

SCHOOL COMMITTEE

(Official Report)

Regular Meeting

June 21, 2016

Called for 6:00 PM 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 (ABSENT), Mr. Fantini, Mr. Harding, Ms. Kelly, Ms. Nolan, and Mayor Simmons

Mayor Simmons in the Chair.

Mayor Simmons read a letter from Ms. Dexter explaining her absence from this meeting. Ms. Dexter is in El Salvador as a member of the citizen's delegation to Cambridge's Sister City, San Jose Las Flores. (Letter on file in the School Committee Office)

A quorum of the School Committee being present, the Chair called the meeting to order at 6:10 PM.

1. Public Comment:

The following individuals were heard:

- Beatriz Meza Valencia, Standish St., parent of Amigos student, spoke of Amigos celebrating the uniqueness of all cultures; highly chosen school; invited Members to come to an Amigos potluck; feels very lucky about the community and the principal at the Amigos; need to plan for Amigos middle school to have enough space
- Jamie Lichtenstein, Harvard St., parent of Amigos student, read letter from parents of rising Amigos upper school students; building does not accommodate expected growth; requests School Committee to continue conversation on their space needs. During the Innovation Agenda it was anticipated that Amigos would be able to have a full upper school with 2 classes per grade for grades 1-8 (letter on file in the School Committee office)

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

1a. Public Hearing on the Approval of Revisions to the Rights & Responsibilities Handbook

The Chair opened the Public Hearing on the Approval of Revisions to the Rights & Responsibilities Handbook. There being no one signed up to speak on the Approval of Revisions to the Rights & Responsibilities Handbook, on a motion by Ms. Kelly, seconded by Mr. Fantini, it was voted to close the public hearing.

2. Student School Committee Report:

Mayor introduced Mari Gashaw incoming Student School Committee Representative in September and thanked her for coming to tonight's meeting. The Mayor announced the other Student School Committee Member is Paul Sullivan.

3. Presentation of the Records for Approval:

On a motion by Ms. Nolan, seconded by Ms. Bowman, it was voted to accept the Minutes of the June 7, 2016 Regular Meeting as presented.

4. Reconsiderations: None

5. Unfinished Business/Calendar:

#16-127 Recommendation: Contract Award: TCi Brings Learning Alive:
Instructional Materials (Harding, C16-161, 6/7/16)

Ms. Nolan asked to pass over unfinished business. The Chair indicated that she did not want to pass over this important item since it poses an extraordinary problem for the science department if this is not moved forward. She asked the Superintendent to speak on this item. Dr. Young noted that he had sent the Committee Members a detailed memo today regarding this contract award. He explained the program and added that if this isn't voted today, the materials may not be here for the August professional development days. Ms. Kelly spoke in support of moving this forward and added that this represents a tremendous amount of work done on the science curriculum. Ms. Nolan gave her reasons for voting against this contract and added that we could look to the State for model curriculum units and we could look to our science leaders. She mentioned the Concord Consortium and the New Jersey model curriculum. Ms. Nolan indicated that we should slow down a little and that she is concerned we are tying ourselves to a million dollar curriculum that is not fully aligned and is not a full curriculum. Ms. Bowman noted that the waiver approach in this feels irresponsible to her. She added that if we have not been in conversation about this piece of curriculum, it involves the School Committee also because we have sub-committees. This should not disrupt our students or teachers. The Mayor noted she would vote for this and that it is the responsibility of this body to keep up to date and to do the policy work. It is disrespectful to the people hired to do this work, including the Superintendent and the curriculum specialists. If we have a problem with this, we have remedies for this. It is the duty of the Members to bring this forward in a timely fashion and not to put our children in jeopardy in not having these science materials on time. Mr. Fantini noted that our science coordinator has piloted this for a year and many science teachers have worked on this and feel it's appropriate. The Chair asked Mr. Harding if he would like to speak on this matter. Mr. Harding responded no and asked to call the roll. On the following roll call, **item #16-127** was adopted: Ms. Nolan NAY; Ms. Bowman YEA; Ms. Dexter ABSENT; Mr. Fantini YEA; Mr. Harding PRESENT; Ms. Kelly YEA; Mayor Simmons YEA.

6. Awaiting Reports: None

7. Superintendent's Agenda:

7a. Presentations:

Mr. Fantini in the Chair (6:38 PM)

Mayor Simmons in the Chair (6:40 PM)

Courtesy Interview of Candidate for Assistant Superintendent
for Curriculum & Instruction Position

Dr. Young explained the process for selecting this candidate which was managed by Ms. Allen, Executive Director of Human Resources, with involvement from Dr. Salim, incoming Superintendent. Dr. Young noted that Dr. Salim does not officially start in his position as Superintendent of Schools until July 1, 2016 so he as the appointing authority is bringing forward the recommendation for the appointment of Assistant Superintendent for Curriculum and Instruction at this meeting. Dr. Young introduced Dr. Salim and wished him well as the incoming Superintendent of the Cambridge Public Schools. Dr. Salim gave a brief description of Dr. Anda Adam's professional and educational background and welcomed her via Skype to engage in conversation with the Members. Dr. Adams is currently in Washington State and is joining the meeting via Skype due to distance and personal factors. Dr. Adam's résumé is on file in the School

Committee Office. Dr. Adams made a brief opening statement noting that she is finishing her role in the Bellingham, Washington Public Schools and has a deep passion for education for both students and adults. She indicated that she is a life-long learner and believes deeply in public service. She added that she is a listener, an analyzer and a team builder and relies heavily on partnerships. The Chair welcomed the candidate and asked the Members to introduce themselves and to begin the interview. The Members interviewed Dr. Adams. Dr. Adams gave a brief closing statement indicating that she has deep experience in the work she will be undertaking and will come to Cambridge with an inquisitive mind and will constantly be learning more. She noted that it is important for her to be out in the schools to experience and see what is happening in the classroom and in the schools. The Chair thanked Dr. Adams and thanked the IT staff for facilitating this interview via Skype.

On a motion by Mr. Fantini, seconded by Ms. Bowman, on the following roll call it was voted to suspend the Rules to bring forward **item #16-139** for adoption: Ms. Nolan YEA; Ms. Bowman YEA; Ms. Dexter ABSENT; Mr. Fantini YEA; Mr. Harding YEA; Ms. Kelly YEA; Mayor Simmons YEA. The Rules having been suspended for the purpose stated, **item #16-139** was brought forward.

#16-139, Approval of Appointment of the Assistant Superintendent for Curriculum & Instruction, that the School Committee approve the appointment of Dr. Anda Adams to the position of Assistant Superintendent for Curriculum and Instruction effective August 1, 2016. On a motion by Ms. Bowman, seconded by Ms. Kelly, on the following roll call **item #16-139** was adopted: Ms. Nolan YEA; Ms. Bowman YEA; Ms. Dexter ABSENT; Mr. Fantini YEA; Mr. Harding YEA; Ms. Kelly YEA; Mayor Simmons YEA.

The Chair returned to the regular order of business.

Dr. Young asked Mr. Maloney to begin the presentation on the facilities update.

Facilities Update..... James P. Maloney, Chief Operating Officer
Michael Lane, Director of Facilities

Mr. Maloney, COO, walked the Members through a PowerPoint presentation (on file in the School Committee office) on Facilities as follows:

Discussion Points

- King Open Project Update
- Building Permits Policy
- Playground Updates
- Building Improvements
 - Capital Projects 2016-2017
 - Roof Replacement – Kennedy/Longfellow
 - Boiler Replacement – Fletcher/Maynard
 - Flooring Replacements (Asbestos) – multi-year project to remove asbestos at the Amigos, Graham & Parks and King Open Schools
 - Carpet Replacement – Libraries
 - Security Cameras/Electronic Card Access
 - Lighting Upgrades – School Gymnasiums
 - Capital Projects 2017-2018
 - Roof Replacement – Fletcher/Maynard Academy
 - Façade Repair Project – Fletcher/Maynard Academy
 - Flooring Replacements (Asbestos) – multi-year project to remove asbestos at the Amigos, Graham & Parks and King Open Schools
 - Boiler Replacement - Amigos School
 - Maintenance Tasks 2016-2017
 - Ceiling tile replacement work – Amigos, Cambridgeport, Kennedy/Longfellow, Peabody
 - Additional kindergarten bathroom the Amigos School

- Bathroom drain issues at the Fletcher/Maynard Academy
- Exterior cement work at the Morse School
- Interior carpet cleaning at the Tobin (Montessori School classroom rugs)
- Relamping – as needed
- Interior painting
- Routine work orders

Mr. Fantini in the Chair (7:42 PM)

Discussion took place around the following comments, questions, and concerns:

Ms. Kelly asked if security electronic card access would be included for the Family Resource Center and School Committee Office. Mr. Maloney indicated that it would.

Mr. Harding asked about contract award for abatement and demolition at the King Open/Cambridge Street Upper School building. Mr. Harding asked if local members of the unions and Cambridge residents would be given a chance for work. Mr. Maloney responded that the City handles hiring of the general contractor. Mr. Harding asked about asbestos removal and the time period. He wanted to make sure that the public understands that this is a safe process. Mr. Maloney responded that at the Longfellow building this summer, programs will be located to a different side of the building so that the work can be contained. All asbestos projects require a 3rd party to monitor the process. Mr. Harding was concerned about proper notification to the neighborhood re rodents when geo-thermal wells are drilled at the Cambridge Street site.

Ms. Nolan asked about “add-ons” and asked that it be reported in the weekly. Ms. Nolan inquired if a report on all plans for playground improvements, number of bathrooms in the buildings, and air-conditioners in the building could be provided.

Ms. Nolan asked about including a gymnastics facility in the new buildings and about potential over capacity at the Amigos building. Mr. Maloney responded that regarding the Amigos he will continue to work on that with the Principal. He noted that we have the same issue with other buildings and need to look at creative solutions going forward.

Mr. Fantini asked about the Peabody School Library work. Mr. Maloney mentioned that it is an “add-on alternative” based on the bid price.

Mr. Maloney added that the priority is the “building envelope” which contains the roof, walls, heating system and student safety.

Ms. Bowman, as Chair of the Building and Grounds Sub-Committee, noted that moving forward she would like to be intentional as a Committee to work collaboratively to meet needs of all the students in our district in terms of infrastructure.

7b. Innovation Agenda:

Mr. Harding asked a point of information of when the new Rindge Ave. Upper School Head will begin. Dr. Young responded that July 18th is the actual date.

7c. Consent Agenda:

On a motion by Ms. Nolan, seconded by Ms. Bowman, it was voted to move the entire Consent Agenda forward for discussion and adoption. Ms. Nolan removed **items #16-152 and #16-155**. Ms. Kelly removed **items #16-154 and #16-158**. Mr. Fantini removed **item #16-161**.

On the following roll call, **items #16-140 through #16-151, items #16-153, items #16-156 through #16-157, items #16-159 through #16-160, and items #16-162 through #16-170** were adopted: Ms.

Nolan YEA; Ms. Bowman YEA; Ms. Dexter ABSENT; Mr. Fantini YEA; Mr. Harding YEA; Ms. Kelly YEA; Mayor Simmons YEA.

#16-140, Approval of Revisions to Gang Activity/Secret Societies Policy, that the School Committee approve the Revisions to the Gang Activity/Secret Societies Policy as detailed in the document (second reading).

#16-141, Approval of Revisions to Approval of Handbooks Policy, that the School Committee approve the revisions to the approval of handbooks policy as detailed in the document (second reading).

#16-142, Approval of Revisions to Supplementary Materials Selection and Adoption Policy, that the School Committee approve the revisions to the supplementary materials selection and adoption policy as detailed in the attached document (second reading).

#16-143, Approval of Revisions to Right to Hearing to Redress Deprivation of Rights Policy, that the School Committee approve the revisions to the right to hearing to redress deprivation of rights policy as detailed in the document (second reading).

#16-144, Approval of Revisions to Weapons Policy and Assaults Policy, that the School Committee approve the revisions to the weapons policy and assaults policy as detailed in the document (second reading).

#16-145, Approval of Revisions to Substance Abuse/Drugs Policy and Alcohol Use by Students Policy that the School Committee approve the revisions to the substance abuse/drugs policy and alcohol use by students policy as detailed in the document (second reading).

#16-146, Approval of Revisions to Rights & Responsibilities Handbook, that the School Committee approve the revisions to the Rights & Responsibilities Handbook as detailed in the document (second reading).

#16-147, Approval of revisions to guidance Program Policy, that the School Committee approve the revisions to the guidance program policy as detailed in the document (second reading).

#16-148, Approval of Revisions to Selection Policy for School Libraries and Technology Center Collections, that the School Committee approve the revisions to the selection policy for school libraries and technology center collections as detailed in the document (second reading).

16-149, Approval of Revisions to Instructional Materials Centers/School Libraries Policy, that the School Committee approve the revisions to the instructional materials centers/school libraries policy as detailed in the document (second reading).

#16-150, Approval of Revisions to Special Interest Materials Selection and Adoption Policy, that the School Committee approve the revisions to the special interest materials selection and adoption policy as detailed in the document (second reading).

#16-151, Approval of Revisions to Textbook Selection and Adoption Policy, that the School Committee approve the revisions to the textbook selection and adoption policy as detailed in the document (second reading).

#16-153, Revisions to Student Dress Code Policy, that the School Committee approve the revisions to the Student Dress Code Policy as detailed in the document (first reading).

#16-156, Contract Award, that the School Committee award a contract to the following vendor for pest management services, funds to be provided from the General Fund Budget, Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with:

Bain Pest Control Service, 1320 Middlesex Street, Lowell, for the period July 1, 2016 to June 30, 2017, in the amount of \$38,880.00.

#16-157, Contract Award, that the School Committee award a contract to the following vendor for Translation Services, funds to be provided from the General Fund Budget, Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with:

Baystate Interpreters, Inc., 55 Lake Street, Gardner, for the period July 1, 2016 to June 30, 2017, in the amount of \$100,000.00.

#16-159, Contract Award, be adopted as follows: that the School Committee award a contract to the following vendor for assessment services, funds to be provided from the General Fund Budget, Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with:

Cambridge Health Alliance, 1493 Cambridge Street, Macht Bldg., Room 306, Cambridge, for the period July 1, 2016 to June 30, 2017, in the amount of \$100,000.00.

#16-160, Contract Award, that the School Committee award a contract to the following vendor for Special Education Services, funds to be provided from the General Fund Budget, Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with:

Clinical Solutions, 100 Cummings Center, Suite 341-H, Beverly, for the period July 1, 2016 to June 30, 2017, in the amount of \$145,000.00.

#16-162, Contract Award, that the School Committee award a contract to the following vendor for contract staffing services as required by the Office of Student Services, funds to be provided from the General Fund Budget, Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with:

Delta T Group, 233 Needham St., Suite 512, Newton, for the period July 1, 2016 to June 30, 2017, in the amount of \$120,000.00.

#16-163, Contract Award, that the School Committee award a contract to the following vendor for the provision of CNA/Health Aide, funds to be provided from the General Fund Budget, Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with:

All Star Staffing, 15 Court Square, Boston, for the period July 1, 2016 to June 30, 2017, in the amount of \$40,000.00.

#16-164, Contract Award, that the School Committee award a contract to the following vendor for direct student services, funds to be provided from the General Fund Budget, Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with:

Easter Seals Massachusetts, 484 Main Street, Worcester, for the period July 1, 2016 to June 30, 2017, in the amount of \$100,000.00.

#16-165, Contract Award, that the School Committee award a contract to the following vendor for a student information system, funds to be provided from the General Fund Budget, Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with:

Follett Software Co/X2 Development Corp, 75 Sargent William B Terry Drive, Suite 220, Hingham, for the period July 1, 2016 to June 30, 2017, in the amount of \$79,855.00.

#16-166, Contract Award, that the School Committee award a contract to the following vendor for Student Services, funds to be provided from the General Fund Budget, Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with:

Integrated Learning Academy, 109 Oak Street, Suite G-10, Newton, for the period July 1, 2016 to June 30, 2017, in the amount of \$145,000.00.

#16-167, Contract Award, that the School Committee award a contract to the following vendor for the provision of specialized student services as required by students' Individual Education Programs (IEP), funds to be provided from the General Fund Budget, Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with:

Perkins School for the Blind, 175 North Beacon Street, Watertown, for the period July 1, 2016 to June 30, 2017, in the amount of \$40,000.00.

#16-168, Contract Award, that the School Committee award a contract to the following vendor for computer hardware, funds to be provided from the General Fund Budget, Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with:

PJ Systems d/b/a HiQ Computers, 477 Riverside Avenue, Medford, for the period July 1, 2016 to June 30, 2017, in the amount of \$50,000.00.

#16-169, Approval of Gifts to Cambridge Public Schools, that the School Committee accept and approve the following gifts and receipts as described.

1. \$2,500.00 to the Cambridge Rindge and Latin School made from the AXA Foundation as a matching grant to a scholarship they awarded to a CRLS student. Funds will be used for professional development activities at the school.
2. \$508.06 to the Cambridge Rindge and Latin School made from an individual donor to support the English Language Learner Department's Prize Day Program.
3. \$440.00 to the Cambridge Rindge and Latin School made from the Shady Hill School in support of the Educators of Color Conference.
4. \$200.00 to the Cambridge Rindge and Latin School made from Target's Take Charge of Education program for the general support of the school.
5. \$40.00 to the Cambridge Rindge and Latin School made from an individual donor in support of the Educators of Color Conference.
6. An in-kind donation of field hockey equipment including 24 field hockey sticks, 24 balls, 24 pairs of shin guards, 12 mini cones, a curriculum book and an equipment bag made from USA Field Hockey to the Cambridge Rindge and Latin School Athletics program. The equipment will be used to support a new intramural field hockey club launching at CRLS in the fall of 2016.

#16-170, Grant Award, that the School Committee accept and approve the grant award in the amount and for the period indicated:

USDA Fresh Fruit & Vegetable Program, for the period September 1, 2015 to June 30, 2016, in the amount of \$30,084.00 (increase of \$1,626.00). Project/Grant SC16858.

Description: Funded by the US Department of Agriculture, this grant provides for fresh fruit and vegetable snacks to be served in the early afternoon, 5 days a week, to the students at the Fletcher-Maynard and Kennedy Longfellow schools. The grant supports food purchases and temporary salaries for staff to prepare and distribute the fruits and vegetables. The increase will be utilized to fund additional food purchases.

8. Non-Consent Agenda:

#16-152, Revisions to Staff Ethics/Conflict of Interest Policy, that the School Committee approve the revisions to the Staff Ethics/Conflict of Interest Policy as detailed in the document (second reading). Ms. Nolan asked why not use the MASC model language of this policy which she would prefer. Attorney MacFarlane said there is no problem to use the model language that MASC is using if the Committee wishes. Attorney MacFarlane added that the proposed language aligns with what we have in the employee handbook. The Chair stated that she wants to make sure our policies are aligned with our employee handbook. Ms. Nolan noted that if we change it here then we could change the employee handbook as well. Ms. Nolan moved to change the language of **item #16-152**, Revisions to Staff/Ethics/Conflict of Interest Policy, to reflect the MASC model language for this policy. Ms. Nolan's motion failed for lack of a second. On the following roll call **item #16-152** was adopted: Ms. Nolan YEA; Ms. Bowman ABSENT YEA; Ms. Dexter ABSENT; Mr. Fantini YEA; Mr. Harding YEA; Ms. Kelly YEA; Mayor Simmons YEA.

Ms. Kelly moved, second by Mayor Simmons, the adoption of **items #16-154 and #16-158**. On the following roll call **item #16-154 and #16-158** were adopted: Ms. Nolan YEA; Ms. Bowman ABSENT YEA; Ms. Dexter ABSENT; Mr. Fantini YEA; Mr. Harding YEA; Ms. Kelly ABSTAIN; Mayor Simmons YEA.

#16-154, 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># Active Contracts</u>	<u>Amount</u>
Day	7	\$611,961.58
Residential	0	N/A
45 Day Program	0	N/A
Total	<u>7</u>	<u>\$611,961.58</u>

#16-158, Contract Award, be adopted as follows: that the School Committee award a contract to the following vendor for comprehensive neuropsychological evaluations, funds to be provided from the General Fund Budget, Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with:

Cambridge Center for Neuropsychology and Learning, 2464 Massachusetts Avenue, #129, Cambridge, for the period July 1, 2016 to June 30, 2017, in the amount of \$160,000.00.

#16-155, Contract Award, that the School Committee award a contract to the following vendor for Computer Hardware, funds to be provided from the General Fund Budget, Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with:

Apple Inc., 1 Infinite Loop, Cupertino, CA, for the period July 1, 2016 to June 30, 2017, in the amount of \$220,000.00.

Ms. Nolan asked where in our system we continue to use Apple as opposed to other machines. The Mayor asked if this is germane to adopting this contract. Ms. Nolan stated that she wants to understand where these purchases fit into our technology plan. Ms. Spinner responded to Ms. Nolan's concerns and explained the technology purchasing plan going forward. On the following roll call **item #16-155** was adopted: Ms. Nolan YEA; Ms. Bowman YEA; Ms. Dexter ABSENT; Mr. Fantini YEA; Mr. Harding YEA; Ms. Kelly YEA; Mayor Simmons YEA.

#16-161, Contract Award, that the School Committee award a contract to the following vendor for tutoring services, funds to be provided from the General Fund Budget, Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with:

Education, Inc., P.O. Box 3345, Plymouth, for the period July 1, 2016 to June 30, 2017, in the amount of \$40,000.00.

On the following roll call **item #16-161** was adopted: Ms. Nolan YEA; Ms. Bowman YEA; Ms. Dexter ABSENT; Mr. Fantini YEA; Mr. Harding YEA; Ms. Kelly YEA; Mayor Simmons YEA.

Mr. Harding moved suspension of the Rules, seconded by Ms. Kelly, to allow Ms. Bowman to be recorded in the affirmative on all missed votes. It was voted to suspend the Rules for the purpose stated. Ms. Bowman is recorded in the affirmative on **items #16-152, #16-154 and #16-158**.

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

On a motion by Ms. Nolan, seconded by Mr. Harding, it was voted to move the entire School Committee Agenda for discussion and adoption. Mr. Harding removed **item #16-171**. Mayor Simmons removed **items #16-172, #16-173 and #16-177**. Ms. Nolan removed **item #16-174**.

#16-171, Motion by the Community Relations Sub-Committee, whereas the School Committee wishes to have community relations with every school, each School Committee Member will be responsible for attending one School Council meeting for 3 schools/programs per Committee Member, giving that council advanced notice. Mr. Harding questioned the rationale of this coming to us in a formal motion. School Committee Members are welcome at all school council meetings. Ms. Nolan, Chair of the Community Relations Sub-Committee, responded that it came from reaching out to other school districts to ask how they ensure there are connections with every school and that every school is visited by a School Committee Member at least once every year. Mr. Harding is concerned that because a Member shows up, it is sometimes assumed that they are supporting the issue that is going on. We need to have clarity on the reason the School Committee Member is there. Mayor Simmons mentioned referring this to the School Committee Retreat since in the context of community relations being a goal of the School Committee; this could be discussed at that time. She is concerned about "policy by event". She respectfully asks to add this topic to the goal setting meeting. Ms. Kelly noted from her experience as a parent rep on a school council that at times she felt uncomfortable when a School Committee Member attended. Ms. Bowman asked the Members to be mindful that our rolls here are technically part-time and some of us have full time responsibilities; it's a privilege to be able to do this work full-time. She asked that whatever policy we put forward that it is sensitive to the fact that some of us have full-time jobs and that this is considered a part-time position. On a motion by Mayor Simmons, seconded by Mr. Fantini, it was voted to refer **item #16-171** to the School Committee Retreat. Mayor Simmons asked that the Executive Secretary add this to the list of topics to be discussed at the retreat.

#16-172, Motion by Ad Hoc Superintendent Transition Planning Sub-Committee, whereas the Ad Hoc Superintendent Transition Planning Sub-Committee was created to ensure the new superintendent acquires the necessary knowledge, skills, and understanding of the district in order to effectively transition into his new leadership role; and

Whereas it is recognized that the on-boarding process will include the identification of professional and district wide goals; and

Whereas there needs to be a formal process to adequately assess the progress towards established goals set forth by the superintendent;

It is recommended that the Ad Hoc Superintendent Transition Planning Sub-Committee lead Dr. Salim's evaluation process as a function of the Committee. The Ad Hoc Committee further resolves that School Committee Member Nolan lead the evaluation process within the context of the Ad Hoc Committee.

Mayor Simmons thought work of this ad-hoc sub-committee would facilitate Dr. Salim entering this system and once Dr. Salim began his employment, she saw the work of this ad-hoc sub-committee being discharged. The work relative to evaluation should be something we would want to do with Dr. Salim. She is suggesting sending this to the goal setting retreat process and have a rich discussion with Dr. Salim after the entire School Committee has weighed in with Dr. Salim. After that process, someone may be appointed to guide the evaluation process. Mr. Harding stated that we need to look at contractual obligation with Dr. Salim first. Mr. Harding noted that we need to think of this as collective work when it concerns his evaluation. He would like to think of it as a committee spearheaded by two members and not just one. Ms. Bowman gave context around the motion. She noted that the ad-hoc sub-committee wanted Dr. Salim to indentify some professional goals as well as district goals before he presents his findings from his entry plan. Mayor Simmons acknowledged the work that this ad-hoc sub-committee has done and thanked Ms. Bowman for a better understanding of the motion. On a motion by Mayor Simmons, seconded by Ms. Bowman, it was voted to refer **item #16-172** to the School Committee Retreat.

#16-173, Motion by Ms. Bowman, whereas the Cambridge Water Department (CWD) has a long history of providing water of the highest quality to the Cambridge Community; and

Whereas lead pipe replacement and corrosion control programs, water testing, and watershed protection programs have successfully minimized the risk of lead contamination in Cambridge water; and

Whereas Cambridge Public Schools (CPS) has worked with the CWD to conduct annual testing for lead and copper in drinking water fountains at all Cambridge Public Schools since 1993 and has found no instances where levels of lead in water fountains exceeded the Environmental Protection Agency "action level" of 15 parts per billion for the past ten years; and

Whereas CPS is committed to sustainable practices including reducing plastic waste by encouraging the drinking of tap water from water fountains and other faucets and taps; and

Whereas The Cambridge Public Health Department encourages families to take advantage of the excellent public drinking supply in Cambridge, due to the important mineral nutrients and other health benefits of water; and

Whereas CPS has recently expanded its water testing program to ensure the safety of water drawn from every tap and faucet in Cambridge Public Schools;

It is recommended that the Superintendent develop a policy on testing for lead in school buildings and submit the proposal to the School Committee in September of this year for its review and consideration. Further be it resolved that the proposed policy be done in collaboration with the Cambridge Water Department and the Cambridge Public Health Department.

Ms. Bowman informed the Members of the reason behind this motion. Mr. Harding added that we have to be aware of the climate around this. We need to make sure communication on work to protect our students is shared. Mayor Simmons offered an amendment to the last paragraph of **item #16-173**. She explained that she removed the September date. She informed the Members that the School Committee cannot direct a City department to do anything. It has to be done through the City Manager or the Mayor to ask those departments to work with us. Ms. Nolan reminded people of the extensive report on the website regarding the lead testing done in our schools. Ms. Bowman reiterated that we want the public to know that we are committed to solve any isolated issues.

On a motion by Mayor Simmons, seconded by Mr. Harding, **item #16-173** was adopted as amended:

#16-173, Motion by Ms. Bowman, whereas the Cambridge Water Department (CWD) has a long history of providing water of the highest quality to the Cambridge Community; and

Whereas lead pipe replacement and corrosion control programs, water testing, and watershed protection programs have successfully minimized the risk of lead contamination in Cambridge water; and

Whereas Cambridge Public Schools (CPS) has worked with the CWD to conduct annual testing for lead and copper in drinking water fountains at all Cambridge Public Schools since 1993 and has found no instances where levels of lead in water fountains exceeded the Environmental Protection Agency "action level" of 15 parts per billion for the past ten years; and

Whereas CPS is committed to sustainable practices including reducing plastic waste by encouraging the drinking of tap water from water fountains and other faucets and taps; and

Whereas The Cambridge Public Health Department encourages families to take advantage of the excellent public drinking supply in Cambridge, due to the important mineral nutrients and other health benefits of water; and

Whereas CPS has recently expanded its water testing program to ensure the safety of water drawn from every tap and faucet in Cambridge Public Schools;

Therefore be it resolved that the Superintendent develop a policy on testing for lead in school buildings and submit the proposal to the School Committee to review and consider. Further be it resolved that the proposed initiative be conducted in consultation with the City Manager who will identify the appropriate designees of the Cambridge Water Department and the Cambridge Public Health Department.

#16-174, Motion by Mr. Fantini, whereas the Fletcher/Maynard Academy teaches Spanish to students in K-5, and whereas the Amigos Program has a middle school Spanish component, that the School Committee request the Superintendent to explore ways to allow the Fletcher/Maynard Academy students to continue their middle school education at the Amigos Upper School.

Ms. Nolan asked to refer this to the Curriculum Sub-Committee or some other sub-committee. Mr. Harding suggested that this might fall under the Budget Sub-Committee. Ms. Kelly suggested giving the new Assistant Superintendent for Curriculum time to review this and maybe connect this to the world language motion that she and Mr. Harding presented in February. On a motion by Ms. Nolan, seconded by Ms. Kelly, **item #16-174** was referred to the Budget Sub-Committee (Committee of the Whole).

It was voted to adopt the following reports as presented:

#16-175, Report of the May 31, 2016 Meeting of the Governance Sub-Committee

Meeting of the Governance Sub-Committee
School Committee Conference Room
Tuesday, May 31, 2016
6:00 PM – 8:00 PM

Called for the purpose of discussing district fundraising policies. It is anticipated that this meeting will end by 8:00 PM

Members Present: Mr. Fantini, Chair; Mr. Harding (~~ABSENT~~), Ms. Kelly

Also Present: Mr. Maloney, Chief Operating Officer; Ms. Spinner, Chief Financial Officer; Ms. MacFarlane, Legal Counsel; Mr. Aria, Athletic Director; Ms. Johnson, Operating Assistant; Ms. Matyas, G&P parent; Ms. Dickson, G&P parent; Ms. Valenzuela, G&P parent; Ms. Sachiko Rodes, Tobin & VLUS; Ms. Cummings, Cambridge Day Reporter

Mr. Fantini in the Chair.

A quorum of the Sub-Committee being present, Mr. Fantini called the meeting to order at 6:00 PM. He passed out an agenda, had everyone introduce themselves and then turned the meeting over to Mr. Maloney.

Mr. Maloney gave an overview of the existing fundraising policy and explained what is allowed and what is not allowed according to the policy. Fundraisers in the way of pennies for natural disasters like earthquakes and hurricanes are okay, but social programs are not.

Mr. Aria spoke about what goes on in the various 36 athletic programs. Because of the various socio/economic backgrounds of our CPS students, fundraising is a necessity. The athletic department is linked with FOCA, which controls the money. It is up to the principal, assistant principal and Mr. Aria to approve fundraising ideas. The athletic department no longer allows team members to go door to door with cans collecting money, too dangerous.

Ms. Spinner stated that she wants all donations to come through School Committee for acceptance in order to be clear which funds are CPS vs. which funds are FOCA.

Mr. Fantini read through some policies from other districts, explaining that they vary extremely from school to school across Massachusetts.

Discussions took place around the following questions, comments and concerns:

- Schools with 501(c)(3) do well with fundraising and are good at helping to pay for field trips etc.
- Raffles and bazaars are illegal to a certain extent, School Committee policy prohibits it
- Uniforms come from the operating budget
- Many parents and some schools don't know the rules
- Should principals police fundraising activities
- Clarification was asked for regarding donations from parents to schools
- There are state, federal and tax laws that govern our 501(c)(3) status
- All schools are not equally organized
- There is a discrepancy on whether or not staff can be on fundraising boards
- Parents are allowed to pay what they can afford to pay, and are considered student activity fees
- Student activity fees are held in trust on behalf of the students, following the procedures and guidelines on how to handle these funds
- CPS pays the vendors from student activity funds
- No Amazon wish lists allowed
- CPS discourages teachers handling large sums of money and actually making payments
- School Committee should shoulder more of the burden on fundraising
- Athletic teams are more attractive to corporations
- Bake sales etc. do not inspire many contribution from corporations
- Some things sold at bake sales are not allowed in the school cafeteria
- There is a separate policy just for bake sales, including food and nutrition guidelines

Mr. Maloney raised 3 questions:

1. How do you avoid a fundraising gap?
 2. How comfortable are we with partnering with commercial enterprises that use us to make a profit?
 3. What is the role of the internet?
- Fundraising can become a full time job and it is imperative to protect the principals from being responsible
 - Cambridge Local businesses may be able to help
 - Some vendors are cheaper than our approved vendors, but will not accept purchase orders
 - CPS is tax exempt and we don't pay sales tax
 - Student privacy is very important and cannot ever be overlooked
 - Media Release Policy was discussed
 - Parents are contacted using backpacks to let families know of the need to raise money

- Each school in Cambridge is autonomous
- Some schools go abroad every year
- Equity
- Contributions for tax write offs
- Slow reimbursements for supplies
- Discretionary funds on an honor system that require receipts
- School annual report
- Equity of 8th grade trip to Washington DC vs. Canobe Lake Park
- Difficulties getting chaperones
- Funding completed, still no trip if there are not enough chaperones
- Parents and compliance
- G&P has a form with their field trip form that itemizes what is given and what is extra
- School Committee Members need feedback and ideas
- Friends groups and PTO groups should be invited to these meetings

On a motion by Mr. Harding, seconded by Ms. Kelly, the meeting adjourned at (7:45 PM).

Distributed Documents: (on file in the School Committee office)

- Agenda
- Fundraising issues email from Judy Weiss

Adjourned
Doshia Beard
Confidential Secretary to the School Committee

#16-176, Report of the June 13, 2016 Meeting of the Superintendent Transition Planning Ad-Hoc Sub-Committee

Meeting of the Superintendent Transition Planning
Ad Hoc Sub-Committee
Monday, June 13, 2016
School Committee Conference Room
5:30 PM – 6:30 PM

Called for the purpose to review and monitor onboarding plan for the Superintendent.

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

Also Present: Ms. Allen, Executive Director of Human Resources

Ms. Bowman in the Chair.

A quorum of the Sub-Committee being present, Ms. Bowman called the meeting to order at 5:35 PM. We observed a moment of silence in observance of the Pulse nightclub massacre in Orlando, FL this past weekend.

After reading the Notice of the meeting, Ms. Bowman reviewed an outline from the previous meeting. She stated that Dr. Salim is coming on board on July 1, 2016.

- Office space is an issue because Dr. Young's last day is Thursday, June 30th, and Dr. Salim's first day is Friday, July 1st with no time in between to freshen up the office for Dr. Salim. It was

decided that Dr. Salim will use a temporary space in Ms. MacDonald's office until his new office is ready.

- July – Meet & Greet with the interview committee and stakeholders on July 19th with a reception from 8:30 AM to 10:00 AM, there was a discussion regarding inviting Ms. Gist to this 1st meeting in light of all the time she contributed to the hiring process and invite Mr. Monahan to a later meeting. It was brought up to suggest both Ms. Gist and Mr. Monahan should be invited to the later meeting. Ultimately it will be Dr. Salim's call
- Ms. Bowman would like to be at these meetings and asked that it be suggested to Dr. Salim for an early meeting or an evening meeting to accommodate work hours.
- All School Committee members are allowed to attend this private reception since it is not called as a public meeting and there will be no deliberations
- Ms. Allen will touch base with Ms. Gist for both meetings and office readiness for his first day
- By mid to late July, Dr. Salim should give School Committee his draft entry plan of engaging stakeholders and timeline for school visits. If it is incomplete, School Committee can confer with him on it and he can submit a formal entry plan at the August Regular meeting
- Big community reception by the 2nd week of school in September to meet the new super at CRLS or another school building; the Morse and Peabody were brought up
- In October he should establish one professional and two district goals
- It was suggested that Dr. Salim attend the November MASC/MASS conference in Hyannis at least for one day
- The question was raised who will manage his evaluation process? As Chair of the Transition Ad-Hoc Committee, Ms. Bowman appointed Ms. Nolan to lead the evaluation process in the context of this sub-committee
- Dr. Salim will come up with goals and School Committee will have input. School Committee will provide the expired district goals for Dr. Salim to choose from. School Committee needs to get started on district goals asap
- Professional goals should include taking leadership courses and getting to know community constituencies
- The question was asked who will govern professional goals, Governance or a Sub-Committee of the whole? If of the whole, who will lead it
- Dr. Salim will present findings by January at the latest and have conversations with the community and School Committee with an eye toward making solid recommendations for the 2017 budget
- It was suggested to have a budget retreat meeting. Mr. Fantini will be the liaison between the Mayor and Dr. Salim on when they will meet

The City Council has reached out asking how they can interact with Dr. Salim. School Committee will encourage him to have an open door policy and he can decide how to interact with City Council.

Mr. Fantini motioned, Ms. Nolan seconded, to adjourn the meeting at 6:20 PM.

Adjourned
Dosha Beard

Confidential Secretary to the School Committee office

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

- ✓ Draft invitation letter from Ms. Allen to attend a reception with incoming Cambridge Superintendent of Schools
- ✓ Outline of the March 31, 2016 Ad Hoc Sub-Committee Meeting

Mayor Simmons noted that there is a minor typographical error in **#16-177**, Report of the June 14, 2016 Meeting of the School Climate Sub-Committee Report which has been corrected. It was voted to adopt the **item #16-177** as amended:

#16-177, Report of the June 14, 2016 Meeting of the School Climate Sub-Committee

**Meeting of the School Climate Sub-Committee
School Committee Conference Room
Tuesday, June 14, 2016
6:00 PM – 7:30 PM**

As Amended:

Called for the purpose of setting School Climate Sub-Committee Goals

Members Present: Ms. Dexter, Chair; Ms. Bowman, Ms. Kelly

A quorum of the Sub-Committee being present, Ms. Dexter called the meeting to order at 6:00 PM. The call of the meeting was read and Ms. Dexter asked to hear ideas for the upcoming year.

Discussions took place around the following ideas, comments and concerns:

- We have new principals at Rindge Avenue and Vassal Lane Upper Schools
- New teachers and staff
- New superintendent
- New social worker, Alice Cohen, joining CPS who is familiar with our system and has an extensive background in social/developmental issues
- We can expect a healthy overlap of the two civic unity committees of city and school and the school climate sub-committee for collaborating on district relationships

Issues for next year

- Social/emotional learning
- In November, meet with Ms. Cohen and Dr. Greer to learn what they are hearing from the schools and what policies may help
- Changing the CP name, what are the expectations
- Can policies be set around expectations
- Battles around testing or not testing
- Talking to people at Lesley and Harvard to tackle expectations in K-12
- Reading and research into expectations
- Transgender student protocols and policies with Ed Byrne
- Supports outside from agencies
- Discuss Climate issues with Manuel Fernandez
- Discuss Cultural Proficiency work and district initiative with teachers
- Invite Starz, Sharon Lozada and the Youth Policy Council to collaborate on climate issues
- Measures to take to prevent stereotyping families, including checklists
- Promote verbalizing skills for young elementary grade children
- Gender conversations
- Language barriers
- Housing

- Social Emotional Learning work
- Project 10 East meet with middle grade students and lead discussions, collaborating with Ed Byrne
- Invite leadership of upper schools to give us a presentation on climate
- Club 1
- Listening to voices of young people in early October
- Conversations with all age groups for guidance
- Expectations of advanced learners
- Victoria Greer is doing new work on Universal Design for Learning
- Write a report to create a record for others to follow of what happens in this sub-committee
- How school climate can be a part of expectation process for all students in the district with OSS

Ms. Bowman motioned, Ms. Kelly seconded, to adjourn at 6:40 PM

Meeting adjourned at 6:40 PM

Dosha Beard
Confidential Secretary to the School Committee

10. Resolutions:

Motion by Mayor Simmons, seconded by Mr. Harding, that the School Committee acknowledges the passing of Lillian T. (Cullen) Maher, mother of City Councillor and former Mayor David Maher, and that the Executive Secretary forwards a suitably engrossed copy of the resolution to the family of Lillian T. (Cullen) Maher on behalf of the entire School Committee.

WHEREAS: It has come to the School Committee's attention that Lillian T. (Cullen) Maher, mother of City Councillor David Maher, passed away on June 18, 2016; and

WHEREAS: Lillian was born in New York City on June 4, 1925 to the late Maurice R. and Kathryn (Burgess) Cullen; and

WHEREAS: Lillian would go on to spend time living in New York, San Antonio, and New Jersey as a young child before her family eventually returned to her mother's home town of Cambridge, where Lillian would then reside for nearly 85 years; and

WHEREAS: Lillian was educated at Saint Peter's School and Mount Saint Joseph Academy; and

WHEREAS: Lillian was the beloved wife of the late William G. "Billy" Maher, Sr., (CPD), and the loving mother of Mary T. Maher and her husband Mark Trumble, Catherine Hepner and her husband Andrew Hepner, and City Councillor and Former Cambridge Mayor David P. Maher and his partner Joe Carney, as well as the late William G. Maher, Jr; and

WHEREAS: Lillian was also the cherished grandmother of Andrew Hepner Jr., Kendyl Maher-Trumble and her fiancé Mario Esposito, Betsy Hepner and Courtney Maher; and

WHEREAS: Lillian was predeceased by her brothers Maurice and David Cullen, she is survived by her dear sister Mary Jane Mahoney of Cambridge, and she also leaves many loving cousins, nieces and nephews, and a host of other caring, loving, and supportive relatives and friends behind; and

WHEREAS: Lillian will be sorely missed and never forgotten by her many loving friends and family members; now therefore be it

RESOLVED: That the School Committee goes on record in formally expressing its condolences to the family and friends of Lillian T. Maher; and be it further

RESOLVED: That the Executive Secretary of the School Committee be and hereby is requested to forward a suitably engrossed copy of this resolution to City Councillor David Maher on behalf of the entire School Committee.

11. Announcements

This being Dr. Young's last School Committee Meeting as Superintendent before he retires at the end of the month, Mayor Simmons thanked Dr. Young on behalf of the entire School Committee for his extraordinary work as the district leader in Cambridge and for his years of service. Mayor Simmons presented Dr. Young with a small token of appreciation on behalf of the entire School Committee. The Members, the Deputy Superintendent, and the Executive Secretary individually thanked Dr. Young and noted personal experiences and favorite memories during his tenure here. The entire School Committee congratulated Dr. Young and wished him well in his retirement and future endeavors.

Dr. Young shared that this is a great job and it is a gift to make a difference in the lives of young people. He added that there really is no place like Cambridge. Being Superintendent is the hardest job and the most rewarding job he has had. No kids are like Cambridge kids; they are the coolest kids on earth with their honesty, openness, passion and being down to earth. To the kids, he wants to say thank you for letting him share these years of their life.

12. Late Orders:

It was voted to adopt the following:

Motion by Mr. Harding, that the School Committee hereby goes on record in expressing its deep condolences to the family of Derek Anderson for their loss; and that the Executive Secretary be and hereby is requested to forward a suitable letter of condolence to the family of Derek Anderson on behalf of the entire School Committee.

Motion by Mr. Harding, that the School Committee hereby goes on record in expressing its deep condolences to the family of Claude Williams for their loss; and that the Executive Secretary be and hereby is requested to forward a suitable letter of condolence to the family of Claude Williams on behalf of the entire School Committee.

Motion by Mr. Harding, that the School Committee hereby goes on record in expressing its deep condolences to the family of Leroy Cragwell for their loss; and that the Executive Secretary be and hereby is requested to forward a suitable letter of condolence to the family of Leroy Cragwell on behalf of the entire School Committee.

Motion by Ms. Bowman, seconded by Mr. Harding, that the School Committee hereby goes on record in expressing its deep condolences to the families who lost loved ones at the Pulse Nightclub tragedy in Orlando; and that the Executive Secretary be and hereby is requested to forward a suitable letter of condolence to the families on behalf of the entire School Committee.

On a motion by Ms. Kelly, seconded by Mayor Simmons, it was voted to suspend the Rules for the purpose of moving reconsideration of all foregoing votes. The Rules having been suspended, a motion to reconsider the foregoing vote, hoping the same would not prevail, failed of adoption. All votes taken tonight are final.

On a motion by Mr. Harding, seconded by Ms. Kelly, it was voted to adjourn (9:08 PM)

Judith T. Martin

Executive Secretary to the School Committee

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

- ✓ Letter from Committee Member Emily Dexter to explain her absence from the Regular Meeting of June 21, 2016
- ✓ Facilities Update PowerPoint presentation
- ✓ Statement read by Jamie Lichtenstein from Parents of rising Amigos Upper School Students

E-mail communications received:

- ✓ Email from Cambridgeport School 3rd graders re elevated lead levels in school water supply
- ✓ Email from Lyn Kardatzke, Amigos School parent, re space issues at the Amigos School
- ✓ Email from Daniel Schutzberg re Middle School math and the open STEM coordinator role
- ✓ Email from Maija L. Pratt re Amigos School space issues
- ✓ Email from Jose Luis Rojas Villarreal re Amigos School space issues
- ✓ Email from Lauren K. Gibbs re better response re Math from CPSD
- ✓ Email from Molly O'Brien re Amigos School space and playground project

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