



**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**

**November 20, 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, 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 6:10 p.m. Mayor McGovern stated that tonight's meeting is being recorded and televised.

**1. Public Comment:**

The following individuals were heard:

- Dan Monahan, Lexington Ave. CEA President, spoke on several agenda item numbers: **#18-326**, Athletic GPA, he believes a last minute policy change would be a problem, and would rather go forward with **#18-328** which would change the policy in the next school year, **#18-332**, intern placements, he strongly urges support of this motion, with an amendment to include a voucher pool system. **#18-312**, **#18-313** **#18-314**, he is hoping that not only will updating go toward the name changes but also for improvements on restorative practices. **#18-327**, he recommends having the complaints go to a specific person, not typing and entering them electronically.
- Ross Benson, Brookline St, **#18-315**, homework policy, student government has been working on this for a long time. Some bits were and were not included in the policy that is before the Committee tonight. The whole point of this change is to make sure the policy is universally enforced.
- Wendy McDowell, Dudley St., **#18-327** Reporting process, she is one of many organizing for equity in CPS, she is thankful to the motion makers for making this issue tangible. As long as there is no confidential reporting structure there will be no progress. Her opinion is that the app is a good idea and hopes it will be confidential. Everyone should be free of repercussions. She is asking that the School Committee act with a sense of urgency.
- Luba Feigenberg, Fairmont St., **#18-327**, parent, she is representing many parents that cannot be here, but are deeply committed to this issue. They fully support developing an app to help dissolve racial inequity. They are often told to be quiet when a question comes up on this issue.
- Sara Monastein, George St., is here to publicly support **#18-327** she wants to be able to inform families and be able to respond to families of color that are contacting her every day about being hurt.
- Anthony Galluccio, Trowbridge St. **#18-326**, Athletic eligibility, he does not believe in severing a relationship between a coach and a student. This is the only circumstance in which we serve a penalty and not allow a child to participate. The probation policy works because it gives hope for the child to get back on the playing field, the penalty does not help. Mr. Aria has a good idea of a hardship appeal that is not a solution to the problem, but it is a start.
- Larry Childs, Corporal Burns Road, Project Venture, FOCA, **#18-326**, Athletic eligibility, he is concerned with the policy at the state level and with the Cambridge adoption of it. Mr. Aria has a policy that was developed three years ago that has not moved forward. Very rarely is athletics

the cause of being in academic trouble. There is a lot of shaming when they are pulled from a sport over their grades.

- Emmie Michaud Weinstock, Coolidge Rd., **#18-327**, on reporting, asked what happens when we put the information out that we have a reporting app? The person who does the reporting wonders where the reporting data is going, when we speak about reporting, she is concerned about who will fund it, will they own the information? What happens to the whistle blower? She is in support of investigating what this app will do, if we use it, will we be continuing the same thing? We already have harassment forms, bullying forms, we have plenty of documentation, which isn't working.
- Nekita Lamour, Cross Street, **#18-327**, she spoke about blatant micro-aggression, oppression, someone wanted her to stay in her place as a Black immigrant. She is asking for a reversal of an injustice that happened decades ago to right an injustice.
- Kelly Leary, Willow St., **#18-326**, boys and girls volley ball coach; she understands the reasoning behind getting more kids academically where they need to be. Our support should go beyond the 3 months they are on the team, how do we help them all year so they can learn to advocate for themselves and develop life skills? Maybe it all starts with an advocate, we should learn the various reasons they need support in the first place. It can be poverty, language issues etc. Sports is a positive outlet for our kids.
- Robin Young, Hilliard St., **#18-326**, academic eligibility, is here to support this motion. She took her child out of CRLS because of learning challenges. He was a very good athlete, he made the lacrosse team, but he couldn't play because of his grades. It was devastating. Shame for him was a place he lived in all of the time, he was forced to go to the games and sit on the bench and not be able to play was pouring salt into the wound.
- Laura McGaffigan, May Street, **#18-326**, academic eligibility policy, she sat here in February when this first came up, she appreciates Kimbrough and Bowman for bringing it up again. She hopes there will be a policy change to help the kids who need it the most. For the money we spend per child in this city, there should be a way to find the support to provide for these kids.
- Karen McGuire, Tremont Street, **#18-328**, Athletic Eligibility Policy Ad-Hoc Sub-Committee, she encourages the Committee to try to see the values in this motion.

On a motion by Ms. Bowman, seconded by Ms Nolan, it was voted to close public comment.

On a motion by Mr. Kimbrough, seconded by Mayor McGovern, on a voice vote, the Rules were suspended to bring forward **#18-310**, **#18-315**, **#18-326**, **#18-327**, and **#18-328** for discussion and adoption.

**#18-310**, Approval of the Cambridge Food Service Employees Association Collective Bargaining Agreement, effective July 1, 2018 through June 30, 2021, be adopted as follows: that the School Committee approve the agreement between the Cambridge School Committee and the Cambridge Food Service Employees Association for a collective bargaining agreement for the period July 1, 2018 through June 30, 2021, which was ratified by the members of the bargaining unit.

On the following roll call vote, **#18-310** was adopted: Ms. Dexter YEA; Mr. Fantini YEA; Ms. Kelly YEA; Mr. Kimbrough YEA; Ms. Nolan Ms. Bowman YEA; Mayor McGovern YEA; Ms. Keady Rawson YEA.

**#18-315**, Approval of the Revisions to the Homework Policy, be adopted as follows: That the School Committee approve the Homework Policy as detailed in the document (first reading).

Discussion followed on **#18-315**

Mr. Escallon passed out a homework policy and asked that the Members look at both versions and come to a decision that will not be too extreme. He asked for an explanation of why the version passed out this evening could not be considered.

Ms. Nolan wants to make sure the Members know what they are passing since they have two different versions of this policy in front of them right now. Ms. Nolan specifically pointed out differences between certain parts of **#18-315** and the student/staff policy.

The Mayor explained that the student/staff policy is not before us on the Agenda and that the Rules do not allow the students to submit motions. The Mayor suggested that we pass **#18-315** to a second reading and have time to look at both policies and make amendments.

Vice Chair Kelly, suggested to pass Superintendent's Recommendation **#18-315** as a first reading, not a finalized document.

Ms. Bowman recommended that the student School Committee Members partner with a School Committee Member before a policy comes to the floor in order to be pro active with moving the students' opinions forward.

Mr. Fantini exercised his Charter Rights and placed **#18-315** on the Calendar.

**#18-326 Motion by Mr. Kimbrough**, 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. Kimbrough stated that dropping the GPA to a 60 will give kids an additional motivation to get grades back up enough to qualify to participate in sports. He does not think there will be many athletes hurt by changing it now. He understands both sides of the argument and still feels this is the best practice.

Ms. Nolan agrees it is not ideal to change in the middle of the school year, and it is not good to send a message that a D- is okay, however, the message here is the shaming and taking away the reasons for going to school. If we need the higher standard for the kids that will not try their best, we have a larger problem than the athletic policy. She is ready to vote for it, she supports it fully. She does not want to be punitive.

Dr. Salim stated he appreciates a number of points that have been made both in public comment and by the Members; he would like to explore the timing of when grades are released and eligibility. The MIAA has rules on when changes to grades are allowed to be made; he wants to make sure the School Committee is made aware of those dates and guidelines.

Ms. Bowman does not support this motion the way it is written. She does not believe we should be a district that launches a Level Up program and puts a policy in place that lowers academic expectations; there is something fundamentally wrong with that. She would like to explore the solutions and have a policy sooner than later.

Emily Dexter supports this motion and suggests that we have a big problem with students not doing well in CRLS. One third of our students fail in CRLS. They are not all athletes. It is not fair to only focus on athletes. She would like to pass it if the MIAA lets us.

Mr. Fantini stated that it would be very good to hear from the Principal since he runs the school. He agrees with Ms. Bowman and he would like to set up systems that get more of our students to play sports if they want to. Adding that changing the policy mid stream is not good practice.

Dr. Salim agreed that it is not good to do this midyear, especially without incorporating the voice of the school leadership.

Ms. Bowman stated that our current infrastructure is not designed to support our student athletes that are struggling, please do not add more student athletes to that same infrastructure. We need to define what will help our students and set them up for success; right now they are set up for failure.

Mr. Fantini stated that to lower our standards is wrong and that we are totally failing our kids. We need to look at the athletic budget very carefully. We have been waiting a year and there is still nothing in place, by fixing the infrastructure, all kids can participate if they want to.

Ms. Nolan reminded the assembly, we should have a policy by now, and because of that urgency it is before us now. We have a system in place, it may not be implemented well, but we can at least move this forward as a pilot. Ms. Nolan agrees that we need to be careful about whether it jeopardizes our standing with the MIAA.

Dr. Salim worries are related to the idea that changing policies midyear adds to the confusion. The idea of having a Sub-Committee discuss it then bring a recommendation to the Committee of the Whole would be the best way to make any changes correctly.

Mr. Kimbrough stated that when we discussed this in the spring, the question was around lowering the GPA in order for a student to participate; this time the question is around lowering the GPA in order for students to be in a probationary period.

Ms. Bowman wants timeframes. Bowman and Kimbrough agree on some issues: it took too long to get here, they both want a sub-committee to be in place with a recommendation for the Committee of the Whole by a certain time.

Mr. Fantini motioned to refer motion **#18-326**. On the following roll call vote, the **referral that the following be referred to the Superintendent for a recommendation to the Committee of the Whole by our next business meeting**; failed of adoption: Ms. Dexter NAY; Mr. Fantini YEA; Ms. Kelly YEA; Mr. Kimbrough NAY; Ms. Nolan NAY; Ms. Bowman YEA; Mayor McGovern NAY.

Ms. Dexter motioned to amend motion **#18-326**. On the following roll call vote, the **amendment contingent on the MIAA approval of the rule change**: was adopted: Ms. Dexter YEA; Mr. Fantini YEA; Ms. Kelly YEA; Mr. Kimbrough YEA; Ms. Nolan YEA, Ms. Bowman NAY; Mayor McGovern YEA.

On the following roll call vote of motion **#18-326**, the **motion as amended** was adopted: Ms. Dexter YEA; Mr. Fantini NAY; Ms. Kelly YEA; Mr. Kimbrough YEA; Ms. Nolan YEA, Ms. Bowman NAY; Mayor McGovern YEA.

#### **#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, **contingent on the MIAA approval of the rule change**.

It was motioned by Mr. Fantini, seconded by Mayor McGovern, on a voice vote, to return motion **#18-327** to the original position on the Agenda.

**#18-328, Joint Motion by Mr. Kimbrough and Ms. Bowman**: that an Ad-Hoc Sub-Committee be put in place to work towards creating a new policy for athletic eligibility beginning in the 19-20 school year.

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.

Discussion followed on **#18-328**.

Mr. Kimbrough stated he doesn't have much to say considering what has already been shared before. This motion feels very important, and it he would like to amend it to say that by the first meeting in May there will be a recommended policy in place to bring to the Committee of the Whole.

Ms. Bowman stated that good policy making is to know what you are voting for in the first place. We just voted for something without a road map.

On a voice vote, **#18-328** was adopted.

The assembly returned to the regular order of business.

## **2. Student School Committee Report:**

Mr. Grassi reported on the following: The school has been focusing on Falcon Pride day and getting ready for the Thanksgiving football game. There is a Sub-Committee within student government and they have been working diligently on what they want to change and the problems that are in the athletic policy, he would like to see collaboration with the Ad-Hoc Sub-Committee that was just created and the student government Sub-Committee.

Mr. Escallon reported on the following: he agreed with Mr. Grassi and stated that he knows other students that would also want to be on the Sub-Committee and it may be good to have Mr. Arria involved too.

## **3. Presentation of the Records for Approval:**

On a motion by Mr. Kimbrough, seconded by Mr. Fantini, it was voted to accept the following Minutes as presented:

- Special Meeting, SEL Roundtable, October 9, 2018
- Regular Meeting, October 16, 2018
- Special Meeting, Elementary Staffing Roundtable, October 30, 2018
- Special Meeting, MASC Resolutions Official Voting Delegate, October 30, 2018

## **4. Reconsiderations: None**

## **5. Unfinished Business/Calendar: None**

## **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)

Mr. Kimbrough asked for an update for a timetable of when we will receive information for support and training for our transgender students.

Discussion followed on **#18-114**.

Dr. Salim stated that Dr. Turk is working with staff on this motion; they do not have anything at this time.

Dr. Turk stated that some of the departments that she is trying to collect info from the offices of Ms. Kim DeAndrade, Ms. Melanie Brazo, and Mr. Aria. She will continue to collect more information by or before the next meeting.

Ms. Nolan stated when we talk about the comfort level in our schools, CRLS students need support and support is also needed in the middle schools.

**#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 the program had not been evaluated in the past; data was limited, a percentage of students did not participate and the data was not very detailed. She is willing to remove this item from awaiting reports and refer it to the Curriculum and Achievement Sub-Committee in relation to motion **#18-330** on this agenda, if it passes.

On a motion by Mr. Fantini, seconded by Emily Dexter, on a voice vote **#18-306** was passed over.

**#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.

Vice Chair Kelly in the Chair at 8:05 p.m.

Mayor McGovern in the Chair at 8:20 p.m.

## **7. Superintendent's Agenda:**

**7a. Presentations:** District Outcomes: 2018 MCAS Data PowerPoint presentation

Dr. Salim gave opening remarks, and introduced everyone and presented the Agenda for the night.

## **Agenda**

Overview of next Generation MCAS and Our Review Process  
English language Arts MCAS: Achievement, Growth, and Priorities  
Mathematics MCAS: Achievement, Growth and Priorities  
Science, Technology & Engineering MCAS  
Connection to District Plan: Continuous Improvement & Targeted Support

Ms. Amigone provided an overview of the MCAS data, looking at 2018 results. When we compare ourselves to other districts on meeting/exceeding expectation of grade 3 ELA MCAS, we are more inline with Newton and Brookline than other districts.

Dr. Adams explained how they make sense of the data. They have observed that principals are looking at individual students when they approach the data. She explained some priorities moving forward:  
Ensure curricular alignment with state standards  
Explore more opportunities for disciplinary literacy through new 3<sup>rd</sup> grade curriculum in science, updates to social studies  
Strengthen collaboration with OSS staff (inclusive team meetings, targeted support for students with education plans)  
Increase opportunities for computer –based writing  
Develop targeted literacy summer opportunities

Ms. Amigone stated that on the Math MCAS the bright spots were that there has been a tripling of higher grades for African American male students. Compared to the state we meet or exceed the state average on all stages. When she got to the grade 8 Math, MCAS improved 10% points in one year.

Dr. Adams spoke about priorities moving forward:  
Strengthen collaboration with OSS staff-focus on Tier One Inclusive Instruction  
Enhance and expand community partnerships (YPP, Lesley, STEAM)  
Increase opportunities for computer-based mathematics lessons and assessment  
Expand communities of practice focused on ambitious instruction using classroom video  
Create explicit science and mathematics curricular connections

Dr. Salim spoke about Continuous Improvement in Action, looking at problems and applying the design work being done throughout the district. They Plan, then Do, Study and Act continuously.

Dr. Turk shared that Targeted Support relates each the individual child, separately as opposed to collectively. The weekly meetings with instructors have been very beneficial. PAUS has taken on 75 hours of additional professional learning time. These teachers have been making sure their skills are up to par to provide support to the students that need it the most. This work was done by special and general educators alike, specific to content areas. There were vacation camps that happened during the February break and the April Break.

The MCAS Presentation ended. Mayor McGovern opened the floor for questions.

Ms. Nolan stated that this presentation was very comprehensive and useful. She asked how often they do cohort analyses.

Dr. Salim spoke to the assessments themselves, saying they are vertically aligned. It was confirmed that comparing Next Generation MCAS with being vertically aligned and paying extra attention to growth will be extremely important.

Mr. Fantini thanked them for the presentation. He stated that since we do not pull our students out of art or music, Mr. Fantini asked how do the children that are behind catch up.

Ms. MacDonald stated that no child should miss their core instruction, aka Tier 1. Sometimes, because of IEP's children are pulled out and wind blocks (in addition to the core instruction happen). Because our days are so short, the teachers are trying to squeeze in wind blocks.

Emily Dexter asked about the 170 economically disadvantaged students and third grade reading. The kids came in kindergarten, what didn't happen between kindergarten and third grade that keeps them from reading at grade level in third grade? What should we do now to make sure our current kindergarteners will be at grade level?

Ms. MacDonald stated that it differs in each school. They are implementing some new curricula and monitoring the progress of the kindergarten students on a regular basis with appropriate assessments. They are looking at all of the supports at the various schools and tracking their progress along the way.

Emily wants to know if we are doing everything that we need to in order to say that we will be at 80% of our third graders reading on level in four years?

Ms. MacDonald could not promise that but that is the target. They are always looking at ways to strengthen and enhance what we have now.

Mayor McGovern stated that we have a conflict in our relationship with MCAS. What is the communication with the parents for those 19 targeted kids, what are we doing for them tomorrow?

Dr. Turk responded that it really varies with families. With two different upper schools, where there have been conversations with families that want to pull their children even for a small amount of time. And other families will say no, figure out something else.

Mayor McGovern is not married to teaching to the test however, since MCAS is a graduation requirement, there should only be 1 student that does not pass. The kids have to pass in 10<sup>th</sup> grade MCAS whether CPS likes MCAS or not. He wants to see more bold targeted intervention for the 19 kids.

Ms. Bowman stated it is ironic that that when it comes to athletics and the arts it is good for one and not for the other.

Dr. Adams stated that they need to figure out who needs a double dose of something. Some of this flexible work is done in classroom. Some of our students have very fragmented schedules because of the extra supports needed. There is a negotiation every week to make sure all students get what they need.

The Mayor stated that the numbers are alarming at certain schools; he wants to see something more than just nibbling around the edges.

Dr. Turk added the fact that in the past there were 19 anonymous students below expectation, now there are names and faces attached to those 19 students and it makes a huge impact on making the numbers improve.

Dr. Salim stated that this figure is based on the lowest 25%.

Emily Dexter passed out some data from a parent related to MCAS.

**7b. CPS District Plan:**

**7c. Consent Agenda:**

Ms. Nolan moved, seconded by Mr. Fantini, to bring the Superintendent's Agenda forward for discussion and adoption. On a voice vote, the Superintendent's Agenda was brought forward. Ms. Bowman removed #18-312, #18-313, and #18-314. Ms. Nolan removed #18-318. Emily Dexter removed #18-319.

On the following roll call vote, items **#18-311**, **#18-316**, **#18-317**, **#18-320**, **#18-321** and **#18-322** were adopted: Ms. Dexter YEA; Mr. Fantini YEA; Ms. Kelly YEA; Mr. Kimbrough YEA; Ms. Nolan YEA; Ms. Bowman YEA; May McGovern YEA.

**#18-311**, Approval of Student Breakfast and Lunch prices be adopted as follows:  
 Cambridge Public Schools – Student Meal Prices

	<u>Current</u>	<u>Proposed</u>
K-8 Breakfast Reduced Price	.30	.00
K-8 Breakfast Full Price	1.00	.00
K-8 Lunch Reduced Price	.40	.00
K-8 Lunch Full Price	2.85	2.85
High School Breakfast-Reduced Price	.30	.00
High School Breakfast Full Price	1.50	.00
High School Lunch Reduced Price	.40	.00
High School Lunch Full Price	3.50	3.50
Ala Carte Milk	.50	.50

**#18-316**, Approval of the Revisions to the Head Lice Policy, be adopted as follows: That the School Committee approve the Head Lice Policy as detailed in the document (first reading).

**#18-317**, 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.

	#	Amount
Day Program Tuition Contracts	5	\$323,475.46
Residential Program Tuition Contracts	1	58,765.00
45 Day Program Contracts	0	
Total	6	\$382,240.46

**#18-320**, Contract Award, be adopted as follows: that the School Committee award a contract to the following vendor for software and maintenance, funds to be provided from the General Fund Budget, Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with:  
 NOVAtime Technology, Inc., 1440 Bridgegate Drive, Diamond Bar, CA, for the period January 24, 2018 to January 23, 2020, in the amount of \$53,600.00.

**#18-321**, Contract Award, be adopted as follows: that the School Committee award a contract to the following vendor for registration system, funds to be provided from the General Fund and Revolving Fund Budgets, Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with:  
 SRC Solutions, 4467 Saucon Creek Road, Ste. 100, Center Valley, PA, for the period December 1, 2018 – November 30, 2019, in the amount of \$24,450.00; for the period December 1, 2019 – November 30, 2020 in the amount of \$14,200.00; for the period December 1, 2020 – November 30, 2021 in the amount of \$14,200.00. Total Contract: \$52,850.00.

**#18-322**, Approval of Gifts to Cambridge Public Schools, be adopted as follows: that the School Committee accept and approve the following gifts and receipts as described.

1. An in-kind donation made from an individual donor of a Fender 6 string acoustic guitar for the Visual & Performing Arts Department at CRLS.
2. An in-kind donation made from an individual donor of a standard, 88 key console Piano for the Vassal Lane Upper School Choral Program
3. An in-kind donation made from an individual donor of five music stands to the VPA department at CRLS.

**8. Non-Consent Agenda:**

**#18-312**, Approval of the Uniform Grievance Procedures Policy, be adopted as follows: That School Committee approve the Uniform Grievance Procedures Policy as detailed in the document (first reading).

**#18-313**, Approval of the Revisions to the Non-Discrimination Policy & Prohibition Against Sexual Harassment Policy, be adopted as follows: That the School Committee approve the Non-Discrimination Policy & Prohibition Against Sexual Harassment Policy as detailed in the document (first reading).

**#18-314**, Approval of the Revisions to the Advisory Committee – Affirmative Action Policy, be adopted as follows: That the School Committee approve the Advisory Committee – Affirmative Action Policy as detailed in the document (first reading).

Discussion followed on **#18-312**, **#18-313** and **#18-314**.

Ms. Bowman noticed the information on the Advisory Committee Affirmative Action position change is prominent; however there are changes in these three policies that are also important; she feels that the changes in these policies should be more prominent also so the general public will easily notice them.

Ms. Dexter agreed that regarding **#18-312** and **#18-313**, there is no language for remediation or restorative justice. There may need to be a place for that language to be inserted at a later date.

On a motion by Ms. Nolan, seconded by Ms. Bowman, on a voice vote, **#18-312**, **#18-313** and **#18-314** were passed to a second reading.

**#18-318**, Contract Award, be adopted as follows: that the School Committee award a contract to the following vendor for Professional Development, funds to be provided from the Grant Fund Budget, Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with:

Marilyn Friend Inc., 4200 Wisconsin Avenue, Washington, DC, for the period September 1, 2018 to June 30, 2019, in the amount of \$30,000.00.

Discussion followed on **#18-318**.

Ms. Nolan stated that she is going to ask her usual question which is how much is the daily rate, and suggested that the daily rate always be included in the contract so that she does not have to continue to pull these contracts each time.

It was answered by Dr. Salim that the contractual rate is \$4,000.00 per day for **#18-318**. On the following roll call vote, **#18-318** was adopted: Ms. Dexter NAY; Mr. Fantini YEA; Ms. Kelly YEA; Mr. Kimbrough YEA; Ms. Nolan NAY; Ms. Bowman YEA; Mayor McGovern YEA.

**#18-319**, Contract Award, be adopted as follows: that the School Committee award a contract to the following vendor for assessment kits and forms, funds to be provided from the General Fund Budget, Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with:

Pearson Education (NCS), 8860 E. Chaparral Road, Scottsdale, AZ, for the period November 23, 2018 to December 31, 2019, in the amount of \$50,000.00.

Discussion followed on **#18-319**.

Ms. Dexter asked to know what kinds of assessments these are.

Dr. Salim answered that these tests are used for psychological testing for initial or reevaluations and can be used by teams for assessments of students.

On a motion by Ms. Dexter, seconded by Vice Chair Kelly, on the following roll call vote, **#18-319** was adopted: Ms. Dexter YEA; Mr. Fantini YEA; Ms. Kelly YEA; Mr. Kimbrough NAY; Ms. Nolan YEA, Ms. Bowman YEA; Mayor McGovern YEA.

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

On a motion by Ms. Nolan, seconded by Mr. Kimbrough, on a voice vote, it was voted to bring all items on the School Committee Agenda forward for discussion and adoption. Mr. Fantini removed **#18-323 #18-327 #18-330** and **#18-332**. Ms. Dexter removed **#18-324**. Ms. Kelly removed **#18-325**. Ms. Nolan removed **#18-329**.

On a motion by Mayor McGovern, seconded by Vice Chair Kelly, on the following roll call, items **#18-331, #18-333, #18-334, #18-335, and #18-336** were adopted: Ms. Dexter YEA; Mr. Fantini YEA; Ms. Kelly YEA; Mr. Kimbrough YEA; Ms. Nolan YEA; Ms. Bowman YEA; Mayor McGovern YEA.

**#18-331**, Whereas the School Committee represents a key leadership role within the School District, and Whereas the School Committee seeks to be well informed on issues of sensitive matters that impact our students and staff;

Therefore be it resolved that the Superintendent works with the Administration to create a communication protocol that will inform the School Committee on highly sensitive issues in real time that may garner significant public attention;

Be it further resolved that the Superintendent have the new communication protocol in place by Spring 2019.

**#18-333**, Whereas in accordance with the Cambridge School Committee's Policy and Procedures Adopted January 1, 2018, Subcommittees, except the Subcommittee on the Budget which shall be a Committee of the Whole, shall be comprised of three members;and

Whereas there are currently three Sub-Committees that are set up with only two Committee Members appointed to the Committee including the chair; and

Whereas these Committee appointments make it challenging to do the work of the Committee, in addition to being out of compliance with the School Committee Rules,

Therefore be it resolved that the Vice Chair moves forward with appointing three members to each Sub-Committee to ensure the Committee is in compliance with the Cambridge School Committee's policies and procedures.

<https://z2policy.ctspublish.com/masc/Z2Browser2.html?showset=cambridgeset&collection=cambridge&docode=BDE>

**#18-334**, That the Report of the May 29, 2018 Buildings and Grounds Sub-Committee meeting be accepted as presented:

**Buildings & Grounds Sub-Committee Meeting  
School Committee Conference Room**

**May 29, 2018  
5:30 PM – 7:00 PM**

Called for the purpose of reviewing the facilities policy, update on building plans and any other business to come before the Sub-Committee.

Members Present: Ms. Nolan, Chair; Mr. Fantini, (ABSENT) Ms. Bowman

Also present: Ms. Claire Spinner, Chief Financial Officer; Mr. James Maloney, Chief Operating Officer; Mr. Vedad Konjic, Director of Facilities; Ray Rizik, Custodial Operations Manager

A quorum of the Sub-Committee being present, Ms. Nolan called the meeting to order at 5:45 PM. Ms. Nolan read the call of the meeting and passed out an agenda.

Mr. Maloney introduced Ray Rizik, the new Custodial Operations Manager.

Mr. Konjic gave an update on facility projects (handouts on file in School Committee office). During the past two weeks over 30 classroom air conditioners have been installed in classrooms. Some classrooms do not have the electrical capacity. One electrician has been out hurt and the other is out through Friday. Mr. Konjic has to find a service company to install outlets for air conditioners. Three classrooms in the basement at the Amigos do not have AC because heat has not been an issue but if it becomes one they will install AC's. One classroom air conditioner at the Cambridgeport was removed because a student has a hearing loss.

Ms. Bowman asked if it is optional? Mr. Maloney replied from an accommodation standpoint, it is not optional. If it is an accommodation problem that will be taken care of.

Mr. Konjic continued they will continue to install AC's in rooms that can accommodate them first.

Ms. Nolan asked about the Graham & Parks AC's.

Mr. Konjic believes that Graham and Parks has AC's in all classrooms but will follow up. He went on stating every building has at least one baby changing station. Feminine hygiene dispensers are in high demand right now, so there has been a delay in receiving them. All restrooms will have a dispenser and disposal and all schools have been supplied with products so they can be refilled.

Ms. Spinner passed out an Annual Sustainability Report: 2018 (on file in School Committee office) regarding the online permit system and gave an update. We now have the ability to provide data which the School Committee Members and the District use to make decisions. They don't have a proposal at this time but want to start talking about it. There are 4 tiers which determines what is charged to use our facilities. Tier 1 is for Cambridge Public Schools that don't pay rent but if a facility is used after hours and have over 50 people or have food then another custodian is needed and the school pays for the custodian which is non-negotiable.

Tier 2 and 3 are for Cambridge based non-profits and residents and do pay a rental fee.

Tier 4 is non-Cambridge for profit organizations.

Tier 3 & 4 pay a rental fee and for the staff that is assigned to the space. There is always a custodian, sometimes there are theatre techs, food services and security.

Ms. Spinner went over the costs vs. revenue. From September 1, 2017 – June 30, 2018 the cost of staff was \$96,626.07 which we are subsidizing. How will we handle the past due charges for Tier 2? We are not being paid what we spend out.

Ms. Nolan asked if the City is Tier 2.

Ms. Spinner replied yes. Hopefully by the end of the year we will have Revenue which is rental fees that we use to pay staff. This year as of 5/20/18 we should have had revenue of \$402,042 and expenditures of \$398,831. Our net for this year should be \$100,000 (if everyone pays) to be spent on something else.

Mr. Maloney interjected that if we had the revenue we could fix the facilities that take the most abuse (auditorium lights, floors, chairs etc.). We have not had a sustained program to support repairs on facilities. Parents are complaining about the facilities that are being used most. We may need to update our policies.

Ms. Spinner added we cannot get away with charging Tier 2's 100%, this has been an ongoing issue for decades. At different times the School Committee has tried to put boundaries around it.

Ms. Spinner added we don't have a staff person whose primary job is managing building rentals. We need to be thinking in a broader way, as well as having staff in our buildings. Maybe there will be a cap to the subsidy even if you get a discounted rate and only be able to book space for a certain time period. We need to get a system in place. We need to be transparent. We need an allocation through the general fund budget and be transparent about the funds

Ms. Nolan stated two topics are being blended into one; one is the rental and the other is the maintenance plan. We need to decide who pays what for various space.

Mr. Maloney stated that there is no fee/charge and no penalties if they cancel. Some groups will book every available gym at any school for every Saturday but later decide to cancel, which means everyone else is shut out. Other groups are locked out for birthday parties etc. They also book weeknights after 6:00 p.m. and some that just don't show up. There are some people/organizations that have not paid but we have paid the staff for working.

Ms. Bowman asked what are we going to do to prepare Tier 2 to begin being charged?

Mr. Maloney replied we are going to need a policy change and an announcement that as of September 1, 2018 we are going to start charging. We may need to change some of our rental rates.

Ms. Bowman and Ms. Nolan want the city and the Superintendent to be included in the conversation about Tier 2. They want the buildings open and used, but want to be sure to cover the cost of usage and for it to be in place by September. The issue with the city is their budget is set for the year, just like ours.

Ms. Spinner and Mr. Maloney are having a meeting to transfer unexpended funds (\$300,000) into capital. It needs to go into either the School Department or the city's general fund.

Ms. Bowman stated maybe we need to separate out all city departments and put everyone else on the other side. This is not a good use of our time. Can we outsource this?

Mr. Maloney replied it is an ongoing daily operational full time job to deal with permits and would like to look at outsourcing it to a management company. On the other hand, we need to make sure it is a full time job.

Ms. Nolan sees 4 buckets for Tier 2. She is more interested in the academic and city groups getting a subsidy rather than the sports and entertainment groups. She views tutoring as more important than sports.

Mr. Maloney added regarding the youth groups, like baseball and soccer, it is an administrative headache. The City Manager is a baseball coach, which may come back to us. We can draft a letter from the School Committee that this is the direction we are heading in. The other piece we don't want to forget is the commercial users, we can probably double their fee. Cambridge Athletic Association is a commercial rental business that has ball leagues and covers probably half of our income on this.

Ms. Spinner showed in her handout how much the custodians are paid in Arlington, Belmont, Medford and Somerville. We charge \$25.00 per hour rental fee for our gyms and Medford and Belmont charge more. We may be able to increase the price just for Tier 4.

Mr. Maloney would like to have a policy in place by September 1, 2018. He will draft a letter. We need to make sure everyone is reminded that the moratorium was only for one year. There has been no communication on this issue since we put it in place. We will be reviewing this and it will not continue to be free. There will be a public hearing about it. We need to have a plan and execute it. We need to know how to respond before we have a public hearing. Mr. Maloney will draft the letter and have the Governance Sub-Committee edit it, if necessary.

Ms. Spinner thinks that a public hearing over the summer may be unfair because families may feel burdened with vacation season.

Ms. Nolan added we will advise Tiers 2 & 4 that we are reviewing the policy and that their rates are going up. They may not go up at the same time, but it will happen.

Mr. Maloney said they are looking at a different system, possibly School Dude.

Mr. Konjic said there are some glitches in the present system, it email's invoices out without prompting. Reports are not easy to run and cannot be done using PeopleSoft.

Ms. Spinner stated that we are paid by check and not using credit cards yet. At a public hearing, people will testify and the School Committee will deliberate.

Mr. Maloney said the letter should say a revised fee structure for your category has been proposed and a public hearing will be in September where we will show them the information. Ms. Nolan will draft a Google doc and people can edit it.

Mr. Konjic went over the requests from the Principals on the summer projects lists (on file in the School Committee office) and ongoing annual maintenance that is done during the Summer. The Cleaning Standards booklet has been updated, next they are going to do an overhaul of all aspects for custodians. The goal is to set standards for the existing buildings, where they are, where they need to be and how to get there. In October there will be a survey of building administrators, staff and community members.

Mr. Maloney stated that there was some pushback on the language from some union reps. The new union leadership has been rather aggressive and they look to the parents to advise them.

Ms. Bowman asked what is the pushback?

Mr. Maloney replied that he asked some custodians to document their time by hour because it has been an issue. Also when they created the upper school gyms, the custodians were not cleaning them because they didn't think they should have to. Labor leadership is being tougher on management but they will get through it.

Ms. Nolan wants to make sure school councils, parents and the community respond to the cleaning standards survey. We have more custodial staff than surrounding areas and the buildings should be clean.

Ms. Bowman moved to adjourn seconded by Ms. Bowman at 7:00 p.m.

Erin Grant  
Temporary Confidential Secretary

#### Documents

- Window Air Conditioning Installation
- Restroom Installations
- Cleaning Standards for Buildings
- Facilities Management Summer Projects 2018
- Annual Sustainability Report: 2018
- Tier 2 Expenses September 1, 2017 – June 30, 2018

**#18-335**, that the Report of the October 24, 2018 Buildings and Grounds Sub-Committee meeting be accepted as presented:

**Buildings and Grounds Sub-Committee  
October 24, 2018  
School Committee Conference Room**

Called for the purpose of discussing the recently revised facilities rental policy, including a discussion of tiers and long range planning for CPS enrollment and any other business that may come before the Sub-Committee.

Members Present: Ms. Nolan, Chair; Mr. Fantini, Ms. Bowman (ABSENT)

Also Present: James Maloney, Chief Operating Officer; Claire Spinner, Chief Financial Officer; Vedad Konjic, Facilities Director; Elizabeth Liss, Educational Liaison; Robert Travers, Paraprofessional; Alexander Loud, Parent & Cambridge Youth Soccer

A quorum of the Sub-Committee being present, Ms. Nolan called the meeting to order at 5:35 PM and read the call of the meeting.

Facilities Update on mold-remediation timeline and status, how it happened, what are lessons learned:

Mr. Konjic stated at the end of a very humid summer they were made aware of some mold from the HVAC pipes. There are cold water pipes in the ceilings that started to condensate causing a leak and mold to grow on the surface of the pipe and the insulation. The majority of leaks were in enclosed spaces where people don't go during the summer and wasn't noticed until the water started leaking thru the ceiling tile. In two cases there was a radiator where the mold came thru the sheetrock. Humidity coupled with insufficient encapsulating of the pipes during construction led to this. They did a visual and pointed to the insulation which at Morse in most cases 20-25 years ago only installed 1" of insulation instead of 1 1/2" that leaked on the pipe. The Facilities Department purchased nine industrial size humidifiers and placed them in the schools. They hired an environmental company to test for mold spores at Peabody, Morse, Cambridgeport and Baldwin where some rooms were fine and some were elevated. Cambridgeport was fine. In most cases there is only five feet of damaged insulation. The most serious at the Morse were the gym teacher's office and storage area, and the Family Liaison's office which are not used during the summer.

The most serious issues at the Peabody School were in rooms that are not used in the summer. As soon as Facilities received the report back they started remediation to remove the mold from the areas. At the Peabody they removed all insulation that was identified including some damaged sheetrock. All surfaces of the Family Liaison office will be cleaned next Tuesday by the vendor using an anti-micro biotic cleaning agent but no water damage was found on the ceiling. It could have been caused by someone bringing in old furniture. Our custodians are wiping down areas where mold is easily removed or not yet formed, then the outside contractor will scrub, and finally some sheetrock will be replaced.

Last Saturday and for the next three Saturdays, the Morse pipe insulation will be removed and new thicker insulation will be installed. Three rooms at the Baldwin are being cleaned now. All work will be done during off hours which makes it a slower process.

Mr. Konjic went on to say every classroom unit ventilator and filters have been cleaned and are draining properly. Next week the trades manager, custodial manager and three of our carpenters will attend mold inspection and remediation training so they will know how to deal with mold before it becomes a problem. Then all custodians will be trained to recognize what sources of mold are. They hired a mechanical consulting company that will be here during the first week of November to give them some long term solutions so it does not happen again. They may need to make modifications to HVAC system, putting humidifiers in the system itself which is very expensive.

Mr. Maloney commented that one of the things to be aware of is we consider these as our new buildings but from a system standpoint they are at the end of their life because they are 20-30 years old. They hope to get ideas from the vendor and it will possibly be a capital expense but optimistically maybe only require encapsulating with thicker insulation. They work closely with Sam Lipson, Director of Environmental Health for the Cambridge Public Health Department. A couple of years ago he worked with them checking every tap in the buildings for lead, it was when Flint was having a problem. Our buildings were in pretty good shape. Mr. Lipson has been instrumental in helping them and is meeting with the Baldwin staff because they want to know what this will do to their house. The week before school started the Graham & Parks flooring contractor left silicone dust all over the place. Facilities locked the rooms and did a thorough cleaning. The company is going to work with the city to cover the work/cleaning they did not complete correctly. They have tested again and as long as people have concerns they will continue testing which costs between \$3-\$5,000 per building. During the next few weeks it should all be done except for the Baldwin.

Mr. Fantini asked if Sam Lipson could talk to staff again. Mr. Maloney replied it is repetitious but will ask him. Mr. Fantini asked about the bidding process. Mr. Maloney stated that we are limited to \$10,000 without going to bid unless it is an emergency and the State needs to review it but the level of mold found did not rise to the level of an emergency. The biggest delay is the time to get in the building and clean it.

Mr. Fantini asked if they did a walk thru of all the buildings. Mr. Konjic replied only if they had issues in the building they go through it.

Mr. Maloney stated some teachers see what they think is mold, get nervous, and take pictures and one picture taken by a teacher was gum.

Mr. Fantini knows mold is not asbestos but how dangerous is mold.

Mr. Maloney answered that he would rather a professional answer that. Any teachers that are ill have been advised to file a worker's compensation claim. The more serious issue was at the Graham & Parks. If anyone is in a building that is filled with mold, they can get a very bad infection, but he is not aware of anyone being sick. He added that the unit filters are changed by our HVAC staff and the humidifier filters are changed weekly. They usually find more mold outside of the buildings than inside. It is part of an environmental issue that we are facing. Most buildings built by the state are not air conditioned because of the cost of installation as well as the cost to run them.

Mr. Fantini asked if anyone has been to the Graham & Parks. Mr. Konjic is going there tomorrow morning and do a visual of a room he could not get into because the kids were sleeping.

Mr. Travers stated that he has concerns and knows that in other school districts they have custodial cleaning handbooks available for staff. He passed out an old copy of the CPS Custodial Handbook from 2007. Mr. Maloney said it is being updated now. Mr. Konjic said the goal is for it to be much more comprehensive than the previous handbook.

Ms. Nolan stated that the Morse had a roof leak that was not identified on the Summer work list. Mr. Maloney answered that it's been repaired. He added we get leaks, the roofs are at their 25-year limit and this was not a roof leak problem it was from the air conditioning. Ms. Nolan wants to be sure we are working proactively.

Facilities Policy – Who is in Tier 2? The new facilities rental policy: Ms. Spinner arrived at 6:07 PM. Alex Loud from Tremont Street is here representing the 1100 kids that play Cambridge Youth Soccer. He is concerned about the rental fees and prefers no rental fees. He received a bill from January – March for \$1234. It increased because rental fees of \$10.00 were added that he never paid before.

Ms. Spinner explained that could be an error that needs to be corrected and that each organization is assigned to a Tier. As long as he doesn't represent any other organization and only youth soccer, Tier 2 never has a rental fee and he should call Ms. Johnson tomorrow to get it corrected.

Ms. Nolan wants an update on the policy implementation. What are they hearing from users? She wants people to know what to expect.

Mr. Maloney replied that as far as the system being user friendly it depends on the experience of the user. Some people have log on problems but 90% of the people that call him after he walks them thru it never call again, however there are issues with the system.

Ms. Spinner stated that the system ultimately charges correctly. Tier 2 organizations pay no rental fee on Monday – Friday between 6-10 PM because the buildings are open so there are no custodial charges. Saturday & Sunday we need to pay the custodians. If the schools open on the weekend they pay the detail rate. Last year they decided not to collect the money but they are collecting information so they can get the cost. They should not be sending invoices to Tier 2 organizations. Every month someone sends invoices but not to Tier 2. They have not been overly wowed by the facilities scheduler they implemented. The ICTS Dept. thinks it is an extremely buggy system. For years the Facilities Dept. has used School Dude, one of the country's biggest, as the facility work order scheduler. They have a component for facilities rental and a contract is going through execution now.

Mr. Maloney added that the facilities were used at least 20,000 hours last year with very few complaints. Groups like youth soccer and baseball used the facilities well over 10,000 hours last year.

Ms. Nolan likes that they are adding a module from a company we are already using. Now they have some actual data on use. In Tier 2 there are several city departments that use our buildings. If we use their buildings do we pay them? Mr. Maloney replied in the negative.

Mr. Fantini doesn't want to charge youth soccer, baseball, Breakthrough or youth organizations any fees but there needs to be a cap. Maybe they can get money from private organizations to balance it out.

Ms. Nolan can meet Mr. Fantini half way. She agrees with him regarding Breakthrough, Enroot, Work Force, etc. because they work directly on student academics. There's academic and arts and sports which are important to the whole child. Breakthrough is now in Boston and Somerville where they don't pay any custodial fees and she is embarrassed that we are charging them. Ms. Spinner replied that they are only charged on Saturday and Sunday.

Ms. Nolan stated that they're open to the idea for Tier 2 but Tier 3 and 4 is significant. Ms. Spinner replied that that we only charge because they're coming extra time. Revenue wise it is \$206,000 for Tier 2. If we increased fees by 50% for users that can pay more that would take care of a lot of the Tier 2 users. Sports oriented organizations are being taken care of.

Mr. Fantini asked Mr. Loud if he would be opposed to paying something. Mr. Loud stated that anything helps but he'd rather have free. He agrees that academics is more important but we do have a Health and Wellness Policy. \$88 is quite expensive and he already has kids that are being sponsored by other parents and some probably aren't telling him they need help.

Mr. Maloney stated that Tier 4 has lots of users that can pay more (Google, Biogen, Apple). There are lots of maintenance issues and wear and tear on the buildings. They will come back with a revised fee structure for next year. He wants the School Committee to be open and look at Tier 3 level if residents are having a birthday party they need to pay more.

Ms. Nolan wants to implement changes by July 1, 2019. Ms. Spinner said right now people can rent until June 30, 2019. They will have a period of time when the schools can reserve their dates on the schedule, then DHSP, and finally the public but she thinks they need to have a rate in place by April.

Mr. Maloney wants to focus on groups that have paid staff and probably will be happy to pay more. They can get a little more money for facilities and to offset costs. Keep in mind that the word is out and there are more and more people that want to use space. With the data we have now they can make a more informed decision about Tier 4. We will leave the current policy as it is for this school year.

Ms. Nolan stated that we need to let people know the actual cost that we are incurring. We are going to continue the moratorium for this year.

Mr. Maloney said last year we had \$100,000 for Tier 1 and 2. There is a subsidy there right now. At this point we have a lot more outstanding.

Ms. Spinner said it comes down to Saturday and Sundays. When something is free people are not careful about how much space they are booking, knowing they won't be charged if they don't show up so it blocks others from using the space. The new system needs to have clear language. Tier 2 will be free or highly discounted but will have some limit to what they can book.

Ms. Nolan thinks users need to sign under penalties of perjury stating that 50% are Cambridge residents.

Mr. Loud said there is no way to cancel on line. Mr. Konjic answered that's correct, they have to call to cancel space.

Long Term Enrollment: Ms. Nolan handed out an Enrollment History and Projections Report and reviewed it (on file in the School Committee Office).

Mr. Maloney commented that they closed three schools in 2002 because of the declining enrollment.

Ms. Nolan added that they know there will be more growth as documented in the Envision Cambridge Report. Ms. Spinner's numbers are based on existing enrollment through 2020-2030 and we are expecting 500-1000 more students. We can't have projections until the Spring, if City Council approves the zoning changes. The projections show the need to have two swing buildings. The city is doing a separate 3-4 year old study. We need to be closer aligned and have clear communication with the City.

Mr. Maloney stated that Ms. Spinner is working with Ellen Seminoff and MaryAnn MacDonald to look at universal pre-school enrollment numbers by grade which will come after the Envision decision.

Ms. Nolan asked if it in process? Ms. Spinner answered that the contract was executed in July, they did a launch in September and there is a monthly department head meeting on the calendar but does not always happen. Two consultant groups Early Childhood Associates and the Donahue Institute at UMASS Boston have worked closely with the city on a universal preschool demographics study. The city knew we were doing something and we don't want our study to be disconnected from their study. There is some coordination but have nothing yet.

Mr. Maloney stated they will have zoning decisions soon and will have the numbers from Ms. Spinner's study. Some people are already talking about a new school which is probably premature. We will have 45 classrooms available at the Longfellow and Kennedy Longfellow. When they began the King School, the city changed the zoning and got a special permit to add on. When they start the next renovations they will have decisions to make at the Graham & Parks one of our most in-need buildings. An expansion permit can easily add 5-10 classrooms on that site. It will probably take a decade for those decisions to be made. The land alone on Alewife Brook Parkway is through the roof.

Ms. Nolan wants to stop bussing kids across the city. Kendall Square is bursting at the seams.

Mr. Maloney's suspects that because of the middle school program we are slowly becoming neighborhood schools.

Ms. Nolan said we can save money on bussing. She knows there are some school buildings on the East side that need some updated programs. Ms. Nolan asked if it made sense to have the City Manager come to a meeting? Mr. Fantini moved seconded by Ms. Nolan to have the Mayor work with the City Manager to set up a date to have the City Manager come to a School Committee meeting to update the whole Committee added to the next School Committee meeting agenda.

Motion to adjourn at 7:05 PM by Mr. Fantini seconded by Ms. Nolan.

Terry Gist  
Confidential Secretary to the School Committee

Documents:  
Enrollment History & Projections  
Custodial & Cleaning Standards Handbook – 2007  
Mold Reports for Morse, Peabody and Baldwin

**#18-336**, that the Report of the October 31, 2018 Curriculum and Achievement Sub-Committee meeting be accepted as presented.

**Curriculum and Achievement Sub-Committee meeting  
October 31, 2018  
School Committee Conference Room**

Called for the purpose of discussing the Math Olympiad and Tutoring Supports at Putnam Avenue Upper School.

Members Present: Mr. Kimbrough, Chair; Ms. Kelly, Ms. Dexter, Ms. Nolan

Also Present: Dr. Turk, Deputy Superintendent; Dr. Adams, Assistant Superintendent; Justin Villet, Jeff Perkins, Parent; Parth Patwari, Parent; Kathryn Fenneman, Tutoring Plus; Erica Talamo; Tutoring Plus; John Paul Kambazza, Parent; Bill Boehm, Parent

A quorum of the Sub-Committee being present Mr. Kimbrough called the meeting to order at 3:00 PM and read the call of the meeting.

Mr. Kimbrough went around the table and did introductions. We are here to discuss after school tutoring services and Math Olympiad at Putnam Avenue Upper School (PAUS). We have done some really good work and there is progress that has been made but we are not where we want to be so the work continues. He asked administration to update what has been done for supports and additional ways to support our students.

Dr. Turk stated that the Teaching and Learning Team just met with the Putnam Ave Upper School (PAUS) team to review their school improvement plans. They were able to hear some of the thinking that is specific to this year. There are before and after school supports for students, as well as Cambridge School Volunteers and interns that rotate so there is after school help. The Young People's Project Flag Way is a competitive math sport. There were initial interactions last year with Bob Mellisis to work with

the teachers so they understand the best ways to push kids in math thinking. The intent is to take it a step further and hopefully be part of a competition this year.

Dr. Adams gave a handout "Mathematics @ Putnam Avenue Upper School" (on file in the School Committee office) of student opportunities & supports, staff supports and 2018 MCAS data and described how they are supporting students in class as well as after school. The connection with Albert Moses is really exciting. We are connecting kids with computational fluency around their math achievement. We have added an additional Math Coach at the upper schools who visits each school one day a week supporting teachers. There was professional development in June, August and we just had a three-day staff on assignment for teachers on math achievement. The teachers said this was great because it lets them know where they are and what direction to go with the kids. She also spoke about math achievement targets. Substantial work has been done and the data shows student growth is heading in the right direction. We exceeded what we expected and are now working with the Office of Student Services to focus on special education kids.

We received a four year \$10 Million grant from Biogen that went to the Young People's Project so we can think about what is the pathway for students in Math.

Mr. Villett looked into the elementary schools to see what is being offered. A lot of schools have Math Olympiads before or after school. Some Principals said it would be good to have a morning bus. Cambridgeport is using Crazy 8's, a game based club. They did that because some of the Math Olympiads were not the most equitable.

Dr. Turk shared that there was a four-day program in February and in April and she had an opportunity to attend both sessions. The numbers were strong 15-20 kids each time, some kids who had attended the February program returned in April. Teachers recommend kids so they can strengthen their math skills. We had a program run on Saturdays between the end of Winter and when MCAS was given and the growth reinforcement helped. We have "WIN What I Need" is what they are using as a term. The WIN block is where the kids are being nudged.

Ms. Dexter asked what after school programs are offered. PAUS has Cambridge School Volunteers, their special educator does Homework and Hopes, and there are a number of activities there.

Ms. Nolan is curious of how much cross fertilization there is with other schools. How do we get with other schools in the district?

Dr. Adams replied we are always trying to bring things into alignment, the academic program, new curriculum resources and implementation is where we bring teachers together. One of the most powerful things that two teachers can do is compare student work and ask how did you get those results because I don't think I taught it right. There is now one districtwide Math Coach which is helpful. We instituted a Math think tank that meets monthly with representatives including Math Teachers, Coaches, Principals, Special Educators and central Administration to look at Upper School Math. We made a change in the way we are structuring 7<sup>th</sup> grade Math to be sure we are all moving in the same direction and learning from each other; including how to structure planning time, using rapid data cycles, so a kid is able to move in flexible groups.

Dr. Turk added there have been ongoing informal conversations between PAUS and Cambridge Street Upper School Math teachers. During the past 18 months when meeting with Principals on grade 6-12 there is a dedicated block of time where Julie Ward has been doing Math professional learning for us. Math has been a focus among schools so when Principals go into a classroom they have a better understanding of what they are seeing, what they should be seeing and what they can do to move math forward.

Ms. Nolan added there is only one 8<sup>th</sup> grade Math teacher in each Upper School.

Ms. Kelly struggles to understand the systematic model. We talk about small pieces and how we get students to the correct support that they need the most help with. Are we aiming our resources toward those students? There needs to be more of a narrative if a student is struggling, how do we recognize what it is that we are going to do to help them move forward.

Ms. Adams stated that we have a commitment to rigorous, joyful cultural responsibility and to create a lot of opportunities. Decisions are made at the building level and we try to financially support the opportunities that are out there. We want the adults in the building to connect with every student.

Dr. Turk added that they listen at the schools and by asking the families what they need.

Mr. Kambazza a parent at PAUS has written comments (on file at the School Committee office). He has two kids (grade 6 & 8) at PAUS and was disappointed that the Olympiad did not happen this year. He wants the best education for our children. His daughter attended the Math Olympiad at the M.L. King School and was excited that it was going to be at the PAUS. He expressed fear because the person who was running the program went out of the country, he volunteered to run the program but did not get parental support. He requested a meeting with the math teachers to speak about the programs that are available. The statistics he has seen are not encouraging and he cannot sit back and wait. If PAUS is weak academically what are we doing to help them. He told Principal Chardin that he is willing to volunteer to do whatever he can as a parent. Is the Committee aware of the negative perception of PAUS?

Mr. Kimbrough responded that we all want our kids to be successful and math scholars. The year is underway and he feels confident with the supports offered. There are different pathways through after school programs recognizing that the Olympiad did not work out. There is specific need for the program to improve and the frustrations and history is always present. Concerns are not going to go away without active interventions. We give additional funding to schools that need extra support. We are creating professional development opportunities around cultural proficiency and achievement. There are opportunities through tutoring and the Flag Way Program.

Ms. Kelly said we have heard from parents over the years at PAUS that it works against family engagement and being partners with the teachers/administration. If the collaboration was happening in a real way there would be conversations about how PAUS administration would move forward when parents become partners. There are things that need to be changed in the school.

Mr. Kimbrough recognizes it is a district wide issue and does not take away from any parent concerns.

Dr. Turk added we all care about what is happening in Cambridge and there needs to be someone holding our feet to the fire. At PAUS there needs to be recognition when there are positive successes and what is going well. The back to school night is the most well attended event but we never hear that. Right now we are feeling good about seeing academic growth and the upward trend. It takes many voices not just one perspective to make a healthy school.

Mr. Perkins agrees with what Mr. Kambazza said. The response seems to lack urgency and it feels like we will try this or that. The end results are truly terrible. We have some obvious things to do. We met people from other upper schools that are doing well and they need to talk to each other. It is frustrating because we have the resources to do something to correct this. His child is in the school and he knows what goes on in his daughter's classes and it's not very encouraging as far as challenging her.

Dr. Turk agrees conceptually there are targets that are created each year for every school and we were able to meet or exceed set targets; the difference is to not meeting targets one time but to continue meeting targets. This is the second cycle of the change in the test.

Mr. Kimbrough as a former teacher recognizes the need and urgency of change, he believes that through listening to parents concerns and through the district plan work, we are looking to do things differently. We are not going to get everything perfect every time but we strive toward it. He continues to welcome suggestions from parents so needs can be addressed.

Mr. Boehm a parent at PAUS for seven years has one graduate and one 8<sup>th</sup> grader at PAUS and to say we only have two years of data to look at feels incorrect because he has eight years of data. He thinks they have been struggling since the start. The Math Olympiad is not going forward this year because the organizers said they got zero support from the school. He is interested in teacher retention in our schools.

Mr. Kimbrough acknowledges that there is a lot of turnover at that school.

Ms. Kelly stated this is knowledge we have known for a long time. The School Committee and Administration did not sit down and have an honest conversation about the struggles that this school has had. She agrees there were not enough supports put in that school from the beginning compared to others. The frustration has built over the years. You want your child to be prepared to meet the challenges when they get to the high school.

Mr. Patwari is here supporting Mr. Kambazza because his kids are not at PAUS. He has a daughter at M.L. King. He is one of the parents that started the Math Olympiad Program at the M.L. King. We accept anyone with interest and have a wide range of kids that come to the program. The kids that are most advanced in math are not the ones that are benefitting most from it. Kids lack confidence and once they start to solve problems they see themselves as capable and enjoy it a little more. Parents are disillusioned at PAUS, Morse and M.L. King and is glad to hear acknowledgement of that. Each year parents that are most privileged can make the decision to pull their kids out of Cambridge Public Schools at the end of 5<sup>th</sup> grade. He volunteers four hours a week at the Math Olympiad Program for those kids to have the opportunity that they don't have it at PAUS. He has worked with administration on the King 3-5 Task Force and sees a lot of hard work and effort, but echoes the urgency of the parents that are here. We need to acknowledge the problems in order to fix them and we haven't heard them. We should celebrate improvements but not seeing a change in the overall culture that does not promote academic rigor at that school. Drama, Sports, Gym, and Band at PAUS are amazing. He has never heard kids say that was a fun math class and I learned a lot.

Ms. Fenneman Tutoring Plus a local non-profit that works with 200 plus kids offering after school tutoring and providing services in city buildings. We are seeing increasing numbers of PAUS kids this year. We are supporting our kids as holistically as possible, understanding the climate and how we can help.

Ms. Talamo, Tutoring Plus met many families at the back to school night that want services but unfortunately they cannot provide services to all of them. There are five PAUS students on the wait list right now.

Mr. Kimbrough welcomes the partnership; how do we get the support to kids that need it?

Ms. Talamo answered that their programs are free of charge and offer after school tutoring and mentoring to Cambridge students. They have offices in the CSUS and partner with resident services at the two towers on Rindge Ave. During the Summer they send flyers and registration packets to families that are on their mailing list, classroom teachers and schools. They like working with the family liaisons as a point person at the Upper Schools.

Ms. Dexter feels bad about the Math Olympiad because the School Committee provided assurance that the program would go forward and they need to find out how to go forward.

Ms. Adams wants clarity because as she understands it, it is a parent run project and parents lost interest and did not want to do it.

Ms. Nolan said it is parent run we need to reach out to administration to see how we can work together.

Mr. Villet reached out to the Cambridge Advanced Learners Association (CALA) parents and they have parents willing to run it. If parents went through Cambridge School Volunteers and became a volunteer,

there is a recommendation process and CORI check then they could use them to run a Math Olympiad. He will reach out to the co-chairs again if that is something you want to look at.

Mr. Patwari added there is not an email list to send all parents information. Last year it was basically people that Rosie and Jane knew. If you don't know to look thru all the attachments most parents do not know it exists. The impression is that the school is not interested in working with you. It never happened last year.

Ms. Nolan stated it would be helpful to ask other schools how they get a partnership going.  
Mr. Kimbrough commented that this is a district goal and a way for our kids to think about themselves as scholars.

Dr. Turk feels there's a lot of possibilities and great ideas in this room. If we can figure out how to get parents in touch with other parents, let's do it.

Mr. Kimbrough recognizes, as the Chair of this Committee, there are people that want to be more involved and connections are being made let's get it rolling.

Ms. Adams would like to re-energize parents at PAUS to get this started.

Mr. Patwari added that at M.L. King the Math Coach and Principal go in each classroom and talk for five minutes and make it appealing to the kids.

Mr. Boehm stated that brings the schools leadership into this and the big issue which is unengaged leadership at PAUS. We need new dynamic leadership to turn it around.

Mr. Kambazza stated we make wonderful plans but we are 1/3 of the way thru the school year and he prays the rescue plans are not too late for kids in the 8<sup>th</sup> grade moving into high school next year. He wants a timeline commitment and a way to measure progress.

Mr. Kimbrough will take the lead by Friday for a starting point, but remember as Members of the Committee we can't snap our fingers to make things happen. We need to look at resources and what we have the ability to control.

Ms. Kelly motioned to adjourn seconded by Mr. Kimbrough at 4:25 PM.

Terry Gist  
Confidential Secretary to the School Committee

**#18-323**, That whereas in the past the Cambridge Public Schools calendar included "important days" (as referenced in order C10-014) when major tests should not be administered or major projects due and afterschool activities including athletic teams could not be mandatory, and whereas the district seeks to send a welcoming message to all students of all backgrounds, the School Committee orders that the district review prior calendars and consult with staff and families to determine which days should be added to the district calendar as "important days" starting with this year's online calendar and all future years.

Discussion followed on **#18-323**.

Dr. Salim stated there was a calendar in the past that had important dates, and we do not want to confuse parents on the difference between a day off and an important day.

Ms. Nolan stated that we used to have this on our calendar as a separate line of days that are important that are not holidays. This came up when Eid Fitir and Ad-Ha were added. On a voice vote, **#18-323** was adopted.

**#18-324**, that the Mayor is directed to work with the City Manager to set up a date for a presentation to the full School Committee before year end on the Vassal Lane construction project as well as updates on the Cambridge Street complex project.

Discussion followed on **#18-324**

The Mayor updated the assembly that there will be a roundtable on this. The City Manager has to have discussions with the City Council as well; they are still having conversations about the Tobin and then a date for a roundtable will be set.

Emily Dexter wants to know if this means when the end of the calendar year or school year.

Mayor McGovern confirmed that the end of this calendar year is not possible. Mayor McGovern constructed an *amendment* as follows: ***That the Mayor is directed to work with the City Manager to set up a date for a roundtable between the School Committee and the City Council before the end of February 2019 on Vassal Lane construction project as well as updates on Cambridge Street complex project.*** On a voice vote, the *amendment* to motion **#18-324** was adopted. On a voice vote *the motion as amended* was adopted.

**#18-324**, that the Mayor is directed to work with the City Manager to set up a date for a roundtable between the School Committee and the city council before the end of February 2019 on Vassal Lane construction project as well as updates on Cambridge Street complex project.

**#18-325**, Whereas: The Ad Hoc Attendance Violation Policy held its first meeting on Tuesday, December 5, 2017 and was created without an end date, that the Ad Hoc Attendance Violation Policy hold a final meeting by Thursday, February 1, 2019 and submit a summary of its findings to the School Committee (Committee of the Whole) and the Superintendent.

Discussion followed on **#18-325**.

Vice Chair Kelly made a correction on the date from Feb. 2018 to Feb. 2019. She also stated that she has spoken with Emily Dexter and Dr. Turk that this will be in formation at that time. On a voice vote, **#18-325** was adopted as amended.

Ms. Bowman exercised her Charter Rights to calendar the rest of the items on the agenda.

#### **10. Announcements:**

Mayor McGovern announced that the football game is on tomorrow, Wednesday, November 21, 2018 at 6:00 p.m. at Dilboy Stadium in Somerville.

Next Tuesday, November 27, 2018 there will be a BSU Roundtable and Micro-aggression working group and Ms. Bowman will be chairing the meeting.

The first of the community conversations on race and diversity will be at the Fletcher Maynard Academy beginning at 5:30 to 8:00 p.m. on Wednesday, November 28, 2018. Food and child care provided.

There will be a State of the City Address with the Mayor and the City Manager on Wednesday, December 12, 2018 beginning at 6:00 p.m. There will be a welcome reception at 5:30 with music performed by our CPS students in the City Hall Sullivan Chamber.

Emily Dexter announced congratulations are in order for Ms. Nolan who had an op ed letter published in today's editorial page of the Boston Globe on our suspension policy.

**11. Late Orders:** None

**12. Communications from City Officers:** None

On a motion by Ms. Bowman, seconded by Vice Chair Kelly, it was voted to adjourn (10:10 p.m.)

Attest:

*Dosha E. Beard*

Dosha Beard  
Executive Secretary

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

- Agenda
- 2018 MCAS Performance PowerPoint presentation

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

- ✓ Mr. Dan Monahan
- ✓ Ms. Nekita Lamour
- ✓ Mr. Larry Childs

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

- Ms. Kimberly Kaufman
- Ms. Luba Falk Feigenberg
- Ms. Tina Lieu
- Mr. Anthony Galluccio Esq.
- Ms. Jennifer Richards
- Ms. Clara Hendricks
- Ms. Mary Shillue-Goldberg