students with disabilities;

The School Committee requests that the administration provide the Committee with data on which 9th grade courses students are passing and not passing (i.e. student data disaggregated by subject matter), in order to determine which subjects are the most difficult for students in their first year of high school and therefore where the most targeted supports are needed.

#18-353 Joint Motion by mr. Fantini and Vice Chair Kelly, that the School Committee authorize the Superintendent to apply to the Department of Education's Early College Initiative that would enable Cambridge to receive support for the creation of such initiatives.

Such an initiative would allow Cambridge to work with our State's colleges to create high quality early college partnerships. Such partnerships will be aimed at giving Cambridge students, especially first-generation college goers access to college completion and career success. See Early College Initiative. See http://www.mass.edu/strategic/ec_home.asp.

#18-354 Joint Motion by Ms. Nolan and Mr. Kimbrough, that the attached homework policy for CRLS developed by students and staff over the last two years be adopted.

#18-356 whereas the Cambridge Public Schools supports safe and supportive learning environments for all students, that educators recognize and use student's chosen name, gender identity, and pronouns.

#18-355 Joint Motion by Vice Chair Kelly and Mr. Kimbrough, whereas the Cambridge Public Schools understands the importance of social emotional learning for our students, that the district implement an appropriate social emotional learning curriculum for our educators, which assists our educators in creating a safe and supportive classroom and school environment.

Discussion followed on **#18-355**.

Vice Chair Kelly informed the assembly that after a conversation with the Superintendent they agreed to amend the motion to read that the district **report on the** social emotional learning.

On a voice vote, the amendment to **#18-355** was adopted.

On the motion as amended, on a voice vote, motion **#18-355** was adopted as amended:

#18-355 Joint Motion by Vice Chair Kelly and Mr. Kimbrough, whereas the Cambridge Public Schools understands the importance of social emotional learning for our students, that the district **report on the** social emotional learning curriculum for our educators, which assists our educators in creating a safe and supportive classroom and school environment.

9. Resolutions (letters of congratulations, letters of condolence):

#18-357 Joint Motion by Ms. Bowman, Committee Member Dexter and Vice Chair Kelly, the Cambridge School Committee expresses its deep appreciation to the students and faculty advisor of the Black Student Union (BSU) at CRLS for raising awareness about racism in our schools, and for cogently and passionately describing, at the recent School Committee Roundtable, their personal experiences of harm. The Committee is alarmed and outraged by their stories, and will strive to do everything in our power to ensure that our schools are anti-racist environments in which all students, educators, administrators, and staff of color feel appreciated and respected. We take particular note of the students' messages, "Talk to us!" and "Treat us right!"

On a motion by Mr. Fantini, on a voice vote, **#18-357** was adopted.

10. Announcements:

School Committee Member Dexter announced that there will be a community meeting tomorrow night at the Morse school on Professional Learning Time and Extended Day at 6:00 p.m.

11. Late Orders: None

It was voted to adopt the following:

Motion by Ms. Nolan, that the School Committee send a letter of condolence to the family of Katrina Wade, a CRLS alumni that recently passed at an early age and has four children in the Cambridge Public Schools.

12. Communications from City Officers: None

Distributed Back-up Documents (copies on file in the School Committee office):

- Agenda
- Nellie Mae Foundation Building Equity Bridges Grant PowerPoint presentation

Statements from Public Comment (copies on file in the School Committee office):

- Ryan Saulnier in support of **#18-326**
- Justin Bernard in support of **#18-326**
- City Coucillor E. Denise Simmons in opposition of **#18-326**
- Nikolas Emack in support of **#18-326**


E-Mail communications (copies on file in the School Committee office)

- Dan Monahan, CEA President, in opposition of **#18-326**
- Rev. Lorraine Thornhill, in opposition of **#18-326**
- Lovette Curry, in opposition of **#18-326**
- Chris Coleman, in support of **#18-326**
- Cecily Cline Walton, in opposition of **#18-326**
- Michael Caron, in support of **#18-326**
- Elon Fyfield, in opposition of **#18-326**
- Jason Stonehouse, in opposition of **#18-326**

- Luga Falk Feigenberg, in support of **#18-327**
- Ray Doucette, in support of **#18-326**
- Joseph Maloney, in support of **#18-326**

On a motion by Mr. Fantini, seconded by Ms. Bowman, it was voted to adjourn (10:00 p.m.).

Attest:



Dosha Beard
Executive Secretary