

SCHOOL COMMITTEE

(Official Report)

Regular Meeting

March 6, 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 and Mayor McGovern

Also Present: Student School Committee Representative Juliette Low-Fleury

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. Mayor McGovern asked for a moment of silence for the passing of Sam Bixler; Comparative Government teacher who was part of the Level Up group teaching 9th grade World History.

The Chair announced that student representative Paul Sullivan sends his regrets that he is not able to be in attendance tonight.

1. Public Comment:

The following individuals were heard:

- Joe Maloney, Crescent Avenue, Stoneham, re item #18-48, athletic policy, special needs pre k teacher and assistant coach. He notices a troubling pattern in the athletic policy. He feels that students of color are being victimized by this policy (statement on file in the School Committee office).
- Dan Monahan, Lexington Avenue, CEA President, re item #18-48 & item #18-50, athletic policy, he is worried about due process of the athletic motions. Regarding item #18-45, parent survey, asked that the Committee wait for the Nellie Mae Grant to begin before making any decisions and be prepared to use the data. He knows of no teacher surveys. He appreciates the concerns of the upper schools. Re item #18-49, he is glad micro aggressions are being considered at the School Committee level (statement on file in the School Committee office).
- Laura McGaffigan – Clay Street, re item #18-48, support for the athletic motion, this policy will not help students, there is an unfair disconnect where CPS shares information about certain issues, but not all issues.

On a motion by Mr. Fantini, seconded by Ms. Nolan, on a voice vote, the Rules were suspended to allow the next speaker to comment on an item not on the Agenda.

- Eric Miller, MIT student, Public Outreach Committee for Graduate Student Council, would like to have MIT graduate students come to speak to CRLS students about careers in the STEM fields, what it is like to be a scientist on a day to day basis (handouts on file in the School Committee office).

On a motion by Ms. Nolan, seconded by Mr. Fantini, on a voice vote, it was voted to close public comment.

2. Student School Committee Report:

Juliette Low-Fleury reported that course selections have started beginning with the juniors, then the sophomores and the freshmen will be last. There is a big basketball game going on tonight as well. The seniors have begun the annual spoon game, which has a grand prize of \$500.00.

Tomorrow there will be a walk out at 8:17 a.m. CRLS students will be standing outside for 17 minutes in silence to honor the 17 murdered in Florida and then meet with Somerville High. There will be another walkout at 2:10 next week after parent teacher conferences and students and staff can join together to protest the murders in FL.

3. Presentation of the Records for Approval:

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

Regular Meeting, December 19, 2017
Organization Meeting, January 1, 2018
Regular Meeting, January 2, 2018
Roundtable Meeting, District Plan Update, January 23, 2018
Roundtable Meeting, Level Up Initiative, January 30, 2018
Special Meeting, Budget Retreat, January 30, 2018
Regular Meeting, February 6, 2018

4. Reconsiderations: None

5. Unfinished Business/Calendar:

On a motion by Ms. Bowman, seconded by Ms. Nolan, it was voted to bring forward Calendar **item #18-35** for discussion. Ms. Bowman asked to refer this Motion to the Governance Sub-Committee.

Ms. Dexter asked what the timeframe would be for this item to come back to the Committee of the Whole.

Ms. Bowman answered that the Governance Sub-Committee intends to bring it back within the next month or so.

WHEREAS, the School Committee is interested in continuing to foster a good working relationship with the Cambridge Education Association;

WHEREAS, the School Committee is interested in providing opportunities for the voice of educators through input from the Cambridge Education Association:

NOW THEREFORE, the School Committee amends the Rules of the School Committee as follows:

Section 4.2 of Chapter II of the Rules of the School Committee shall be amended by adding the following sentence to the end of the first paragraph of this section:

In an effort to encourage input from the Cambridge Education Association regarding items on the School Committee agenda, the Cambridge Education Association President may, at the discretion of the Chair of the School Committee, be allowed up to six (6) minutes during the public comment period to address items on the School Committee agenda. And

Section 7 of Chapter I of the Rules of the School Committee shall be amended by adding the following sentence at the end of this section:

The Cambridge Education Association President will be invited by the Governance Subcommittee, on a periodic basis, to provide an update on the work of the Cambridge Education Association at a scheduled Governance Subcommittee meeting.

Further, that the School Committee will review these additions to the Rules of the School Committee after one year of implementation in order to determine whether these amendments should continue in place or be otherwise modified or deleted (first reading). (Bowman 2-6-18)

6. Awaiting Reports: None

Ms. Dexter stated that there are several awaiting reports and requested that they be put on the Agenda.

Ms. Nolan stated that the Executive Secretary has a list and will send out what she has after coordinating with the Superintendent's Secretary.

7. Superintendent's Agenda:

7a. Presentations: None

7b. Innovation Agenda:

7c. Consent Agenda:

Moved by Mr. Fantini, seconded by Ms. Kelly, on a voice vote, the entire Consent Agenda was brought forward for discussion and adoption. Ms. Nolan removed **item #18-40**. On the following roll call, **items #18-41 through #18-43** were adopted: Mr. Fantini YEA; Ms. Kelly YEA; Mr. Kimbrough YEA; Ms. Nolan YEA; Ms. Bowman YEA; Ms. Dexter YEA; Mayor McGovern YEA.

#18-41, Special Needs Contracts for Day and Residential Program Services not Available from the Cambridge School Department: 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	2	\$58,692.86
Residential Program Tuition Contracts	0	
45 Day Program Contracts	<u>1</u>	<u>77,193.00</u>
Total	3	\$135,885.86

#18-42, approval of Gift of \$500.00: that the School Committee accept and approve a gift of \$500.00 to the Science Department from the Brookline Bird Club to benefit each of the K-5 school libraries. Books will be used by second grade teachers to give students background information about temperate forest and meadow environments before students visit the Maynard Ecology Center to observe these two environments.

#18-43, Grant Award: that the School Committee accept and approve the grant award in the amount and for the period indicated:

Private donation in the amount of \$5,000.00 for the period March 6, 2018 to August 31, 2018.

Description: This grant from Lesley University's Child Homelessness Initiative will provide \$5,000 to support the printing costs of the early childhood book on homelessness entitled *Home is Where My Family is*.

8. Non-Consent Agenda:

#18-40, the SY2018-2019 Cambridge Public Schools Academic and School Committee Meeting Calendars, that the School Committee approve the recommendation of the Superintendent for the SY2018-2019 Cambridge Public Schools Academic & School Committee calendars.

Ms. Nolan stated that since we do not meet on holidays, and on the third Tuesday, September 18, 2018 at sundown, the Yom Kippur holiday begins; she removed this item to give the School Committee an opportunity to discuss holding the date of Tuesday, September 25, 2018, for the second Regular monthly meeting.

Ms. Kelly agrees with Ms. Nolan and would like to consider holding the meeting on the 25th. The assembly agreed to hold the date of the 25th for a possible meeting.

The Superintendent also agreed it would make sense to have the meeting on the 25th because we have a lot of contracts during that time of year.

Ms. Dexter suggested to officially schedule the 25th now because it is during the start of school and things build up.

Ms. Kelly stated we can also use a Thursday as an alternative.

Ms. Bowman recommended the Committee take it up in Governance and come back with a recommendation.

On a voice vote, **item #18-40** was adopted as a draft and referred to the Governance Sub-Committee: Mr. Fantini YEA; Ms. Kelly YEA; Mr. Kimbrough YEA; Ms. Nolan YEA; Ms. Bowman YEA; Ms. Dexter YEA; Mayor McGovern YEA.

Dr. Salim took the opportunity to share information for the calendar of this year and going forward, stating the CEA has voted and ratified in their CEA agreement, that whatever the last day of school is an early release day. This agreement will become effective immediately.

9. School Committee Agenda (Policy Matters/Notification/Requests for Information):

Moved by Mr. Fantini, seconded by Ms. Bowman, on a voice vote, the School Committee Agenda was brought forward for discussion and adoption. Mr. Fantini removed all **items #44 through 56**.

#18-44, Joint Motion by Mr. Fantini, Vice-Chair Kelly and Ms. Dexter, that given that one of our goals is to strengthen family partnerships,
AND given the proven effectiveness of “school applications” to communicate with parents, students, and teachers,
THAT the Superintendent, in conjunction with our technology department and legal counsel, provide a review of school communication applications that are being used in some of our schools and others that are being considered that would be made available to our schools and under what circumstances. Attention should be paid to applications that have been used in other districts to increase student attendance.

Mr. Fantini stated that he is concerned about security issues around technology tools. Since school apps are becoming more popular, it is time that the district takes advantage of technology in a way that moves our school system forward with quick communication.

Dr. Salim stated that we already have two way communications with families. Data agreements need to exist with companies that protect our students and staff in order to move forward. Steve Smith, Chief Information Officer, works on a national level to move toward a world with more standard agreements. There are a number of schools that are piloting this and he will provide updates.

Ms. Nolan asked for clarification of the term school apps.

Dr. Salim explained that apps are a student information system. It is different than Aspen, wherein you do not have to log on to get into it. They are more like a text message and educators can send a text to an entire class providing more efficient communication. It can be considered more user friendly way to communicate.

Ms. Bowman would like the work that goes into this be a standing item for discussion in the Communication Sub-Committee with the Superintendent as a direct connection.

Moved by Mr. Fantini, seconded by Ms. Nolan, on a voice vote, **item #18-44** was adopted.

#18-45, Joint Motion by Vice-Chair Kelly and Mr. Fantini, That the Cambridge Public School District assess the school climate of the four Upper Schools and the Amigos School grades 6 – 8, through the use of an assessment that has validity and reliability. The strategy would be to survey all parents/caregivers about their experience of their child(ren)'s upper school and Amigos grades 6 – 8. Although various teacher and student surveys have been used since the Upper Schools were created in 2011, parents/caregivers have not been surveyed.

"School Climate is a quality and character of school life (that) involves social, emotional, and academic experiences of students, family members/caregivers, and school personnel, which can be summarized as the collective beliefs, values, and attitudes that prevail at School". (Wang et al. 2014, p. 361) as quoted from National Institute of Justice Creating and Sustaining a Positive and Communal School Climate 2018 p. 8.

Ms. Kelly amended the motion to remove "*various teacher and*". Ms. Kelly stated she would like a broader look at how parents and caregivers feel about school climate across the upper schools. It is fine if survey happens through the Nellie Mae equity grant; as long as it provides the district with an idea of what the parents relationships are with the schools.

Mr. Fantini stated that timely data info is not available in many instances. We need to find a way to get input faster.

Ms. Bowman agrees that we should engage our in-customers and the district has a lot going on. She suggested a pilot that leverages it with the Nellie Mae grant. She is concerned about putting another layer of work on the district.

Ms. Nolan stated that she shares the interest and some of the questions; it has been a long time since we have reached out to our parents. She wonders if we should we do the same survey as in the past, we don't have to re-create it. She doesn't want to over burden our administration either, perhaps can we consider using an outside group. We need to know what is and what is not working in the district.

Dr. Salim reminded the Committee that this is an outcome that the School Committee voted on as part of the strategic plan; and they are looking at a way of including all of our schools, not just the upper schools. There is a question of what are we going to do with the info we gather.

Ms Bowman asked if it makes sense to refer this to the Superintendent.

Ms. Dexter says it should always happen in the spring or late winter. There is also a School Climate Sub-Committee that can work on it. What will the pilot would look like?

The Superintendent is reluctant to call it a Pilot; it's a series of questions.

Ms. Nolan feels the School Committee should see the draft survey before anything is decided.

Dr. Salim wants to be clear that they using providers that have a norm reference; it will not be like other surveys.

Ms. Bowman stated this is an operational function, we should not see it as setting a policy.

Ms. Kelly agrees and does not want to take it over.

Ms. Dexter does want to see the data. She also wants to know what happened to the four community upper school meetings.

The Mayor added that it is important to know what we are going to do with the info and keep in touch with the parents. He assumes we will look at multiple ways and languages to administer the survey. Mayor McGovern made it clear he doesn't want all seven Members deciding what the questions will be.

On a motion by Mr. Fantini, seconded by Ms. Nolan, on a voice vote, the following amendment to **#18-45** was adopted: *remove* Although *various teacher and* student surveys have been used since the Upper Schools were created in 2011, parents/caregivers have not been surveyed.

On a motion by Ms. Nolan, seconded by Ms. Dexter, on a voice vote, **#18-45** was adopted as amended: **#18-45, Joint Motion by Vice-Chair Kelly and Mr. Fantini**, that the Cambridge Public School District assess the school climate of the four Upper Schools and the Amigos School grades 6 – 8, through the use of an assessment that has validity and reliability. The strategy would be to survey all parents/caregivers about their experience of their child(ren)'s upper school and Amigos grades 6 – 8. Although student surveys have been used since the Upper Schools were created in 2011, parents/caregivers have not been surveyed.

“School Climate is a quality and character of school life (that) involves social, emotional, and academic experiences of students, family members/caregivers, and school personnel, which can be summarized as the collective beliefs, values, and attitudes that prevail at School”. (Wang et al. 2014, p. 361) as quoted from National Institute of Justice Creating and Sustaining a Positive and Communal School Climate 2018 p. 8.

Dr. Salim explained that they are beginning with families and working through the DESE for student survey questions.

#18-46, Joint Motion by Mayor McGovern and Vice-Chair Kelly, that the language “Innovation Agenda” be removed from 7b on the Superintendent’s Agenda and replace the previous language in 7b with “CPS Strategic District Plan”.

Mayor McGovern amended the motion to remove the word *Strategic*. On a motion by Mayor McGovern, seconded by Ms. Nolan, on a voice vote, the following amendment to **#18-46** was adopted: *Remove* that the language “Innovation Agenda” be removed from 7b on the Superintendent’s Agenda and replace the previous language in 7b with “CPS *Strategic* District Plan”.

Moved by Ms. Nolan, seconded by Ms. Bowman, on a voice vote, **item #8-46** was adopted as amended: that the language “Innovation Agenda” be removed from 7b on the Superintendent’s Agenda and replace the previous language in 7b with “CPS District Plan” (first reading).

On a motion by Mr. Fantini, seconded by Ms. Bowman, on a voice vote, the second reading of this Rule change was waived, making the adoption immediate.

#18-47, Motion by Ms. Dexter, that whereas CPS values parent, student, and community engagement and input into its most important resource and policy decisions;

And whereas decisions about the CPS budget are some of the most important and consequential decisions made by the School Committee, affecting every student, family, staff member, and member of the community;

The School Committee requests that the administration publicize widely the upcoming budget presentation, public budget hearing, budget workshops, roundtable, and School Committee vote;

The Committee further requests that publicity materials, in addition to dates, times, and location, include information about: 1) how to access the meetings via cable tv, live-stream, or video-archive; 2) how to access the Proposed Budget document online or in print; 3) childcare at the budget hearing; and 4) how to arrange for a signed or spoken language interpreter;

The Committee also requests that public venues and communication methods will include:

- backpack notices for grades preK-8

- an announcement in CRLS's "Did You Know" newsletter for students
- flyers sent to community centers, houses of worship, and other community organizations
- flyers on school bulletin boards, particularly those in school entry areas
- announcements on CPS's social media platforms
- notices in local newspapers
- robocalls to CPS households (for the Superintendent's presentation and the public hearing)
- emails to all CPS educators, staff, and administrators
- emails to all CPS families
- notification to the City Council
- other publicity and communication methods designed to reach parents, students, community members, and CPS employees

Ms. Dexter would like to know if all of the above be can publicized as broadly as possible.

Ms. Bowman stated this itemized list can be executed by the Budget Co-Chairs.

Dr. Salim stated that they will keep advertising as in the past.

On a motion by Ms. Nolan, seconded by Ms. Bowman, to amend the motion and keep only the first three paragraphs and refer **item #18-47** to the budget co-chairs, on a voice vote, the amendment was adopted: that whereas CPS values parent, student, and community engagement and input into its most important resource and policy decisions;

And whereas decisions about the CPS budget are some of the most important and consequential decisions made by the School Committee, affecting every student, family, staff member, and member of the community;

The School Committee requests that the administration publicize widely the upcoming budget presentation, public budget hearing, budget workshops, roundtable, and School Committee vote;

Remove:

The Committee further requests that publicity materials, in addition to dates, times, and location, include information about: 1) how to access the meetings via cable tv, live-stream, or video-archive; 2) how to access the Proposed Budget document online or in print; 3) childcare at the budget hearing; and 4) how to arrange for a signed or spoken language interpreter;

The Committee also requests that public venues and communication methods will include:

- *backpack notices for grades preK-8*
- *an announcement in CRLS's "Did You Know" newsletter for students*
- *flyers sent to community centers, houses of worship, and other community organizations*
- *flyers on school bulletin boards, particularly those in school entry areas*
- *announcements on CPS's social media platforms*
- *notices in local newspapers*
- *robocalls to CPS households (for the Superintendent's presentation and the public hearing)*
- *emails to all CPS educators, staff, and administrators*
- *emails to all CPS families*
- *notification to the City Council*
- *other publicity and communication methods designed to reach parents, students, community members, and CPS employees*

On a motion by Ms. Nolan, seconded by Ms. Bowman, on a voice vote, **item #18-47** was adopted as amended and referred to the budget co-chairs: that whereas CPS values parent, student, and community engagement and input into its most important resource and policy decisions;

And whereas decisions about the CPS budget are some of the most important and consequential decisions made by the School Committee, affecting every student, family, staff member, and member of the community;

The School Committee requests that the administration publicize widely the upcoming budget presentation, public budget hearing, budget workshops, roundtable, and School Committee vote.

Mayor McGovern motioned, seconded by Mr. Fantini, to suspend the rules to bring **items #18-48 and #18-50** together since they are both about athletics. On a voice vote, the rules were suspended for the purpose stated.

#18-48, Joint Motion by Mr. Kimbrough and Ms. Dexter, whereas CPS has a strategic outcome of creating trusting relationships between students and adults in our schools, which athletic coaches are able to create; and

Whereas CRLS

established, in 2005, a required GPA for athletic eligibility that is higher than the GPA required by MIAA (70 GPA for CRLS vs. 60 for MIAA), and which is the highest required GPA in the state; and

Whereas at the time the higher threshold for athletic eligibility was created, the coaches of our most academically vulnerable male athletes were also educators at the high school and could closely monitor their students' academic progress, which is no longer the case; and

Whereas the growth in the student population at CRLS and in the number of athletes since 2005 has made it difficult for all coaches to monitor and support the academic performance of student athletes; and Whereas CRLS does not have GPA requirements for participation in non-athletic extracurricular activities;

Be it resolved that CPS will suspend the current athletic requirements of a 70 GPA and use the MIAA eligibility requirements of a 60 GPA for the remainder of the 2017-2018 academic year; and

Be it further resolved that the CRLS administration and athletic director will present, at the upcoming Roundtable Meeting on Athletics:

- 1 a new proposal for academic eligibility for student athletes, and
- 2 recommended changes to the process of monitoring and supporting the academic progress of student-athletes.

#18-50, Joint Motion by Mayor McGovern, Mr. Fantini and Ms. Nolan, Whereas: Cambridge Rindge and Latin School has an academic eligibility policy for participation in Athletics that states, in part: "If a student falls below a 70 GPA, (67.5-69.49), he/she will be on Academic Probation, and it is mandatory for them to attend homework center 3 times a week for 2 weeks. At the end of the two weeks, the Athletic Director and Principal will review the progress reports to determine if the student-athlete can participate in interscholastic contests;" and

Whereas: The Cambridge Rindge and Latin School athletic eligibility policy further states: "If a student has less than a 73 GPA, he/she will be required to attend homework center once a week before going to practice. The student-athlete will bring a note to their coach from the homework center or teacher;" and

Whereas: CRLS policy guidelines hold students to a tight and greater academic standard than Massachusetts Interscholastic Athletic Association (MIAA) which loosely states: "When utilizing a 4 x 4 block schedule, a student must pass at least two of the four required 'major' courses (or equivalent) in each academic marking period;" and

Whereas: Both CRLS and MIAA standards and guidelines are "designed to ensure that a student is fully enrolled in school and actively engaged in his/her academic life on a consistent basis throughout the school year;" and

Whereas: Cambridge is a district that prides itself on understanding students' individual learning needs and includes in its CPS Vision a goal of providing "personalized support;" and

Whereas: A student athlete with a GPA that falls below the 73 GPA threshold, is demonstrating a clear need for academic and/or other supports; and

Whereas: As the current policy stands the grade drop may occur without triggering probationary period and/or without the chance of remediation, resulting in an absolute loss of opportunity to provide

sorely needed student support; now therefore be it

Ordered: That the Superintendent amend the academic eligibility policy to indicate that while CRLS will uphold higher than MIAA GPA guidelines, the implementation of an academic probation period (a two weeks athletic suspension to begin when grades are known to both student and parents/guardians) will begin when GPA falls below 65.49; and further be it

Ordered: That the Superintendent work with the CRLS administration to implement a process that calls for any student who falls within danger of being placed on athletic-academic probation have a meeting that includes the student and his/her parent/guardian, guidance counselor, coach, Dean of Students, and teacher(s) of the class(es) where the student is struggling, to collaboratively develop a plan to promote student support and achievement.

Mr. Kimbrough stated that after speaking with a former coach, he was informed of a student that had wanted to take a pre calc math course; his coach told him if he didn't do good in the course, he would fall short of being able to get a sports scholarship. The choices of try to grow, prepare to reach for more, or play it safe and be eligible to play are unfair choices. There are unintended consequences when we implement this type of policy. Students do perform better when they are participating in sports; we are restricting access to athletics for some of our more vulnerable students.

Ms Bowman is resistant to lowering our standards to make a lesser grade a passing grade. She has empathy for students that are impacted by these two motions. It can undermine the students that did the work to be eligible. Doing this in the middle of a school year creates winners and losers. We should not lower our standards.

Ms. Nolan does not feel that these motions are about lowering our standards. The CPS's intention is to raise standards. We just don't know if it has had the impact that we have hoped for. We don't want our students to fall into probation. She has spoke to parents that are on the cusp, they want to pass the class and they need faculty staff support to do it. Ms. Nolan is not convinced we doing them any good by taking away sports when they fall behind. The root of this problem is that there has not been sufficient communication with the parents with all suspensions. Temporary suspensions are unclear. We don't enforce academic requirements for other activities. She gave the example that you can still be in the school play and fail other classes.

Mayor McGovern explained two issues that are important to him:

First, he does not want to lower standards, his intention is to expand GPA probationary period, give the kids a chance to save themselves, he wants to keep the higher standard, but we need to put more of a safety net in the range.

Second, we need to make sure the communication with parents is constant and complete. All coaches should work with kids. If we do our part by communicating the approach to probation to students and families and we are able to provide evidence of the communication, we are honoring the kids best interest. He agrees with Ms. Bowman on item **#18-48**, they can both be referred to the Superintendent.

Ms. Low Fleury stated it is a good idea to refer this issue to the Superintendent. She shared that some kids are playing it safe instead of trying harder.

Mr. Fantini wants both items referred to the Superintendent and there should be no surprises in any policy. He feels that the Athletic Policy needs to be revised and updated, Family Engagement needs to be improved; they need to help get things resolved. We also need to look at the policy as it relates to putting too much burden on the coach. Mr. Fantini would like to bring the Hardship Appeal back to 60; adding that we need a checklist. It has to be very clear how we met all of the standards of the policy, he agreed with Ms. McGlaffigan to look at the best models at other schools in other districts.

Ms. Dexter feels it is damaging to get a D. All students need to stay above a D in any class or situation. She passed out a news-clipping on the D average issue from 2004 in which Mayor McGovern is quoted (on file in the School Committee office). This policy is more about punishment instead of support. This policy is unfair in that it targets only a certain type of student and not others.

Mr. Kimbrough appreciates this conversation. He has spoke to some members of the basketball team, finding many reasons why some students cannot participate in athletics. Athletics give our students a sense of confidence. We don't want to undermine how students feel about themselves. Mr. Kimbrough asked a few data questions. Is there any data that shows kids do better after they lose eligibility? He would like to know what data we need to collect when a student has been removed from the team. He shared his experience of working with 6-8 graders at a youth center, and seeing their excitement of a future in athletics at CRLS. Then to meet them again as sophomores, juniors and seniors at CRLS and see they don't have the grades to play athletics; then watch the struggle to stay engaged in becoming successful.

Dr. Salim made three points:

The first point is to acknowledge that this is a complicated issue, there are different reasons why students make different choices and struggle in different ways. Having a more rigorous standard than MIAA has a lot to do with eligibility for scholarships.

The second point is related to the real concern around making any changes to a policy midyear. Any changes to eligibility requirements during a school year is dangerous. The MIAA has specific guidance around districts that choose to have higher standards than the MIAA; in which case they will consider the district standard as their own standard.

The third point is related to the students that may have been at risk, how much family engagement was allowed with coaches and what the practices currently are. He cannot speak to data right now, but he is glad we are not talking about a large number of students.

Mr. Kimbrough explained that he wants to suspend the current CRLS athletic policy because of the inequitable way academic support for fall athletes is present and is absent when it comes to academic support for spring athletes. If a freshman wants to play a fall sport, i.e. football, cross country or soccer, the student can arrive at CRLS from any 8th grade and the grades do not matter for eligibility to play fall sports. The fall freshmen have the opportunity to receive academic support and get monitoring to stay in good standing with freshman grades. If the freshman wants to play a spring sport, i.e. baseball or lacrosse that freshman needs grades that are not required for football or any other fall sport. He emphasized that it is vital for the district to have the same support system in place during the fall and spring of the year in order to treat all freshman the same. He recommends that the Committee suspend the policy and refer the motion to the Superintendent.

Dr. Salim wants to make it very clear that the MIAA will not allow the district to make any changes in our policy standards during the school year. The most recent grades are the ones used for eligibility. We are guided by the MIAA.

Ms. Dexter asked if MIAA says you can only change your eligibility rules during the summer. There is a disconnect between the theater group (and any passion) and the athletic group.

Mr. Fantini cautioned CPS not to interfere with the MIAA, adding that when you challenge the MIAA, they are able to forfeit all of CPS games.

Ms. Bowman stated that this issue relates to changing policy mid year. She referenced the Ad-Hoc Sub-Committee on AV stating there was due diligence. In this case of the athletic policy, a process of fact finding is needed. She suggested referring this motion to Dr. Salim.

Mr. Fantini, suggested for the freshmen in jeopardy, if there is a way to do something different regarding protocol change for parent engagement without changing the policy, it would be nice.

Mayor McGovern suggested we vote on the motion by Ms. Bowman, on whether or not to refer the entire item **#18-48** to Dr. Salim. If Ms. Bowman's motion to refer is adopted, the entire motion is referred and the debate to suspend the Policy will cease. On a motion by Ms. Bowman, seconded by Ms. Kelly, on the following roll call, the decision to refer **item #18-48** in its entirety to the Superintendent was adopted: Mr. Fantini YEA; Ms. Kelly YEA; Mr. Kimbrough NAY; Ms. Nolan YEA; Ms. Bowman YEA; Ms. Dexter NAY; Mayor McGovern YEA.

Ms. Nolan motioned, seconded by Mayor McGovern, that we need not discuss to amend any part of **item #18-50** only refer it to the Superintendent. On a voice vote, **item #18-50** was adopted and referred to the Superintendent.

#18-49, Joint Motion by Mayor McGovern, Vice-Chair Kelly and Ms. Bowman, WHEREAS: It has been shared recently at School Committee meetings that micro- aggressions exist within our school and community; and

WHEREAS: Micro-aggressions may be the result of individual, unconscious (implicit) biases that perpetuate inequities and disparate educational outcomes as they relate to gender, race, and socioeconomic status; and

WHEREAS: The CPSD district framework cites Equity and Access as a Strategic Objective for its Vision, with a supporting initiative that further provides all CPS educators with cultural proficiency training and implements ongoing professional learning in all schools; and

WHEREAS: The School Committee and CPSD Central Administration are charged with voting on, creating, and leading implementation of the policies and programs aimed at reaching the CPSD Vision; and

WHEREAS: Education on the topics of micro-aggression and implicit bias will promote the ability to understand, recognize, and address these occurrences and their impact; now therefore be it

ORDERED: That the School Committee recommends to the Superintendent that the ongoing cultural proficiency and professional development provided for teachers and staff explicitly include training on micro-aggressions and implicit bias; and be it further

ORDERED: That the Mayor and Superintendent will jointly arrange training on micro-aggressions and implicit bias for School Committee Members and CPSD central administration.

Ms. Nolan stated that there has been training on implicit bias. There will be an implicit bias assessment to build on the work done in the past and it will include micro aggressions.

Ms. Bowman wants to know how we intend to integrate micro aggressions into professional development opportunities.

Dr. Salim responded that there is an opportunity to look at alignment with the work that is being done with the administrative team and the work with DEEP with Dr. Amante who is leading some very important work across the district. All schools, along with Wheelock's Aspire Institute are working toward the same goal. On a voice vote, **item #18-49** was adopted.

#18-51, Motion by Ms. Bowman, Whereas the Cambridge School Committee is a governing body that seeks to create an inclusive, efficient, and effective work environment;

And whereas the Committee Members are committed to maintaining a spirit of decorum that reflects the operations of a governing body;

Therefore be it resolved that the Governance Sub-Committee will provide a set of recommendations on hearing room protocols that address and improve operational procedures for the Committee of the Whole.

Ms. Bowman stated that this began in the last term of how organize the Attles Meeting room, how we define each other, and public interaction with each other. There was consensus to create a consistent standard. It would be helpful to the Executive Secretary.

The Mayor stated that we work very hard to get where we are, we should remember that protocols are important.

Ms. Dexter stated she appreciates this motion. She encourages the Governance Sub-Committee to look at other school boards and hopes our name blocks can say who we are; using the example that the

Mayor has the only name block that identifies his position. She brought up free speech and signs. She wants the Committee to research what the free speech laws are. It was brought up that the City Councilors do not allow signs.

Ms. Bowman added we have an unhealthy way of engaging with each other. We need to set norms and create protocols. On a voice vote, **item #18-51** was adopted.

Ms Dexter motioned for Sub-Committee Chairs to give a summary of what decisions were made at their meetings, there was no second, and the motion failed of adoption.

On a motion by Ms. Nolan, seconded by Mr. Fantini, on a voice vote, **items #18-52 through #18-55** were accepted as presented.

#18-52, Report of the January 31, 2018 Governance Sub-Committee be accepted as presented.

**Governance Sub-Committee
Wednesday, January 31, 2018 @ 6:00 PM
School Committee Conference Room**

Called for the purpose of moving School Committee Motion regarding the President of the CEA forward and to evaluate priorities for the 2018-2019 school year.

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

Also Present: Attorney MacFarlane, Dan Monahan, CEA President; Ms. Liss, Education Liaison to the Mayor

A quorum of the Sub-Committee being present, Ms. Bowman called the meeting to order at 6:04 PM and read the call of the meeting.

The Agenda included the following:

1. CEA President Motion 18-06, the 2018-2019 Priorities
2.
 - a.) School Committee Hearing Room Protocol Review,
 - b.) School Committee Reports/Document Organization Review,
 - c.) Rights and Responsibility Handbook Policy Review Schedule for School Committee Members
 - d.) Superintendent and Executive Secretary Evaluation

School Committee Hearing Room Protocol Review: Ms. Bowman suggested since Ms. MacFarlane was just walking in they start with #2.

- 2 a. Ms. Bowman stated they need clear guidelines and protocols for the space to be used efficiently by all parties and how they can safely occupy the space for all parties particularly regarding public testimony and where Members are during the meeting.

Ms. Nolan restated to be clear at some point we would look at how the space is used and that we might change it or demarcate where the Members are as opposed to where others are.

Mr. Fantini thinks that makes sense, adding when they originally got the space they had more chairs, made the table longer, got more mikes, and added skirts. But if they want to put up dividers like in theatres, that's fine and they could move the Administration behind them or to the other side.

Ms. Bowman is open to discussion and they need to be intentional about how they orient the space. She is willing to bring someone in or do it themselves whatever the Committee thinks is appropriate.

Ms. Nolan thinks they can poll all the Members and do it themselves and if they need advice they can contact Glenn Koocher at MASC.

Ms. Bowman is concerned about the door on the other side of the room, demarcation and how that relates to fire codes.

Mr. Fantini added we are building a new school and the City may let us talk to the architect.

Ms. Nolan doesn't think they need an architect. They need their own safety and facilities department.

Ms. Bowman said that Mayor McGovern told her he could send over some protocols and she thinks they should do it this term.

- b.) **School Committee Reports/Document Organization Review**: Ms. Bowman stated we have a new system in place "Google/Google Docs" and she thinks we are not using it to its best capacity. Google Docs is one central place to store reports for the public and Committee Members to easily find information.

Ms. Nolan added that they talked about moving to an electronic board in the past. She agrees to have a central place to find agenda's where things could be cross-referenced.

Ms. Bowman stated anything that is public can be linked because we don't store any confidential information in Google docs.

Mr. Fantini added that Members and staff would need training.

- c.) **Rights and Responsibility Handbook Review** – Ms. Bowman thinks the School Committee is always reacting after the fact and she wants to be pro-active. She reached out to Attorney MacFarlane about making changes in the policy handbook and plans to have the necessary conversations to move it forward.

Ms. MacFarlane stated unless something comes down that changes the law which has happened a couple of times. If the Sub-Committee is thinking about doing any new or review of the Rights and Responsibilities Handbook she recommends that it be done in the Spring so it can be finalized by the end of the school year and ready for the opening of the upcoming school year. The recommendation for the school councils is to review their handbooks in April to make changes for the next year. Occasionally the state legislature makes changes in the middle of the summer and they have to move quickly because the timing is out of sync.

Ms. Nolan added they need to have the high school Student Government and students review them.

Ms. Bowman added that this would be for the entire district not just the high school. She encourages Members to think about what they want to review as a body because they can't do it all at one time. From the Communication Sub-Committee side she is thinking about the Social Media Policy part of it and wants the whole Committee to start forward thinking about what they want to change. She will draft a motion for the whole School Committee.

- d.) **Evaluation of the Superintendent and the Executive Secretary** – Ms. Bowman said the Executive Secretary evaluation falls under the Vice Chair so she will have a conversation with her. She wants to think about a timeline, a process and how they are going to move forward.

Other Business: Mr. Fantini stated that there is an unfinished Fund Raising Policy. He asked Mr. Maloney to give him the changes he has on it and will forward that information to other Members.

Rights & Responsibilities: Ms. Nolan asked how do they get to a point where they haven't looked at the Policies for ten years. There are some on-line that are outdated or don't need anymore and sometimes there is a duplication of information.

Ms. MacFarlane suggested the simplest way is reviewing a section at a time. The entire policy manual was reviewed over a 1 ½ year period under Superintendent Young which started under Superintendent Fowler-Finn. She did some work in an initial review in 2001-2002 with MASC.

Mr. Fantini said Ms. Martin sent a lot of updates to MASC website which is in good shape.

Ms. MacFarlane is not sure of the timing of sending, updating and uploading changes to the MASC website. There are certain policies that by law that are required to be reviewed in a certain time period and she has those on her calendar and notifies the Committee when updates and changes need to be made. She agrees they need to be done in chunks over a period of time. Some are standard policies and some sections haven't been revised because sections of the law have not been updated but some would require a lot of debate.

Mr. Fantini added in the past they have had a Sub-Committee go through the manual and make recommendations.

Ms. Bowman said if they have the flexibility to shift and change things why not particularly with the new District Plan in place. She will think about bringing in a Motion.

1. **CEA President Motion 18-06** - Ms. Bowman spoke with Ms. MacFarlane about what the best protocol is for the Cambridge Education Association (CEA) President to have more of a presence at School Committee Meetings.

Ms. Bowman distributed a handout from Ms. MacFarlane (on file in the School Committee Office) with some language they came up with. She wants to give the CEA President the opportunity to speak beyond the three minute Public Comments time limit. This makes a standard practice that the CEA President would have different norms when speaking in front of the School Committee. Incorporate a formal way to report back to the School Committee through the Governance Sub-Committee. It could be an agenda item where he/she could give the School Committee any insights to share with the Committee.

Ms. Nolan asked from an inclusiveness basis how often would it be a regular update periodically, annually or semi-annually?

Ms. Bowman spoke to Ms. MacFarlane and depending on the frequency of the Committee, maybe quarterly.

Mr. Monahan appreciates the gesture but wants to know what the purpose is? What was the intent of the original motion? Where are they going with this?

Mr. Fantini stated his intent was, when he was first elected to the School Committee the CTA President was at the table and would be on the agenda, give updates and could give flexibility to respond to Member's questions. The public face was that they were acting as a team.

Ms. Bowman thought it was odd to see how many teachers that he had to gather for him have enough time to say what he wanted during Public Comment. She wants to be more productive regarding a particular issue.

Ms. Nolan added that she was not familiar with the President being at the table and asked Ms. MacFarlane if there is context when they had a different model?

Ms. MacFarlane responded that she and the School Committee office did research and have not been able to find any formal votes or orders stating that the President sits at the table. During her research she

found there is only one School Committee in the Massachusetts where the union President is considered ex officio and they don't participate in any voting, deliberation or confidential meetings. In the nation only one School Committee through bargaining, contemplates the union President coming out and providing periodic reports about any topic they were discussing in a roundtable. For the CEA President to have more space through public comment the School Committee could allow him longer time to speak on an Agenda item or he can participate in Sub-Committee meetings where topics could be discussed. The President sitting at the table she thinks it may have been more of an informal process and recommends that the School Committee make it formal so everyone is clear of what the expectations are.

Ms. Bowman stated that it could potentially be putting the person in an awkward position. It is important to have a working relationship but she doesn't want to put future presidents' in an awkward position by us creating something formally.

Mr. Monahan stated that he checked with past presidents and they had an item on the agenda called CEA President's Report. Occasionally they would suspend the rules and ask the president questions during debate. I appreciate that you want to publically show that we have a good relationship.

Ms. Bowman responded that this is a recommendation to give the Committee something to respond to if we are comfortable with this.

Mr. Fantini doesn't want to be controversial on this maybe Ms. MacFarlane can give them something in writing. If they have the President as an ex officio at the meeting and try it for a year then evaluate it.

Ms. MacFarlane responded it is a decision of the Committee. Her only recommendation is to have it clearly in writing that he/she has an ex officio role to get input on an agenda item.

Ms. Nolan asked what do we do about other union Presidents?

Mr. Fantini responded we have other unions. The teachers is the biggest representing five of the nine unions and thinks we should try it for a year.

Ms. Nolan agrees to try it for a year.

Mr. Monahan stated it doesn't do anything differently than what they do now with suspension of the rules.

Ms. Bowman thinks it doesn't make sense to suspend the rules in order to have a conversation on topics that are important.

Ms. Nolan added the student Members are in the state regulations. No one else is doing this should we be leaders because it is a positive move or should we be cautious?

Mr. Fantini said we can ask Ms. MacFarlane to draft language to try it for a year and evaluate how it is going.

Ms. Bowman said it is not mandatory to show up at all meetings but there is a clear defined space for it.

Ms. MacFarlane added that he could do a report at different Sub-Committees to have an opportunity to speak to the School Committee as a whole thru the Governance Sub-Committee.

Ms. Bowman stated if you report at the Governance Sub-Committee meeting, the minutes would come to the next School Committee meeting and thru the Sub-Committee they can make a recommendation for the CEA President to make a report to the full Committee.

Ms. Bowman added since we have the District Wide Frameworks in place and it is directly connected to what you are doing that is directly connected would be a good start to frame the conversation. We will bring a motion forward tomorrow based on this pilot for one year.

Motion to adjourn at 6:55 PM by Mr. Fantini second by Ms. Nolan.

Terry Gist,
Confidential Secretary

Handouts/Documents

Agenda

Draft Language regarding the CEA President at meetings

#18-53, Report of the February 1, 2018 Community Relations Sub-Committee be accepted as presented.

**Community Relations Sub-Committee
Thursday, February 1, 2018 @ 6:00 PM
School Committee Conference Room**

Called for the purpose of discussion follow-up to the Immersion Program waitlist issues, review the exit survey, discuss possible surveys for Cambridge Public Schools families, and discuss priorities for the term...

Members Present: Ms. Nolan, Chair; Ms. Bowman, Mr. Kimbrough

Also Present: Ms. Dexter, Mr. Maloney, Ms. Likis, Ms. Rippey, Ms. Liss, Ryuji.Morishita, Sarain Ley, Matthew Gils, Melody Komira, Mr. Komira, Juan Ravarez

A quorum of the Sub-Committee being present, Ms. Nolan called the meeting to order at 6:00 PM and read the call of the meeting.

Ms. Nolan handed out the agenda and stated it is the discretion of the chair to allow public comment which she allowed and limited to 3 minutes.

Ms. Nolan gave some background on the Immersion Program assignments. The relevant thing to know about the Immersion Program waitlist is that the last time the School Committee reviewed the Controlled Choice Policy section about the Immersion Program language is the different way that students are assigned. She read the following from the Controlled Choice Policy 9. Language Immersion Programs iii:

"Starting at the fourth grade level students that are tested as program language dominant or bilingual may be admitted to Immersion Programs without consideration of SES balance; if multiple such children apply those meeting SES balance criteria will be prioritized, and that this addition to the Controlled Choice Policy be reviewed again in October, 2015. "

They did not review it in 2015, but started reviewing it in 2017. The reason it was put in place is because the idea is a very unique form of education in the District. We have three programs the Amigos School, the Chinese Immersion Program (CI) at the King and the OLA Portuguese Program at the King Open. The idea is to allow parent choice and student's to go into the program that is educationally best for them. And the sooner they get into the program the better to start their language. In 4th grade only if there is space and a waitlist and someone have the language criteria in. There was a question if 4th grade was the right level or should it be earlier. Amigos is pretty full and has no open seats. Chinese is more challenging to develop and become bilingual. The School Committee has discussed this a few times and sent it back to the schools for feedback and the Amigos didn't need or want it and are not interested in changing it, The Ola has never been an issue. There are parents from the King tonight with students in the Ni Hao Program but want to go into the Chinese Immersion Program. One other thing that makes the CI Program different is grades K-2 is classified as a separate immersion program. Grade 3-5 is an immersion pathway but not a separate program which means anyone in the 2nd grade Ni Hao program

cannot automatically go right into the immersion program but once in the 3rd grade they can go into an immersion program.

Ms. Dexter asked what is Immersion Pathway in grade 3-5.

Ms. Nolan believes that the kids are mixed in classes in the morning but in afternoon they are in classes based in language but in grades 3, 4, and 5 are merged into a variety of classes.

PUBLIC COMMENT:

Sarain Ley stated her son joined the Ni Hao Program off the waitlist for Kindergarten and added him to the waitlist for immersion when he started first grade. When 2nd grade started he was still on the waitlist for immersion but his sister started immersion kindergarten. Within a few months her daughter surpassed her son. She studied Chinese in College and worked with him going over flashcards. They were looking forward to 3rd grade when immersion becomes an optional program open to all King students, until a parent showed her the form to fill out explaining how the curriculum becomes more difficult. It is true for Chinese Immersion and Ni Hao. Even students opted out of it. If he did not make it in 2nd grade he would not be able to attend at all. Her son learned more in 4 months than he had in 2 ½ years in the immersion. He got a lucky open slot. Filling vacant seats and closing the gap between the programs will open up opportunities to more people. (On file in School Committee office)

Mathew Gils-daughter is in the Ni Hao 1st grade. She has been on the immersion class wait list for two years. Both kids were born during the window that makes them ineligible to enter into pre-K. The program is so small there is a language requirement. It gives the student an extra point if they have some language already. If his daughter doesn't get in she may not be able to get in. It is a time sensitive issue.

Lucci Morishita- has two students one in 4th grade Chinese Immersion and one in Ni-Hao that has been trying to get into the program for a couple of years. The MLK School Council consensus was to get feedback from the parents to fill empty seats. The parents think it is a political issue. Principal Yung prefers not to get involved in policy, saying it needs to be decided by School Committee Members. The scope is from 2nd grade and beyond. People think it is taking away from free/reduced lunch kids but that takes place in the lottery. By second grade the waitlist drops significantly. It is hard for a student to get on board in 4th grade with kids that have been in the program for a few years. His request is to lower the policy from 4th grade to 2nd grade. These kids are already on track in 3rd grade.

Melody Komira has 3 kids – one at Fayerweather School, one in Ni-Hao 2nd grade. Our daughter started in JK this year. We were fortunate, but she still hadn't gotten a spot in the program. The FRC believes in keeping families together. Our 2nd grade child has been on the waitlist for two years. The number one reason they moved to Cambridge was to be in the Chinese Immersion Program. There is a big difference between my son and daughter ability. It is important for our kids to speak Chinese. It is not an option to struggle and fail in grade 3. Is there a way to make it happen?

Mr. Komira added it has been very frustrating for us moving to Cambridge and not being able to take advantage of the three open seats. We wish they were filled. If his son cannot get in now he won't be able to. He is on the School Council and it was interesting to hear the response from other members who were pretty positive.

Ms. Nolan: We are reviewing and discussing whether we should amend our policy when there is a waitlist and there are open seats and filling them. She asked Mr. Maloney if he sent the waitlist information.

Mr. Maloney thought it was sent in the Weekly in December, he will get it to them tomorrow.

Mr. Maloney added there are two empty seats at Amigos and there are bilingual people on the list.

Ms. Bowman wants to hear from Administration.

Mr. Maloney said historically the School Committees have chosen not to waive the SES. Years ago seats were reserved for Free/Reduced because we were at our maximum level. It was mostly when we were a pre-K-8 program. It was not uncommon to have seats held open specifically at the Graham & Parks in grades 6, 7, and 8 for Free and reduced students. There were many phone calls from parents saying those seats have been empty why can't my child get in there. The School Committee has chosen to get behind the concept of School Choice. That was different it did not have the language component in it. Back then parents would be told that they can get the same education at another school. At the FMA low income people have been able to waive the SES. In 2013 the School Committee did waive SES for program language speakers for grade 4 and above. There is some stress on the basic tenets of the Controlled Choice here. It is different here. We need to look at this in a longer term. This program has not received a lot of registration applications from free/reduced families.

Ms. Bowman asked if there is a recommendation from Administration?

Mr. Maloney answered there is a concern about the basic tenets which impacts School Choice and once they open that for this year and the School Committee chose to move there would have to be a second vote. Does it need a more holistic look? It is clear the program is highly attractive. We will send you the sign up numbers for this year's registration tomorrow. We now put out an estimate of how many seats are available. We have seen a drop in the Amigos registrations because parents feel if students aren't going to get in, why apply. We polled parents and asked if you have your choice what program would you have chosen and the Amigos shot way up. It is probably going to be the 2nd most requested school. We put out very broad estimates on charts.

Ms. Bowman asked what grade should we make the adjustment? Where is the committee on that?

Ms. Nolan stated its School Committee Policy we would all prefer all schools to be balanced. This is a different educational program. She would be comfortable going down to 2nd grade.

Mr. Maloney stated that would be for all programs.

Ms. Bowman asked what is the recommendation of the Sub-Committee.

Ms. Nolan stated: anyone can transfer into the program in the 3rd grade. Maybe we could have an Immersion summer program and encourage people to recruit students. In the past we have seen parents of free/reduced students go out and recruit students but we haven't had a plan for that.

Mr. Maloney added they have worked with all 3 schools and he thinks there will be push back from the Amigos School Council if you lowered it to grade 2.

Ms. Nolan asked can we waive it for only internal transfers from Ni Hao to CI?

Ms. Bowman asked why not at the Amigos? If a new parent comes in they have the language skills and get to 2nd grade and want to go to an open slot at the Amigos School and that kid can benefit from it even though they are not low income, no one else can fill the slot.

Mr. Maloney answered the school started 20 years ago and was heavily low income students then, now it is a very different population. He doesn't speak for the school but they feel they have moved to almost all full pay students.

Ms. Bowman asked why is there an assumption that a family would fall into the category of upper/middle income if they were transferring in and it will automatically benefit middle income families?

Mr. Maloney stated that the school is maxed out for full pay and could accommodate a low income immigrant family. We started to see a drift away from native language speakers as opposed to a two way program. If someone came from the Dominican or Puerto Rico tomorrow and are low income there are seats there in many grades. The city's demographics are rapidly changing.

Ms. Nolan added there are a fair number of free/reduced lunch students on the waitlist at Amigos.

Juan Ravarez Amigos School Council: The school demographics have changed and we need to give more opportunities for free/reduced families to come in. There are a bunch of families waiting to get in but the school is maxed out and now space is an issue. They used to try to find ways to recruit families. If a kid comes in 2nd or 3rd grade they need to have the language skills. They are learning more than language, there is a lot about the culture. When families go to the FRC they get misinformation and are told to forget about the Amigos, don't apply there.

Mr. Maloney stated that he and Principal Marrero have been meeting with the FRC staff to find out what has and has not been said and every case where people said there were issues, there really wasn't an issue. There are only 3 full time staff there so we can track down who said something.

Ms. Bowman appreciates the complexity but we are putting two things together. How do we get parents to put it on as a choice is different from what we are talking about here... If we drop this down how will it impact people that are putting their names on a list, would it reduce their opportunity?

Mr. Maloney stated theoretically, the reasons historically the Controlled Choice rules have not been adjusted has been under the theory that it is possible for someone to come in. If played out if the SES is waived those seats that would have been open had someone moved from the Dominican Republic they would not have been able to get in. There are some seats blocked by the 44 student cap. The Amigos has struggled with the growth of non native language speakers that pick it up in preschool. The theory of the program is that a native language will help the English native is probably not going to be able to help the non-native speaker.

Ms. Rippey asked currently at 3rd grade and up the kids are more intermingled in CI, so is SES balanced by each grade? Her understanding is the Ni Hao has to be balanced in K-2 and by grades 3-5 that immersion classrooms could be more unbalanced.

Mr. Maloney answered not necessarily; if one strand is overly balanced and one is not balanced and they come together they're not going to be balanced. So whatever SES category is too high it would be frozen and pay students won't be able to get in.

Ms. Rippey added because it happens at 3rd grade it is a small number that are affected. We want to offer this opportunity for bilingual education to all students but in an SES balanced way. Like the Amigos, we want to force ourselves to find ways to balance.

Ms. Nolan said in effect this would bring it down one grade.

Ms. Dexter asked Mr. Maloney what are the numbers in 2nd grade in Ni Hao 29 and CI 19 = 48 total

Ms. Nolan added when kids come into Ni Hao if they come in 1st or 2nd grade a Chinese teacher cannot build. It makes it really challenging for the teacher because some students could have two years and some no language.

Ms. Dexter stated the only thing they have in common is they are a program. The OIA is a school. Ni Hao and CI come together as a program. They are structured differently. What policy affects one doesn't necessarily affect the other.

Mr. Maloney replied if this were to occur this year we are already over the cap of 44 students in 3rd grade so there could only be internal transfers.

Ms. Dexter asked aren't we adding a 1st grade CI classroom next year?

Mr. Maloney said only temporarily, the plan is to have it for only one year. The raising Ni Hao JK parents and the cloud of siblings for September of 19. We are not going to fill the 1st grade seats. Next year we will be adding another class which will be smaller.

Ms. Dexter added capping something to 22 and an immigrant comes in and wants those seats we have a cap of 25.

Mr. Maloney replied that came up recently at the Amigos and we have parents that would not like that. You would get the blowback.

Ms. Nolan if that was the case, the cap is a voluntary that we try to keep. It would have to be district wide.

Mr. Maloney stated for consistency, your point is well taken, we are going to run into political and legal issues if we start lifting caps for one school and not another. People are going to say wait a second you are doing this for this program and I have been on the waitlist for a long time. I think we need to stay away from that.

Ms. Bowman added we need to make district policies and not one offs. She is not sure that is the direction we should be going if we are concerned about whom to transfer in to use that open seat. She wants to see data over four years and see how often that has happened and who has benefitted from it. Would we make a negative impact on a group that we are trying to protect? She thinks we are making an assumption and really don't know.

Mr. Maloney replied that we don't have that data because if someone comes and registers and we have no seat, you won't get that data.

Ms. Rippey asked what about schools that are holding an open seat for a paid student. When you look at the district level is that a good or bad thing. What is the effect on other schools? You can fill from neighborhood but are blocked because there are no seats in the lower category.

Ms. Nolan said right now we do make an exception for just the Immersion Program at the 4th grade. If anyone is on the waitlist and there are empty seats, should we open it up?

Ms. Bowman stated that the policy would be standard regarding the Immersion Programs.

Mr. Maloney warned that they need to go very slowly. We see very few transfers in grade 5. Right now the stability in the middle grades is strong.

Ms. Nolan asked do we want to do something for the programs to go down to the 2nd grade or just for internal transfer at CI because that is a different area that doesn't allow other schools in. If we have had a hardship appeal approved that would be another reason

Ms. Liss stated that we have a hardship appeal process through the FRC to bring a case forward.

Ms. Nolan's understanding is when you have a hardship and it is approved there had been a sense that you could be placed in a classroom in the past but now they go to the top of the list.

Ms. Liss replied that is information that is not known among the parent community. If someone appeals and wins and a spot is open; the student goes in but could be bumped down on the waitlist.

Mr. Maloney added because of the growth of the upper school program and overall enrollment we cap seats because we have to get it down for the 6th grade cohort.

Ms. Bowman asked would it be possible to do a 3rd grade reduction and do a pilot to see what the results are from that as a first step and not change the entire policy right away? Test it out and make a

recommendation for the Immersion Programs for students on the waitlist regardless of the SES in 2nd grade go in unless they grew up speaking the language at home but I'm not sure if we would be undermining kids.

Ms. Bowman and Mr. Kimbrough are comfortable with that.

Ms. Nolan asked is it your recommendation to do a pilot for just for one year? Should we bring it to the Administration for feedback rather than bring it in as a Motion for feedback?

Mr. Maloney added that it needs to be sent to the School Councils and if you want to do a pilot for this year, we need the attorney's opinion to be sure it is not impacting the other 12 schools because we would have to waive the transfer policy.

Ms. Dexter added how about we restrict the programs to internal transfers? Please clarify what you just agreed to.

Ms. Nolan replied she will work with Mr. Maloney and the attorney to get the request in writing tomorrow. She agreed to get language to see if we could do a pilot this year only for internal transfers at the Immersion Program based on educational rational to be sure we understood that we don't have any potential impact on the rest of the District.

Mr. Maloney added there is also the Tobin Montessori who doesn't have educational rational for internal transfers. We have two programs that's good.

Ms. Nolan stated every year they do exit interviews to get information and have tried to get one full year of data. The intention is to have it on an annual basis and possibly do a survey for incoming families so we have a sense of why people leave or come back.

Ms. Rippey distributed student data withdrawal information (on file in SC office). She explained that every year when students leave the clerks enter the data into the Aspen database and that tells them a lot about why people left. Then they follow up with an email survey. All of this information is from the Aspen system and is pretty clear data and a dipstick of feedback they got but is not perfect. If a student registered but never came it does not include them. The state data won't match this. A large number of students move out of the country. Most of the data is focusing on people that moved within Massachusetts and some non residents. When the state measures attrition it is based on what percentage of the school is leaving every year. She went over her presentation and explained that she sent the full text only to the Cabinet under other comments.

Mr. Kimbrough asked if it could be broken down separately as to race and equity and how people answered questions?

Mr. Maloney replied that they can add that.

Ms. Rippey will ask the new data person if she can break it down for her; she will send the Committee the survey questions that were used; and ask ICTS if the survey can be sent out automatically.

Ms. Nolan stated we need an understanding of people coming in too. Is there a quick survey we can give out when families register? If they are moving in from out of the country would not be beneficial. A quarter of the 9th grade class already live in Cambridge and have not come from our 8th graders.

Ms. Rippey said if we gave them a paper they would not be as likely to fill it out but maybe on Aspen.

Mr. Maloney stated that a lot of new families register in the Summer and in September when people come here we don't get as good a response as we would like. Think about some questions you want on the survey.

Ms. Dexter: Why did you choose Cambridge?

Ms. Rippey: What are pros and cons?

Mr. Maloney told them to send Administration the questions in advance.

Ms. Nolan is going to schedule the monthly (March, April and May) meetings in advance. And the Controlled Choice report will be on the agenda next month. Ms. Likis has been leading the family engagement work and may have information on that. They can reach out to a broader range of the community in response to the Black Student Union Video since this Sub Committee revolves around that.

Motion to adjourn at 7:48 PM by Mr. Kimbrough second by Ms. Nolan.

Terry Gist
Confidential Secretary

Handouts/Documents

Agenda

Language on Controlled Choice Policy

Report from Rosalie Rippey on Student Withdrawals and Exit Surveys

Statement from Sarain Lay

Statement from Matthew Gils

#18-54, Report of the February 8, 2018 Attendance Violation Policy Ad-Hoc Sub-Committee be accepted as presented.

Attendance Violation Policy Sub-Committee Meeting Thursday, February 8, 2018 @ 3:00 PM Attles Meeting Room-CRLS

Called for the purpose of discussing the ongoing development of a policy regarding students being late or absent to classes at the CRLS.

Members Present:	Ms. Dexter, Chair; Ms. Nolan, Ms. Kelly, Mr. Kimbrough
Student SC Members Present:	Ms. Low-Fleury
Also Present:	Dr. Turk, Principal Smith, Mr. Prince, Dean VanBlaricum, Dean Espinosa, Dean DeClemente, Ms. Liss, Mr. Monahan, Corinne Espinosa, Johnnavi Zondervan, Rory Miller, William Reed Tanya Gardner

A quorum of the Sub-Committee being present Ms. Dexter called the meeting to order at 3:05 PM and read the call of the meeting.

Ms. Dexter passed out the Agenda (on file in SC office) and reviewed what has happened regarding the Attendance Violation Policy. Ms. Dexter introduced Corinne Espinosa who read a statement (on file in the SC office).

Ms. Espinosa is the parent of one child that graduated from CRLS in 2017 and cares about the students at CRLS. She thinks CRLS is not doing a good job with race and class and that the policy is disproportionately affecting students of color. Latino and Black students should have a Latino or Black teacher at CRLS. It is unfair to take a student's grade and reduce it because he/she is absent or tardy. She provided her own story of growing up in a poor family, dropping out of school but later returned and now has several degrees and experience. She agrees that punctuality is important but the AV Policy hurts kids not help them and there should be a less punitive policy.

Rory Miller, CYC Student – said when the CYC saw that the policy reduced a grade by 10 points they wanted all kids to have a chance to do a buy back once they got an AV. There needs to be a new Policy and Aspen needs to be more helpful.

William Reed, CYC – Agrees with Rory and the importance of hardships that happen outside of school that kids have to face and if a student earns a grade their attendance should not take points away. We stress that we need a buy back policy for students to get what they deserve.

Tanya Gardner, CYC - Agrees with both Rory and William and added the AVF Policy is going to affect this semester. The teachers said that it is back and use it as a threat. We don't want students to fail. If we have students that work hard and get to school it is unfair that they get negative effects.

Johnavi Zondervan – Agrees with Ms. Espinosa that there should not be an AV Policy at all. If students don't get to school on time there are already consequences. There is a difference between being late for first period than if you are already in school and are late for period 2, 3, or 4. Some teachers take attendance at 8:05 AM or 8:15 AM and some don't. Her bus schedule # 68 comes at 6:55 AM and 6:35 AM only. The 6:35 bus is always full. She was surprised that kids that get free/reduced lunch don't get discounts on bus passes.

Ms. Low Fleury, Student School Committee Member – Added it is important to show up to class otherwise students will get a ten point reduction on their grade. It is frustrating because teachers take attendance differently especially when two kids come to school together and one kid in one room is marked late and the other one next door is not. Or if one Mom calls because her child overslept she is excused but if another student's Mother did not call she is unexcused.

Principal Smith introduced his team and said in the future the School Committee and Administration need to invite CRLS teachers and other groups to be a part of this meeting. At CRLS they are working hard to support students. They are here to listen, learn and give their perspective. They do not automatically give students AV's and they take special circumstances into consideration. He rejects the blanket characterization that has been said here today. His team members are empathetic, compassionate individuals that take student problems into account. Principal Smith went on to say that over three successive years their AV policy has changed. The CYC students came to me and we worked collaboratively to make changes. We meet with students at key points during the day. We say hello, get some food and get to class. Every student has a story and we try our best to figure out how to be collaborative. We have some data to share with you today.

Ms. Dexter stated that she will invite teachers to the next meeting because we all have the same goals.

Principal Smith said that Ms. Dexter sent some questions to him that they will respond to now.

Dr. Turk stated that she had shared with Ms. Dexter that they don't track some of the information but the Deans will speak to the data.

Ms. Nolan added that she has a prior commitment and has to leave and that they all have good intent and are trying to figure out what is best for kids. Ms. Nolan exited the meeting at 3:37 PM.

Principal Smith responded to the 1st question from Ms. Dexter – The biggest number of unexcused absent or tardy is during block one. Today is a good example, traffic was extremely slow. We know the # 69 bus is difficult. In the morning we send out emails to excuse kids for being 5-10 minutes late due to the weather. Block one has a different solution than the others. We are not as understanding for Period 2, 3, and 4. Between 8:05 AM and 8:15 AM is when most students are late. The number of students' arriving at 8:25 AM is low. If we see a whole group walking in together it is usually a late bus. On some days in the winter we have 200-300 kids coming in between 8:05-8:15. There are always at least 100 students tardy for block one. Sometimes block 4 is a challenge when the weather is nicer and block 3 & 4 is lunch time.

Ms. VanBlaricum added that the tardy desk eliminated the discrepancy in time because tardy slips were time stamped and it would depend on the teacher whether they would allow a student into class without a tardy pass.

Principal Smith stated when Principal Saheed was here teachers had to take attendance during the first and last ten minutes of class. When there are not tardy passes and teachers are in the middle of a lesson they don't always remember what time kids come in and might say they were all here on time. In Wellness class they have ten minutes to change, technically if they arrive at 8:05 AM some kids will say I'm not late because I am in my work out clothes.

There was discussion regarding inequity of who is calling in and depending on who answers the phone, oversleeping is not an excuse. Some parents can't call in due to work schedules, language barriers or time to call in. The first contact may be the Clerk or Dean of Students. We have language around what is excused and not excused. We send out robocalls daily at 6:00 PM for all absent and tardy blocks. We also text and email. The parents get lots of communications saying your child has been out but some parents don't answer the phone or we have the wrong number (we can tell if the phone has been answered but not who answered it).

2nd question regarding having a clear understanding of excused or unexcused and working with families. Mr. Smith restated the same problems as the last meeting about the bus schedules/number of busses/routes.

Ms. Dexter will take responsibility for communicating with the MBTA and City Council on the bus schedule/routes.

Principal Smith stated kids figure if they are going to wait in the tardy line they might as well go to Starbucks, Harvard Market or Broadway for breakfast instead of waiting. Now that we don't have a tardy line it still happens. The challenge is some teachers will allow students to eat in the classroom and others won't. Breakfast closes at 8:05 AM in the Cafe. There are days when he will say to a student go get some food other students he says cafe is closed get to class. Students can also go their Learning Community offices and get granola bars.

Ms. VanBlaricum added a number of students don't sleep and stay up to do homework or are on social media.

There was discussion regarding racial disparity on the busses because one stops right in front of the public housing. The # 69 bus route times, added routes in the Cambridgeport area, the cost of an MBTA pass, whether there is an MBTA guard at the Alewife station, accessing the trains, students paying different amounts.

Mr. Kimbrough arrived at 4:00 PM

Principal Smith added one of the Global Challenge winners is having subsidized Hubway membership discounts. He has spoken to Jennifer Lawrence from the city regarding creating more Hubway stations here. Kids could be getting exercise, reducing our carbon footprint and getting a chance to go around Boston.

Johnavi Zondervan added that Hubway bikes don't always work and there aren't enough of them.

Question #3: Data available from this Fall of how many kids AV'd and did a buy back during Quarter two

Ms. VanBlaricum said for Quarter # 2 we did not issue any AV's because of the SC order. But according to our policy the number for earned is a result of twelve tardies or being absent four times. Assigned is knowing all my kids and their situations that I have issued an AV to.

Period 1 – 456 earned – 169 students were assigned– and that 25% stays for all the other periods.

Period 2 – 262 earned – 79 assigned
Period 3 - 290 earned - 100 assigned (lunch period)
Period 4 – 278 earned - 89 assigned

Of those we offered 180 buy backs which included inviting them for conversations and invitations to buy back. All kids that were assigned were offered a buy back; none happened because the kids knew it stopped but probably half (50%) would have done the buy back.

Question #4: Has the school considered a longer passing period or starting school later? There was discussion on the following;

- How students were informed they needed to do a buyback and would parents know.
- The CRLS team put together 4 schedules. 3 had extended passing time and are being sent to the Superintendent. Dr. Turk stated that Administration is looking at how time is used across the district.
- Lunch B has 32 minutes and others have 34 minutes.
- Is four minutes long enough to get to class. Four minutes moving from one end of the building to the other, they have to hustle.
- Changing Community Meeting time.
- Changing school start time later

Question #5: Have you considered other consequences other than grade reduction? Principal Smith answered our research shows that other schools use failure. We moved away from community service as punishment. We have also moved away from detention but we do use lunch period as a consequence which could lead to in or out of school suspensions. Telling kids that they have to make up time by meeting with teachers going to the homework center, doing an after school activity, requires us to develop relationships with kids. The CYC helped us to see what they can do to restore that time. We are not trying to put students on a disciplinary track. We are looking for an equitable way to let students know that being punctual is important.

Mr. Monahan added we had an Faculty Advisory Committee (FAC) meeting and what struck me most was the diversity of opinions and the purpose and implementation of such a policy. We need to take a step back and think about what is the vision, what is the purpose, what do we want to accomplish and what are the consequences. Use the FAC to work with educators. They need to have the conversation with all faculty so everyone is on the same page. This setting is not the best way have conversations to hear all voices.

Ms. Dexter said we should reconvene in a month or so. Do the teachers want to talk about that themselves? What are the next best steps?

Principal Smith will reach out to families and staff members to come.

Mr. Monahan suggested breaking into small groups to hear all voices.

Ms. Dexter said Chandra Banks will facilitate with families.

Motion to adjourn at 4:37 by Ms. Kelly second by Ms. Dexter

Terry Gist
Confidential Secretary

Handouts/Documents

Agenda

Comments from Corinne Espinoza

#18-55, Report of the February 15, 2018 Buildings and Grounds Sub-Committee be accepted as presented.

**Buildings and Grounds Sub-Committee
Thursday, February 15, 2018 @ 6:00 PM
School Committee Conference Room**

Called for the purpose to review the status of the new facility fee policy, continue discussion on family friendly bathrooms, get updates on major school construction projects, updates on small building projects expected for the summer, including repairs, HVAC systems, begin review of a 5-10 year plan and any other business that may come before the Committee.

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

Also Present: Ms. Dexter, Mr. Maloney, Mr. Geary, Mr. Konjic, Ms. Liss, Alex Loud, Mr. Bass

A quorum of the Sub-Committee being present, Ms. Nolan called the meeting to order at 6:02 PM and read the call of the meeting.

Ms. Nolan handed out the Agenda saying it is a long list and we won't get to cover all the topics in depth. The public can speak on any topic.

1. Facilities Policy: Update on Implementation-any items to review and/or revise – Ms. Nolan said Ms. Bowman put the facilities policy on hold for this year. David Bass sent an email regarding the new permit system (on file in SC office). She turned the meeting over to Mr. Maloney.

Mr. Maloney stated that they will be bringing in a recommendation on the fees in the Spring (April/May). The online process seems to be working but has become a huge magnet with an influx of permits making more work and stress on our staff. We are probably going to need additional staff. We are under pricing and need to have a conversation about that. Some people want to book multiple dates in a row which is causing other community users to be blocked out in that process. We are looking at other systems to replace it with something that is more flexible and user friendly.

Ms. Nolan asked what system are we using and is it used by other school systems as well?

Mr. Maloney responded that we are using School Dude which has a module we are exploring at not a great cost. Mr. Konjic has one staff person plus that are spending too much time on requests for use and the Principals have complained about the permits becoming too demanding. Our VPA person used to handle theaters professionally and is astonished with the amount of work we are creating for the VPA staff. We want more data to talk about a fee structure. Parents complain about not having the theatre available for students to use. Businesses/Corporations have organized leagues that use our gyms and we need to look at those fees. We require a technician in the buildings if users are going to use media/slides. VPA is worried about the King theater and the lights being on because the bills come out of their budget. Outside users have not left the facility the way it should have been. Equipment was purchased to be used for the schools but parents complain because kids don't have technology they thought they were going to have.

Mr. Fantini inquired if we have to add staff would the revolving fund be used and the fees cover the cost of salaries?

Mr. Maloney stated if the demand is driven by outside users we don't have to take away from the educational programs. We are looking for more flexibility. We are afraid we may lose staff because of the demands being made on them.

Mr. Fantini said at some schools, let's say King, they were having an event and thought the people in the building that are technology orientated could do it.

Mr. Maloney responded that the King Principal said staff do not want to do it.

Ms. Bowman added we spoke about this in the past and the staff can go through a training process.

Mr. Maloney stated that at the Upper Schools have VPA staff that are more trained but teachers aren't going to come back at night.

Ms. Nolan added the policy is one custodian for every 100 people. If you have 50 people in a performance and 200 people coming would you still need that many custodians to cover it?

Mr. Maloney will look at that.

Mr. Fantini asked will this new system give us reports to see who uses our schools?

Mr. Maloney answered yes, but remember we are not in the theatre business we are an educational facility first.

Ms. Bowman stated we need to do a one year check-in and see how the system is going. Our policy making decisions should be on a systematic approach and standardized process.

Ms. Dexter added that these are municipal buildings, paid for by the tax payers and they should have a right to use them. There are ways to get around people not leaving the buildings in good shape, possibly a security deposit or preferred users.

Mr. Maloney pointed out that some of our auditoriums are not in good shape because we don't charge appropriate fees to outside users. We want to be able to log in hours which requires a lot of work and; the bulbs are expensive. These are public resources but we hear complaints from parents.

Ms. Dexter suggested that maybe the city could take over the permits.

Mr. Maloney responded no, we wouldn't want that, we want to control our buildings.

Public Comment:

Alex Loud – Thanked them for suspending fees for this year. Cambridge Youth soccer youths are different than corporations when they do the fee structure. He is happy with the system. It puts a strain on staff because there is no way to change or delete a reservation; he had to go to Diane's office to change one.

Mr. Maloney will look into that and is aware of the system issues.

David Bass is grateful for the partnership with the School Department especially the Peabody School his comments about his experience with the new system are meant to be constructive.

2. Major Projects: Mr. Maloney said the Major Project is the King-Open/Cambridge Street Upper School which is on target and should be ready in March. All the steel work is about done and ready for the school opening in Sept. of 2019 other pieces may not be ready to open then but shortly thereafter.

Ms. Nolan reported that someone saw a report that went to the City Council saying that the project is on time and under budget.

Mr. Maloney responded that he found out about it in the paper too.

Ms. Nolan stated that they both should ask City Council to copy them on all reports.

Ms. Bowman asked how do we collaborate with the City and keep the line of communication open? They are taking the lead with the financial debt to build these but we are the end user and need to know what it looks like, what systems are in place, etc.

Ms. Nolan added it would be good to be in the loop and know about conversations regarding Vassal Lane.

Mr. Maloney thinks it is going to be a tear down.

Mr. Fantini asked will it be built on the site or off the site?

Mr. Maloney responded that the report was due well before Christmas and expects it in March which will save the selected architect some time on the other end.

Ms. Bowman wants to standardize communication with the City Manager and the City needs to give a presentation once or twice a year to give the School Committee a report of what is going on.

Mr. Maloney replied that the City communicates with Administration and they bring it to the School Committee.

Ms. Nolan will reach out to the Mayor to meet at least once a year and maybe twice a year for major projects. If there is a big update maybe we can use School Committee staff to go the website to get information without Members having to go to the website.

Ms. Dexter asked is there a way for us to not have so many bells and whistles in the new schools so it is not so expensive?

Mr. Maloney responded that is a conversation that you can have with the City Manager. The urban design people have the neighbors to answer to. Payback for the sustainable practices may not be what most communities don't ask for. We add lots of community resources in the new buildings. The King Open will have 2 gyms, a swimming pool and an after school wing.

Ms. Dexter stated we are going to have four elementary schools that have everything and it seems unfair to the rest of the schools.

Mr. Maloney replied there are many things that play into that; sustainability, handicapped accessibility, etc. Then the neighbors say they don't want the playground next to their house.

Ms. Bowman added if we work more strategically with the city and articulate how improving the buildings we have play into this plan as it relates to equity is a different conversation. She doesn't think they understand that we want to get at inequities. How do we structure the conversation so we are rolling in the same direction?

Mr. Maloney replied the buildings that were chosen initially were the King which is a low income school, the King Open is the worst building and the G&P and Tobin are right behind it. The School Committee chose to do it in buildings that would be dually occupied and had outside space.

Ms. Dexter thought Mr. Healy said four buildings could be renovated for \$30M each.

Mr. Maloney replied he could have said that but our plan was far more progressive we thought we would renovate/build one school every two-three years now it is more like every 4-5 years. Remember thermal wells alone take 9 months. We take longer but make a lot more demands.

3. Smaller Projects: Expected Work List for Summer – Known? Communicated?

Ms. Nolan said we have had many reports of hot/cold buildings.

Mr. Maloney stated that feminine hygiene products are in all middle and high schools. We started installation in the K-5 schools and got push back from Principals.

Ms. Bowman asked why push back?

Mr. Maloney replied he did not do a good enough job informing them before the installation. There was concern about products being thrown around so we stopped the roll out. I have a draft email from the Public Health Department to send to the Principals and K-5 Parents and will be able to start again after the break.

Ms. Nolan questioned their concern about overuse.

Mr. Maloney hasn't checked the budget but should have a report by the end of the year. There were educational concerns in K-5 but we are ahead of schedule. Two Principals have requested they not be installed in K-3 wings but he told them it is a School Committee Policy. The Health Dept. did not weigh in on age appropriateness.

Ms. Liss stated there is a health educator this year in elementary schools and if we are putting in products we need to have receptacles too.

Mr. Konjic added there are dispensers and receptacles for disposal in the stalls.

Ms. Bowman said they made the decision because particularly girls of color start earlier, nine is the new normal.

Mr. Maloney will add that to his email. We can accomplish the family friendly bathrooms (one per school) for between \$7,000 - \$14,000.

Mr. Konjic passed out a 5-year plan listing major construction projects that they are **requesting** and **hope** to obtain City Capital Funds to complete during FY19 - FY23 (on file in the SC office). The requests are as follows; in FY19 - \$10,386,043, FY20 - \$7,238,788, FY21 - \$7,573,653, FY22 - \$6,515,558, and FY23 - \$65,808,687

Ms. Nolan asked if this list was identified by the Facilities Department? Do they reach out to Principals?

Mr. Maloney answered these have been identified by Facilities. The City has an Improvement Committee which Ms. Spinner is on. That is where we go to plead our case for the City's Capital Funds.

Mr. Konjic went over the list of major projects they are hoping to complete this summer including the following; build one Science lab at CRLS, G&P accessible ramp to the gym (done with DPW), Haggerty Chiller Replacement, Cambridgeport gym floor replacement, War Memorial retro commissioning, upgrade lighting at Kennedy/Longfellow, Amigos, Morse and Fletcher/Maynard Academy, ceiling tile repairs in auditorium at K/Lo and improve security card access.

Mr. Maloney stated that they need to go thru the City for lighting projects.

Mr. Konjic stated that the Principals summer building project requests are usually painting, building rooms, moves, A/C's in classrooms and work orders that were not completed during the school year.

Ms. Dexter asked where are the security camera's located in the schools?

Mr. Maloney replied they are not in all schools. We want to expand them on the 1st floor at (CRLS). They are all over the King and King Open buildings. We go thru the City Council for funding for cameras and they have proceeded more cautiously in that direction, it is a privacy issue. Our principals want them.

Ms. Bowman stated especially in the world we live in today, until there are different people in power we have to protect our children. Whatever platform we need to create with the City Council she is willing to work with them.

Ms. Nolan and Mr. Fantini agree to add that to their Agenda for the meeting they already have set up with the City.

Mr. Maloney said the Haggerty is adamantly opposed to voting in schools. Why do we lock down 364 days and open doors on voting days? We have to work with the police and be sure they don't wander from the door and our Safety Officers are around. He spoke to the City Manager this morning.

Mr. Fantini thinks we should close the schools on voting day.

Mr. Maloney stated this coming year we have the primary and special elections where only one school is impacted. There is nowhere near as much learning going on in June.

Ms. Nolan said there is a split opinion because it is good for students to see people voting.

Mr. Maloney added the City has tried to move away from that.

Ms. Bowman replied there are tons of other churches etc. where people can vote.

4. Long Term Plan – Review elements to include:

Mr. Konjic said they are hoping to replace one roof every year according to priority. We hope to do the same with our elevators, security and camera upgrades, fire alarm system upgrade, EMS temperature controls, Haggerty replace rusting duct on roof, replace panic bars, improvements to restrooms and phased HVAC replacement. Next year they will replace the Solomon boiler in the Garage.

Mr. Geary informed them that there are some schools getting a coat of paint and the G&P boiler is 58 years old, Tobin and K/Lo are 48 years old, and they have passed their lifespan. There are some cold classrooms and we need to address the old equipment.

Mr. Maloney stated this is the source of the complaints you all receive. This is not an ideal way to do it but we are going to put new controls on an old system, after 25 years we should be replacing them.

Ms. Bowman asked how do we have this conversation with the City so they can see the strain that is being put on our buildings?

Ms. Nolan suggested replacing the whole system, not put a band aid on it.

Mr. Geary stated that the City is giving the schools \$100M and cannot ask for additional funds from them.

Mr. Maloney added the City will tell us, we are doing better than other City depts. They need fire stations, street repairs, sewers, playgrounds, etc. but we should have that conversation publically.

Mr. Konjic added these are not summer projects.

Mr. Maloney stated not a penny has been given to us. We will probably get \$500,000 - \$1M and we need \$10M. We get City Council approval for money in May and it is too late for us to go out to bid. Our work gets done the following year by the time we go out to bid for a modest project.

Ms. Nolan asked if she heard it right, we expect to get \$500,000 - \$1 M but we need \$10M one tenth of what we need? These all relate to equity and learning.

Ms. Dexter added there was a 10 year period when no school buildings were renovated.

Mr. Maloney answered yes, until the King building and CRLS. The state law changed they used to give back 90% but that stopped. Then they stopped MSBA funding for ten years. When state funding re-

opened, we had six months to get the high school going, we had \$30M and expanded it to \$120M because the state had funded it and the City gave us money.

5. Upcoming Presentations – Sustainability Report

Ms. Nolan said we need to schedule the sustainability report and present it because it is due in March. The Climate Protection Action Committee on the City side (CPAC) is interested in being involved. She will check with Mr. Konjic before she schedules the meeting. We need to broaden out beyond the Sub-Committee.

Mr. Maloney suggests they proceed cautiously because the City's 5 year plan has already been submitted. The buildings we identified to focus on are Cambridgeport, Kennedy/Longfellow, Graham & Parks and Amigos. The success we have had with getting state funds for the FMA is because it is a low income school. The State isn't in favor of giving funds to the buildings that don't have free/reduced kids.

Ms. Dexter asked are you saying that most of this probably won't be funded?

Mr. Maloney stated we get between \$500,000 to \$2 M a year for these projects.

Ms. Bowman asked if he could put something together so they can have a more structured conversation on this.

Mr. Maloney has tried to be more focused now on the most needy 4-5 buildings; the Cambridgeport and G&P are our #3 schools. You can get MSBA ranking online.

Ms. Bowman wants parents to know that this is a budgetary issue and they don't make the decision on how much money will come to us. It is important to show the public we are working with the City.

Mr. Fantini added maybe we should have the capital report made public.

Mr. Maloney stated these are hopes, wishes and desires.

Ms. Nolan said people that are in the schools know what work is being done in the schools.

Mr. Konjic stated that he reaches out to the Principal's to let them know what is going on in their building.

Ms. Nolan replied but it doesn't always get down to the parents.

Mr. Geary added some of these are not funded on this list.

Ms. Bowman thinks that will push the City. Cambridge has the lowest taxes. It will identify what our values are especially with the demographics in the city.

Ms. Nolan added the shape of the some of our buildings is embarrassing when we go to them.

Ms. Bowman asked do we have to put in a motion?

Ms. Nolan replied we can put it in the adopted budget in the appendix.

Mr. Maloney will talk to Ms. Spinner however; it won't be able to be submitted for this year. We need some narrative to add to the budget. We have about 20 pages of a narrative already.

Ms. Nolan stated the next meeting should focus on the whole buildings with some city input.

Motion to adjourn by Mr. Fantini second by Ms. Bowman at 7:35 PM.

Terry Gist

Confidential Secretary

Handouts

Agenda

Summary of Requests for Capital Funding, FY19-FY23, as of 1/31/18

David Bass Email

10. Resolutions:

#18-56, Motion by Mayor McGovern, WHEREAS: The Department of Visual and Performing Arts has proudly shared that 46 CRLS students have received 86 different art and writing awards in the 2018 Scholastic Art Awards; and

WHEREAS: The Scholastic Art Awards is the nation's longest, and most prestigious recognition program for creative teens; and

WHEREAS: These awards are a significant and meaningful accomplishment to our teachers and

RESOLVED: That the School Committee send a letter to the Department of Visual and Performing Arts congratulating the teachers and students for their continued dedication and excellence in the Arts.

Ms. Nolan motioned, seconded by Mayor McGovern, to amend **item #18-56** to include the writing awards under the English department.

On a motion by Ms. Nolan, seconded by Ms. Dexter, on a voice vote, the following amendment to **#18-56** was adopted: *to include* WHEREAS: The Department of Visual and Performing Arts *and the Department of English Language Arts* has

proudly shared that 46 CRLS students have received 86 different art and writing awards in the 2018 Scholastic Art Awards; and

WHEREAS: The Scholastic Art Awards is the nation's longest, and most prestigious recognition program for creative teens; and

WHEREAS: These awards are a significant and meaningful accomplishment to our teachers and

RESOLVED: That the School Committee send a letter to the Department of Visual and Performing Arts *and the Department of English Language Arts* congratulating the teachers and students for their continued dedication and excellence in the Arts.

On a voice vote, **item #18-56** was adopted as amended: WHEREAS: The Department of Visual and Performing Arts and the Department of English Language Arts has proudly shared that 46 CRLS students have received 86 different art and writing awards in the 2018 Scholastic Art Awards; and

WHEREAS: The Scholastic Art Awards is the nation's longest, and most prestigious recognition program for creative teens; and

WHEREAS: These awards are a significant and meaningful accomplishment to our teachers and

RESOLVED: That the School Committee send a letter to the Department of Visual and Performing Arts and the Department of English Language Arts congratulating the teachers and students for their continued dedication and excellence in the Arts.

11. Announcements:

Ms. Dexter passed out a flyer about the Confucius Institute from a documentary she attended.

The Chair announced there will be a Roundtable this Thursday from 6-8:00 p.m. to discuss the Counseling Review.

12. Late Orders:

It was voted to adopt the following:

Motion by Ms. Nolan: that the School Committee send a congratulatory letter to Amigos student Isabella Lozada for winning the National Association for Bilingual Education (NABE) Middle School Student of the Year Award with her essay "Navegar en el Oceano".

Motion by Ms. Nolan: that the School Committee congratulate CRLS student Jonas Hansen for being one of three fencers named to the USA Cadet National Team for the World Fencing Championships (in Verona, Italy) in early April and for his Bronze Medal at the Junior Olympics.

On a motion by Ms. Bowman, seconded by Ms. Nolan, it was voted to adjourn the open session. (8:30 p.m.)

Dosha Beard
Executive Secretary to the School Committee

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

Statements and letters left at public comment by the following individuals:

- ✓ Joe Maloney
- ✓ Dan Monahan
- ✓ Eric Miller

Email communications received:

- ✓ Email from Laura McGaffigan re Athletic Policy
- ✓ Email from Elsie Huang re Academic Calendar for 2018
- ✓ Email from Thomas J. Caterina re Athletic Policy
- ✓ Email from Ray Doucette re Athletic Policy
- ✓ Email from Anthony D. Galluccio
- ✓ Email from Laura McGaffigan (2nd email) re Athletic Policy

The communications are on file in the Office of the Executive Secretary to the School Committee and can be viewed.