

SCHOOL COMMITTEE

(Official Report)

Regular Meeting

June 7, 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, Mr. Fantini, Mr. Harding, Ms. Kelly, Ms. Nolan, and Mayor Simmons

Mayor Simmons in the Chair.

Also present: Student School Committee Members Griffin Andres and Ben Austin

A quorum of the School Committee being present, the Chair called the meeting to order at 6:03 PM.

1. Public Comment:

The following individuals were heard:

Mr. Fantini moved, seconded by Ms. Nolan, to suspend the Rules to allow members of the public to speak on an item not on the Agenda. It was voted to suspend the Rules for the reason stated.

- Carol Orme-Johnson, Memorial Drive, re Tutoring Center, not appropriate for Cambridge School Volunteers to dictate that the current director has to leave that position, strongly urges School Committee to make sure this great tutoring center continues to successfully operate
- Richard Mandel, Pearl St., 12 year volunteer at the Tutoring Center, discussed state of Tutoring Center, how it has been run for the last few years and what he sees in its future; he is concerned about the role of Cambridge School Volunteers and thinks they should not control the operations of the Tutoring Center; the Tutoring Center has a caring, efficient director who is a certified teacher and has run the Center in an exemplary manner for many years (statement on file in the School Committee office)
- Linda Lindquist, Market St., volunteer at the Tutoring Center, it doesn't make sense for the Tutoring Center to be managed by an outside agency; the tutoring center is an outstanding asset to the school, the school department hires and pays the director; don't fix something that already works
- David Smith, Ossippee Rd., Somerville, Tutoring Center volunteer; finds what is happening at the tutoring center tragic, director is about to be removed and replaced by someone with zero experience; cannot say enough positive things about the current director; she understands how to match students with the volunteers; it appears that current director is about to be replaced; he will not return if there is a change in directors
- Kim Parker, Welles Ave., Dorchester, re retaining faculty of color at CPS; asks that School Committee spends considerable time focusing on factors that contribute to the problem of retaining faculty of color within the public schools; spoke about how her teaching practice has been evaluated; wants Cambridge to look at the evaluation system and the impact that system has had on retaining teachers of color; she teaches college prep classes and shared that everyone knows there is a difference in expectations and nothing is done (statement on file in the School Committee office)

- Michelle Li, Norfolk St., Somerville, CRLS 10th grade English teacher, requests that the School Committee convene a roundtable focusing on issues raised by the Faculty of Color affinity group and other stakeholders; asked that an evaluation of current practices in recruiting, hiring and retaining faculty of color include teacher voices; invited the Members to a book discussion group on John Diamond's book Despite the Best Intentions on Thursday at 2:45 in the TRC; supports motion on reducing class size (statement on file in the School Committee office)
- Lily Grodzins, Parker St., 4th grader at the Graham & Parks School, spoke against standardized testing (statement on file in the School Committee office)
- Carlo Cremonini, Newell St., CRLS Junior, voiced support in increasing diversity at CRLS; racial diversity is very important for all students; took 12 core classes and only 1 was taught by a non-white teacher; has taken photography each year and experienced what a teacher of color can do for the students
- Katrina Pierre, Columbia St., CRLS Junior, she is in advanced classes and she is the only African American in her class; having a more diverse faculty would insure more students taking high level classes and AP classes
- Johanna Bammer, Trowbridge St., CRLS Freshman, she is an exchange student from Switzerland; amazing experience to be here and to experience all the different cultures and backgrounds; in photography class she did projects about cultural identity; has only had one teacher of color this year; she supports increasing the diversity of faculty and teachers
- Diana Estrada, Harvard St., wants to see more diversity in faculty at CRLS
- Ruth Desta, Rindge Ave., wants to see more diversity in faculty at CRLS
- Alec Lundy, Russell St., CRLS senior, spoke of his experience in CPS over the years with very few teachers of color; African American teachers had a big impact on his life and have connected with him the most
- Juliette Low Fleury, Aberdeen Ave., wants more teachers of color in AP and honors classes to encourage more diverse student population in those classes; need more teachers of color who have the personal connection to history and literature
- Ahmed Maruf, Walden Sq. Rd., CRLS student, has taken classes ranging from CP, Honors and AP; it was intimidating to be in an almost all white classroom; a more diverse faculty will help with the achievement gap and make it a more welcoming atmosphere in these advanced classes
- Jason Liss, Murdock St., parent of 2 Cambridgeport students; expressed support on motions of hiring and retaining diverse staff; also supports the motion on providing babysitting; commented in support of class size motion; class size has significant impact on student achievement; significant inequity of class sizes across the district; upper schools class size; sip funds are used to increase preferred staffing levels
- Toni Bee, Boardman St., poet, artist and mother; mentioned School Committee Members and the Deputy Superintendent being people of color and asked why can't we make the change in the schools; noted that she is the founder of Black Lives Matter in Cambridge and that the big issue is white supremacy and how do we speak to it; she suggested that maybe the Peoples Institute should do a workshop for the School Committee and all Cambridge departments

Ms. Dexter moved, seconded by Ms. Nolan, to allow Ms. Bee to speak for an additional minute.

- Toni Bee continued that she is a mother and wants her daughter to come to CRLS and not be on the Bunker Hill track; she is advocating for more teachers of color
- Celeste De Lancey, CRLS junior, asking that CRLS hire more teachers of color from a variety of ethnic backgrounds; having teachers of color would also lead to more diverse classroom experiences; CRLS needs more teachers of color to allow students of color a safe place to share their experiences and have a person they feel comfortable confiding in (statement on file in the School Committee office)

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

2. Student School Committee Report:

Mr. Andres reported that it is an exciting time of year for seniors. The High School Extension Program is graduating on Wednesday at 6 p.m. and Cambridge Rindge and Latin School is graduating on Thursday at 6:00 p.m. The student government elections are happening today and tomorrow. This is their last School Committee meeting and he noted that he has learned a lot about the work that went into his education and the complexity of these issues. Through this experience, he shared that he is proud to be from Cambridge and attend the Cambridge Public Schools. He appreciates the year he has had as a Student School Committee member and wishes the Committee well as they move forward.

Mr. Austin reported that last Friday was nest fest. Briana Duncan won first place and second place twice in the 3 events she competed in at the States and is recruited by UNC. Seniors got their yearbooks today. They are happy they are graduating but sad about their final moments together at CRLS. He spoke about his appreciation for the people who run our school system as well as the School Committee. He realizes how much the administration and School Committee care about this system. He thanked the Members for their collegiality and mentorship over the year.

The Chair, on behalf of the entire Committee, thanked Mr. Andres and Mr. Austin for their service and expressed appreciation for their input and passion during their time as student members. The Members, the Superintendent and Deputy Superintendent individually thanked, praised and congratulated the students and wished them well. On behalf of the Committee and in appreciation for their hard work and dedication, Ms. Bowman presented an engraved clock to Mr. Austin and Ms. Dexter presented an engraved clock to Mr. Andres. Mayor Simmons noted that their presence has enriched this Committee and she hopes they will come back.

Mr. Austin shared that he will be going to Harvard next year and is interested in government and law. Mr. Andres shared that he will also be going to Harvard but will be taking a gap year to travel.

3. Presentation of the Records for Approval:

On a motion by Mr. Fantini, seconded by Ms. Nolan, it was voted to accept the Minutes of the May 17, 2016 Regular Meeting as presented.

4. Reconsiderations: None

5. Unfinished Business/Calendar: None

6. Awaiting Reports: None

7. Superintendent's Agenda:

7a. Presentations:

Recognition of CPS Science Department Staff &
District for Participation in the University of Massachusetts
Wipro Science Education Fellowship Program.....

Carolyn L. Turk,
Deputy Superintendent
Arthur Eisenkraft,
Distinguished Professor of Science
Education,
Professor of Physics
Director, Center of Science & Math in
Context
U Mass Boston

Dr. Turk indicated that this community is fortunate to work in partnership with a wide range of people. She introduced Professor Eisenkraft of UMASS Boston to share a few remarks regarding the Wipro

Science Education Fellowship Program. Dr. Eisenkraft gave the history of the fellowship program and shared that eight Cambridge faculty members have chosen to devote 250 hours after school to become better community members and teachers. He indicated that these eight fellows hold the promise for better science instruction for all students in the Cambridge Public Schools. He recognized, thanked and presented plaques to Catherine Murphy, Karma Paoletti, Richard Kelly, Desiree Phillips, Michelle Frazier, Susan Grasse, Jessilyn Reese, Tal SebellShavit, Lisa Scolaro and the district. The Chair thanked Ms. Scolaro and the teacher fellows for their time commitment and noted her appreciation for their dedication to the children. Dr. Young thanked the group and recognized all the teachers and Ms. Scolaro.

7b. Innovation Agenda:

7c. Consent Agenda:

On a motion by Ms. Kelly, seconded by Ms. Nolan, it was voted to move the entire Consent Agenda forward for discussion and adoption. Mr. Fantini removed item **#16-94**. Ms. Bowman removed items **#16-95** and **#16-96**. Ms. Nolan removed items **#16-102**, **#16-105**, **#16-125** and **#16-127**. Ms. Dexter removed item **#16-107**. Ms. Kelly removed item **#16-108**. On a motion by Mr. Fantini, seconded by Ms. Kelly, on the following roll call, it was voted to adopt items **#16-89 through #16-93**, **#16-97 through #16-101**, **#16-103 through #16-104**, **#16-106**, **#16-109 through #16-124**, **#16-126** and **#16-128**: Ms. Kelly YEA; Ms. Nolan YEA; Ms. Bowman YEA; Ms. Dexter YEA; Mr. Fantini YEA; Mr. Harding ABSENT; Mayor Simmons YEA.

#16-89, Settlement of Cambridge Education Association Units A & B's American Arbitration Association Case Number 01-15-0005-9771, that the School Committee approve the settlement of the Cambridge Education Association Units A & B American Arbitration Association Case Number 01-15-0005-9771 in accordance with WR-16-573-CN-A.

#16-90, 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 (first reading).

#16-91, 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 (first reading).

#16-92, 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 document (first reading).

#16-93, Approval of Revisions to the 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 (first reading).

#16-97, Approval of Revisions to Guidance Program Policy, that the Superintendent approve the Revisions to the Guidance Program Policy as detailed in the document (first reading).

#16-98, 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 (first reading).

#16-99, 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 (first reading).

#16-100, 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 (first reading).

#16-101, 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 (first reading).

#16-103, Contract Award, that the School Committee award a contract to the following vendor for furniture and materials; funds to be provided from the Grant Fund Budget, Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with:

Community Playthings, P.O. Box 2, Ulster Park, NY, for the period June 1, 2016 to June 30, 2016, in the amount of \$42,000.00.

#16-104, Contract Award, that the School Committee approve an increase to an existing contract for 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, 2015 to June 30, 2016, from the original amount of \$103,040.00 (increase of \$40,000.00), to the revised amount of \$143,040.00.

#16-106, Contract Award, that the School Committee award a contract to the following vendor for Math Software, funds to be provided from the General Fund Budget, Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with:

Quantum Learning, P.O. Box 253, Lincoln, for the period July 1, 2016 to June 30, 2017, in the amount of \$52,208.00.

#16-109, Contract Award, that the School Committee award a contract to the following vendor for groceries for Food Service; funds to be provided from the Food Service Revolving Fund, Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with:

Thurston Foods, Inc., 30 Thurston Drive, Wallingford, CT, for the period July 1, 2016 to June 30, 2017, in the amount of \$675,000.00

#16-110, Contract Award, that the School Committee award a contract to the following vendor for Fresh Produce, funds to be provided from the Revolving Fund Budget, Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with:

A. Russo and Sons, Inc., 560 Pleasant Street, Watertown, for the period July 1, 2016 to June 30, 2017, in the amount of \$140,000.00.

#16-111, Contract Award, that the School Committee award a contract to the following vendor for fresh produce, funds to be provided from the Food Service Revolving Fund, Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with:

Costa Fruit & Produce, PO Box 843009, Boston, for the period July 1, 2016 to June 30, 2017, in the amount of \$400,000.00.

#16-112, Contract Award, that the School Committee award a contract to the following vendor for fresh produce, funds to be provided from the Revolving Fund Budget, Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with:

Baldor, 204 Second Street, Chelsea, for the period July 1, 2016 to June 30, 2017 in the amount of \$34,000.00.

#16-113, Contract Award, that the School Committee award a contract to the following vendor for

Provision & Delivery of Milk Products, funds to be provided from the Food Service Revolving Fund Budget, Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with:

New England Ice Cream Corporation, 555 Constitution Drive, Taunton, for the period July 1, 2016 to June 30, 2017 in the amount of \$150,000.00.

#16-114, Contract Award, that the School Committee award a contract to the following vendor for Fresh Pizza, funds to be provided from the Food Service Revolving Fund, Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with:

Gills Pizza Corporation, 51 Wentworth Avenue, #19, Londonderry, NH, for the period July 1, 2016 to June 30, 2017, in the amount of \$100,000.00.

#16-115, Contract Award, that the School Committee award a contract to the following vendor for Food Service Paper Products, funds to be provided from the Food Service Revolving Fund Budget, Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with:

Mansfield Paper Company, 380 Union Street, West Springfield, for the period July 1, 2016 to June 30, 2017, in the amount of \$175,000.00.

#16-116, Contract Award, that the School Committee award a contract to the following vendor for custodial supplies, funds to be provided from the General Fund Budget, Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with:

WB Mason Co., Inc., 647 Summer Street, Boston, for the period July 1, 2016 to June 30, 2017 in the amount of \$50,000.00.

#16-117, Contract Award, that the School Committee award a contract to the following vendor for custodial supplies, funds to be provided from the General Fund Budget, Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with:

MD Stetson, 92 York Rd., Randolph, for the period July 1, 2016 to June 30, 2017 in the amount of \$250,000.00.

#16-118, Contract Award, that the School Committee award a contract to the following vendor for custodial supplies, funds to be provided from the General Fund Budget, Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with:

Casey EMI, 8 Panas Rd., Foxborough, for the period July 1, 2016 to June 30, 2017, in the amount of \$350,000.00.

#16-119, Contract Award, that the School Committee award a contract to the following vendor for locks, keys and hardware for Plant Operations, funds to be provided from the General Fund Budget, Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with:

Pasek, 9 West Third St., S. Boston, for the period July 1, 2016 to June 30, 2017, in the amount of \$25,000.00.

#16-120, Contract Award, that the School Committee award a contract to the following vendor for professional and technical services, funds to be provided from the General Fund Budget, Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with:

Special Agent Systems, 67 Pleasant Street, Watertown, for the period March 25, 2016 to March 24, 2017, in the amount of \$65,330.00.

#16-121, Contract Award, that the School Committee award a contract to the following vendor for

drain cleaning, funds to be provided from the General Fund Budget, Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with:

Drain Shooter, 2 Columbia Rd., Pembroke, for the period July 1, 2015 to September 30, 2016, in the amount of \$34,000.00.

#16-122, Contract Award, that the School Committee award a contract to the following vendor for doors and supplies for Plant Operations, funds to be provided from the General Fund Budget, Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with:

New England School Services, 98 Hicks Avenue, Medford, for the period July 1, 2016 to June 30, 2017, in the amount of \$75,000.00.

#16-123, Contract Award, that the School Committee award a contract to the following vendor to update security on exterior doors, funds to be provided from the General Fund Budget, Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with:

BCM Controls Corporation, 30 Commerce Way, Woburn, for the period June 27, 2016 to June 30, 2017, in the amount of \$97,500.00

#16-124, Grant Award, that the School Committee accept and approve the grant award in the amount and for the period indicated:

Let's Move/Cambridge Health Alliance, for the period May 1, 2016 to August 30, 2016, in the amount of \$2,500.00. Project/Grant SC16128.

Description: Five mini-grants of \$500 each have been awarded by the Cambridge Health Alliance's Let's Move Program. They will support the following activities: at the Baldwin School, provide Kindergarten teachers with resources to encourage movement in the classroom; at CRLS, provide resources for the food pantry being run out of the Main Office; at the Peabody School, support an after-school event where students and families can learn and participate in folk dances; at the CRLS Rise Up program, provide for mini sports workshops for incoming CRLS students to increase participation in school sports programs; and, in collaboration with the Cambridge Bicycle committee, provide resources for RSTA Culinary Arts students to supply healthy food for the Cambridge Bike Ride.

#16-126, Grant Award, that the School Committee accept and approve the appropriation below in the amount and for the period indicated.

Food Services Program Appropriation, for the period July 1, 2016 to June 30, 2017, in the amount of \$1,200,000.00. Project/Grant SC00402.

Description: Food Services revenue is generated throughout the year from school breakfast and lunch programs, including Federal and State school lunch program reimbursements, as well as receipts from paid meals. Revenue is deposited to the Food Services Revolving Fund, which supports expenditures related to providing a breakfast and lunch program for students throughout the school year. At the beginning of each year, a recommendation is put forth to the School Committee to initially appropriate the Food Services Revolving Fund to reflect approximately 90% of Federal and State revenues received in the prior year.

#16-128, Approval of Gifts to Cambridge Public Schools, that the School Committee accept and approve the following gifts and receipts as described.

1. A \$354.00 gift to the district made from the Bank of America Employee Giving Campaign on behalf of Bank of America employees who have chosen to donate to the Cambridge Public Schools. Funds will be used to support field trips.
2. \$314.66 to the Cambridgeport School made from Target's Take Charge of Education

program for the general support of the school.

3. \$100.00 to the Morse School made from Target's Take Charge of Education program for the general support of the school.

8. Non-Consent Agenda:

On a motion by Ms. Bowman, seconded by Ms. Nolan, it was voted to bring **#16-94 and #16-95** together for discussion and adoption.

#16-94, 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 (first reading). Mr. Fantini asked if changes in these policies were made to align to the language of these policies in connection with the report filed by the school district in connection with the most recent Civil Rights Audit conducted by the Mass Department of Elementary and Secondary Education. Ms. MacFarlane confirmed this. Mr. Fantini asked if this was a public document and if so asked that it be posted on our website.

#16-95, 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 (first reading). Ms. Bowman indicated her concern for suspensions for kindergarten through grade 2. She mentioned other districts across the country which have banned this. She wants to remove suspensions for kindergarten through grade 2. Ms. Nolan mentioned that the wording should be "may be suspended" not "shall be suspended". Ms. Nolan indicated that we would never suspend a kindergarten through grade 2 student to home but instead would support the student with the services needed. Attorney MacFarlane noted that this change could be made if it were the will of the Committee but also informed the Committee that a similar change would have to be reflected in the Rights and Responsibilities Handbook since these policies are rolled into that handbook. Ms. Nolan would like the word "minimum" taken out and leave it as suspension for up to 10 days. Ms. Kelly stated that it is important to recognize that a lot of language has already been changed to reflect the alternatives to suspensions. She noted that we could strengthen the language to consider alternatives to suspensions first and emphasize what the student needs instead of the behavior. Mr. Fantini requested that the Superintendent check with the principals of the elementary schools to ask if they are in agreement. Ms. Nolan also wanted upper school and high school leadership to be asked. Mr. Harding questioned section e. "in the presence of controlled and/or dangerous substance". He asked for clarification on the meaning and noted that we can't make that assumption every time in an open campus. We need stronger language. He asked for the definition of what it means for students and parents as it relates to proximity. Ms. Dexter would like to take this up in September when the Committee can give it some thought. Mayor Simmons asked if we provide training to implement these policies. Attorney MacFarlane responded that any changes to the policies are reviewed and highlighted with the principals and she also sends out a notice to the principals to inform the staff as well. She stated that all revised documents are posted on the website.

On the following roll call, it was voted to refer **items #16-94 and #16-95** to a second reading with the changes suggested by the Members: Ms. Kelly YEA; Ms. Nolan YEA; Ms. Bowman YEA; Ms. Dexter YEA; Mr. Fantini YEA; Mr. Harding YEA; Mayor Simmons YEA.

#16-96, Approval of Revisions to Rights & Responsibilities Handbook, that the School Committee approve the Revisions to the Rights & Responsibilities Handbook as detailed in the document (first reading). Ms. Bowman requested that the dress code policy be gender neutral with something standard across gender lines. She suggested the following wording, "all students must be covered from mid-thigh to top of chest in non see through materials". Mr. Austin shared that students are concerned with the wording in 9.3, "clothing will be deemed inappropriate if it is disturbing to other students or in any way interferes with the educational process". Mr. Harding asked that it be clear who is making the decision on the appropriateness of the dress. He also asked how the appeal process would work when a student is already sent home. Ms. Nolan suggested we build on the work of the committee set up at the high school

to review the dress code. Dr. Turk will check on the status of this but noted that the work has been ongoing. On the following roll call, it was voted to refer **item #16-96** to a second reading with the changes suggested by the Members: Ms. Kelly YEA; Ms. Nolan YEA; Ms. Bowman YEA; Ms. Dexter YEA; Mr. Fantini YEA; Mr. Harding YEA; Mayor Simmons YEA.

#16-102, 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 (first reading). Ms. Nolan would like to know how other districts handle this. She asked for clarity on the 2 week notice before this comes before the Committee for the second reading. Ms. Dexter indicated that she had reviewed some other districts' policies and that we would see a variety. Ms. Dexter asked to consider a policy where family members cannot work in the same school. Mr. Fantini asked if this is part of a general law or our policy. Attorney MacFarlane responded that the language is Committee policy. The conflict of interest policy is a law and deals with nepotism. Attorney MacFarlane noted that the revision to this policy is to open up the process to allow for individuals to be employed but not be supervised by a member of their family or to have a family member on the interview committee. On the following roll call, it was voted to refer **item #16-102** to a second reading: Ms. Kelly YEA; Ms. Nolan YEA; Ms. Bowman YEA; Ms. Dexter YEA; Mr. Fantini YEA; Mr. Harding YEA; Mayor Simmons YEA.

#16-105, Contract Award, that the School Committee approve an increase to an existing contract for the following vendor for professional development; funds to be provided from the General Fund Budget, Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with:

Marilyn Friend, Inc., 415 Pisgah Church Road, Box 355, Greensboro, NC, for the period July 1, 2015 to June 30, 2016, from the original amount of \$23,000.00 (increase of \$8,500.00), to the revised amount of \$31,500.00.

Ms. Nolan asked why we need an increase to this contract and what the daily rate is. Dr. Greer responded that the days were renegotiated and there was a miscommunication with the schools that used these services and they had scheduled additional days. Dr. Greer will include the daily rate in the weekly. On the following roll call, **item #16-105** was adopted: Ms. Kelly ABSENT; Ms. Nolan YEA; Ms. Bowman YEA; Ms. Dexter YEA; Mr. Fantini YEA; Mr. Harding YEA; Mayor Simmons YEA.

#16-107, 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 \$55,856.00.

Ms. Dexter inquired how many student information systems we have. Ms. Spinner indicated that she could provide a list in the weekly of the various software programs we use. Ms. Spinner indicated that Follett is the publisher of the Aspen program which we currently use as our student information system. On the following roll call, **item #16-105** was adopted: Ms. Kelly YEA; Ms. Nolan YEA; Ms. Bowman YEA; Ms. Dexter YEA; Mr. Fantini YEA; Mr. Harding YEA; Mayor Simmons YEA.

#16-108, 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 lists 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	100	\$8,432,812.37
Residential	11	\$1,653,803.01
45 Day Program	<u>0</u>	<u>N/A</u>
Total	111	\$10,086,615.38

Ms. Spinner responded to Mr. Fantini that these contracts are for FY2016-17. These are contracts for students who will be in a program during the summer and prior to September 1st. Ms. Dexter asked about the remaining balance of 3.5 million. Dr. Greer indicated that the balance will be for students who attend school for 180 days and for any new students.

On the following roll call, **item #16-108** was adopted: Ms. Kelly ABSTAIN; Ms. Nolan YEA; Ms. Bowman YEA; Ms. Dexter YEA; Mr. Fantini YEA; Mr. Harding YEA; Mayor Simmons YEA.

#16-125, Grant Award, that the School Committee accept and approve the grant award in the amount and for the period indicated:

Electric School Bus Pilot Program, for the period May 11, 2016 to August 31, 2018, in the amount of \$400,000.00. Project/Grant SC16133.

Description: CPS has been awarded a grant from the MA Department of Energy Resources to participate in its Electric School Bus Pilot Program. The purpose of the pilot project is to evaluate the economic viability of electric school buses by testing the suitability of electric drive technology for school bus operations as well as additional potential benefits such as using vehicles as a fuel storage resource. Grant funds will be used to procure the electric bus and charging equipment, both of which will become the property of CPS following the pilot period. The sponsor and its partners will also provide CPS with technical and strategic assistance for the duration of the project. The district will be responsible for installing the charging equipment, charging and maintaining the bus, operating the bus and any related vehicle-to-grid / vehicle-to-building technology, and monitoring and reporting on key data and findings.

Ms. Nolan asked how this will impact our longer term transportation program. Mr. Maloney explained that this is a new process and there are only 40 electric school buses in operation right now. He indicated that the cost of these buses is extraordinarily high. On the following roll call, **item #16-125** was adopted: Ms. Kelly YEA; Ms. Nolan YEA; Ms. Bowman YEA; Ms. Dexter YEA; Mr. Fantini YEA; Mr. Harding YEA; Mayor Simmons YEA.

#16-127, Contract Award, that the School Committee award a contract to the following vendor for Science Curriculum, funds to be provided from the General Fund Budget, Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with:

TCi Brings Learning Alive, P.O. Box 1327, Rancho Cordova, CA, for the period July 1, 2016 to June 30, 2017, in the amount of \$200,000.00.

Ms. Nolan asked about the development of the recommendation for this. What does the curriculum cover and how long do we expect it to last. She asked if we are expanding to other grades over the next few years and if it is available in other languages. Ms. Scolaro spoke about the understanding by design approach to curriculum. She indicated that this is the tool we utilize to support that curriculum. They are seeking funding for initial implementation. Teachers in grades 1 and 4 were offered the opportunity to pioneer in grades 1 and 4. This year they are offering to teachers in grades 2 and 5 to pioneer and do the ground work prior to roll out next year. Kindergarten and grade 3 teachers will be pioneering it the year after that. Ms. Scolaro indicated that it is not available in Spanish yet. Ms. Dexter asked if we are talking about a half million investment over the next 3 years. Ms. Dexter suggested taking that half million dollars and investing it with MIT to create a better curriculum. Mayor Simmons suggested putting this on a "hot topics" list for our retreat. Ms. Dexter indicated that she would vote no on this and would rather put the funding into an amazing partnership with our science community. Mr. Harding placed **item #16-127** on the Calendar with the request that more information be sent to the Members in the weekly report.

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

On a motion by Mr. Harding, seconded by Ms. Dexter, it was voted to move the entire School Committee Agenda for discussion and adoption. Mr. Fantini removed items **#16-130 through #16-134**. Mr. Harding removed items **#16-129 and #16-135**. Ms. Nolan removed item **#16-136**. On a voice vote, items **#16-137 and #16-138** were adopted.

Mr. Harding noted that this School Committee and past Committees have taken this issue very seriously and have been working on this for a great amount of time. He shared that we are still second in the State in terms of staff diversity. He explained the spirit of his joint motion with Mayor Simmons and hopes the real work to reach the School Committee's goal of having a district-wide staff of at least 30% people of color will begin with the collaboration of Dr. Young and Dr. Salim. Mr. Fantini noted that much progress has been made and that should be communicated to the Members and to the public. Mayor Simmons noted that we have to be consistent, deliberate and intentional about what we do. We have to put in place a level of consistency and to ask ourselves on a continuous basis, are we there yet and if we are, how do we stay there. On a motion by Mr. Harding, seconded by Mr. Fantini, on a voice vote, **item #16-129** was adopted. **#16-129, Joint Motion by Mr. Harding and Mayor Simmons**, whereas the School Committee has voiced strong support and expressed a sense of urgency for diversifying the staff of the Cambridge Public Schools by strengthening the district's recruitment and retention practices; and

Whereas the School Committee has requested and reviewed a Strategic Plan for improving the district's recruitment and retention practices, and conducted a Round table meeting in June, 2015 to discuss these issues; and

Whereas CPS has made significant strides in diversifying the group of school principals, with 44% of CPS principals being educators of color; and

Whereas despite the nationally recognized challenges around a shortage of people of color entering the teaching profession, CPS has the second most diverse staff in the Commonwealth of Massachusetts; and

Whereas the School Committee has requested and CPS has initiated planning with Breakthrough Greater Boston to develop the corps of prospective teachers; and

Whereas the School Committee re-affirms its stated goal of having a staff of at least 30% people of color and recognize that the district has not yet achieved that goal; and

Whereas educators and students from CRLS has asked the School Committee to further its efforts with regard to the recruitment and retention and submitted for the Committee's consideration a memo outlining several specific recommendations for doing so;

The School Committee now directs the Superintendent to consult immediately with the incoming Superintendent to accelerate efforts to reach the School Committee's goal of having a district-wide staff of at least 30% people of color; and

Further, that the Superintendent and incoming Superintendent consider all means for achieving that goal, including but not limited to re-structuring any administrative offices or positions; and

Further, that the incoming Superintendent report to the School Committee on or before November 1st, 2016, on the progress of the steps being taken as well as the actual and anticipated results of those steps toward reaching the School Committee's stated goal.

Mr. Fantini moved, seconded by Ms. Kelly, to refer items **#16-130 through #16-133** to the Summer Retreat and to the Budget Sub-Committee. Ms. Nolan noted that we don't start the budget meetings until later in the fall. She also expressed concern about **item #16-133**. Mr. Harding moved to amend Mr. Fantini's motion, seconded by Ms. Kelly, to strike **item #16-133** from Mr. Fantini's motion. Mr. Harding noted that many School Committees have looked to be fiscally responsible on the limit for contract approval. He added that **item #16-33** wouldn't be in the best interest of the School Committee. Ms. Dexter withdrew **item #16-133**. Ms. Dexter questioned parliamentary procedure on whether four motions could be referred at once. Ms. Dexter acknowledged that everything has budget implications and that is not a reason to refer to the Budget Sub-Committee. She wants to discuss her motions individually. She indicated that **item #16-130** is a simple request for information. She noted what Karen Mapp had advised. She indicated the reason for **item #16-131** was that we didn't want to discuss class size in the midst of a budget. We need to find our goals first and then decide what we can afford. She indicated that public and teachers have asked us to raise this issue. Ms. Dexter indicated for **item #16-132**, that the School Committee doesn't have a way to be accountable to communicating with our partners also if we had this Ad Hoc Sub-Committee, the situation with CSV and the Tutoring Center may not have been so confused. The Mayor asked the Committee to be mindful of putting too much on the agenda going into the summer meeting. She noted that with Dr. Salim starting, it would not be good or fair to burden him with an excess of School Committee requests.

Mayor Simmons noted that Mr. Fantini had pulled several School Committee motions and she asked that if it were the will of the Committee, they could be voted on individually. Ms. Bowman suggested amending Mr. Fantini's motion and referring **items #16-130, #16-131 and #16-132** to the School Committee Retreat. Mr. Fantini rescinded his earlier motion and offered a motion, seconded by Ms. Nolan, to refer **items #16-130, #16-131 and #16-132** to the School Committee Retreat. On a voice vote, **items #16-130, #16-131 and #16-132** were referred to the School Committee Retreat.

#16-130, Joint Motion by Ms. Dexter, Mayor Simmons and Ms. Bowman, that whereas it is important that School Committee meetings are inclusive and accessible so all members of the public can observe proceedings and comment on Committee decisions, the Committee requests that the administration research the feasibility and cost of providing childcare at School Committee meetings on a pilot basis during the 2016-2017 school year, and report the findings at the first meeting in September 2016.

#16-131, Joint Motion by Ms. Dexter, Ms. Bowman, and Ms. Nolan, whereas Cambridge is a resource-rich school system that can afford to pursue multiple evidence-based strategies to raise student achievement; whereas numerous research studies, educational experts, and advocacy organizations suggest that reducing class sizes is an effective strategy for increasing academic achievement and engagement if a district can provide high-quality induction and professional development opportunities; it is requested that the administration review its class size policies and present recommendations to the School Committee at or before the second meeting in December, 2016, in order to allow the Committee time to review these recommendations in collaboration with the incoming superintendent in preparation for the CPS FY18 budget cycle.

#16-132, Motion by Ms. Dexter, whereas CPS provides funding to several partner organizations that provide valuable services to CPS students; and whereas the School Committee does not have comprehensive information about services provided by partner organizations; the School Committee will establish an Ad Hoc Subcommittee on CPS Partnerships that will collaborate with the administration, principals, and partner organizations to compile information that will allow the School Committee to be well-informed about partner services across the district. The ad hoc committee will focus primarily on organizations included in the CPS budget or which receive School Improvement Funds. Goals of the subcommittee and collaborators will include:

- Cataloging services provided to students in each school, including number of students served and student demographics, and to identify any unmet needs;
- Meeting with Executive Directors and Chairs of the Boards of Directors of partner organizations to share information and strengthen the relationships between the School Committee and partner organizations;

- Collaborating with partners to evaluate, informally or formally, the delivery of services and effects of partner services on student achievement in order to improve the efficacy of partners' collaboration with CPS.
- Exploring options for or supporting the creation of a CPS-City database that will include information about student participation in partner programs within the constraints of privacy rules on data sharing.

#16-133, Motion by Ms. Dexter, whereas the administration is currently required to obtain School Committee approval for any contract in excess of \$25,000, and whereas this adds to School Committee and administrative workload and decreases administrative efficiency, the School Committee will require the Administration to seek approval only for contracts in excess of \$50,000. On a motion by Ms. Dexter, seconded by Ms. Bowman, it was voted on unanimous consent to allow Ms. Dexter to withdraw **Item #16-133**.

#16-134, Motion by Ms. Dexter, whereas Cambridge has started an exciting and inclusive planning process, Envision Cambridge; and whereas the public school system is an integral part of the City, its future, and the future of its youth; the School Committee respectfully requests of the City Council, City Manager, the Cambridge Community Development Department, and the City's planning consultants that the School Committee be considered a full partner in the Envision Cambridge process. Mr. Fantini moved, seconded by Mr. Harding, to refer **item #16-134** to the Mayor for appropriate action. Mayor Simmons mentioned that the City Manager welcomes the participation of the School Department and School Committee and she will make some recommendations to Mr. Rossi on appointments to this planning committee. She noted that the City Manager asks that whoever is appointed represents the district and not his/her own point of view. On a voice vote, **item #16-134** was referred to the Mayor.

#16-135, Motion by Mr. Harding, that the School Committee requests the Superintendent to convene a meeting with the CRLS Athletic Department that includes the Athletic Director and all varsity coaches and club advisors for the purpose of discussing facility usage and scheduling for the 2016-2017 school year. And, further that the Director of the War Memorial be asked to attend this meeting if he or she is available. Mr. Harding explained the reason for this motion. From time to time, CRLS sports teams make post season appearances and often times there is confusion on the coach's perspective of how they make sure they have adequate space to practice. He feels this motion will bring clarity to the scheduling situation. Ms. Bowman offered an amendment to refer **item #16-135** to the Building and Grounds Sub-Committee and asked that it also be addressed at the facilities presentation on June 21st at the next regular meeting. Mr. Harding expressed his concerns on this. Ms. Bowman rescinded her amendment after Mr. Maloney, COO, noted that only part of this could be addressed with the Building and Grounds Sub-Committee. Ms. Nolan asked to pull in City staff as well since the War Memorial is jointly owned. Mr. Harding would use all due diligence to do that. Ms. Dexter noted that we are asking the Superintendent to do something else as well as a diversity report. Mr. Harding noted that this would most likely be delegated to Mr. Maloney. On a motion by Mr. Harding, seconded by Ms. Bowman, on a voice vote, **item #16-135** was adopted.

#16-136, Joint Motion by Ms. Nolan and Mr. Harding, that, whereas the School Committee and district have worked to increase the number and diversity of students successfully completing Algebra 1 before enrolling in high school, that a report on progress towards that goal including the numbers and demographics of students by school who took and successfully passed the Algebra 1 test, and expected enrollment in grade 7 and 8 AMP and anticipated enrollment in summer programs for math by middle school and high school students be given to the School Committee before the end of this school year. Ms. Nolan explained that she had heard that some students were falling behind in math. We have a goal of 100% of students finishing Algebra 1 before high school. Ms. Nolan noted that maybe we would find something that we should change or maybe recruit more students for the summer program. Mayor Simmons stated her concerns that the School Committee needs to decide which path and mission we are taking. She cautioned the Members to pause and allow themselves to have the retreat and talk to Dr. Salim. She recommends moving this to the agenda for the School Committee Retreat. Ms. Kelly indicated that in getting the report at the end of June that it would be too late to register students for the

summer program. Mr. Harding explained we have to start thinking about this a lot earlier and know the demographics of the students in this program. Mr. Fantini made the point that he is sure our district leaders are working hard to meet the goals and objectives of this. Dr. Turk, Deputy Superintendent, explained that the algebra assessment was given during the week of June 3rd; next week the staff will be looking at scores and have the preliminary numbers. This would give students a chance to take a retake during the summer. The final numbers don't happen until August. Registration for the summer closed last Friday. They are doing outreach to families to get more kids engaged.

On a motion by Mr. Harding, seconded by Ms. Kelly, on a voice vote, it was voted to amend **item #16-136** by changing the words "before the end of this school year" to "by the second meeting in September".

#16-136, Joint Motion by Ms. Nolan and Mr. Harding, that, whereas the School Committee and district have worked to increase the number and diversity of students successfully completing Algebra 1 before enrolling in high school, that a report on progress towards that goal including the numbers and demographics of students by school who took and successfully passed the Algebra 1 test, and expected enrollment in grade 7 and 8 AMP and anticipated enrollment in summer programs for math by middle school and high school students be given to the School Committee by the second meeting in September.

#16-137, Joint Motion by Mayor Simmons and Ms. Bowman, whereas, it has long been recognized that the creation of a more inclusive and culturally sensitive hiring process, as well as the creation and implementation of cultural competency training for all CPSD faculty and staff, would be to the benefit of the entire School District; and

Whereas, according to the Staffing and Affirmative Action update produced by the CPSD Office of Human Resources in October 2014, over the academic years spanning 2012-2015, the percentage of teachers of color has remained stagnant at 19%; and

Whereas, according to the same study, out of 100 teachers hired in the 2014-15 School Year, 26% were identified as teachers of color, a number that is not reflective of the over 50% of the CPSD population that is comprised of students of color; and

Whereas, the establishment of a more inclusive and culturally sensitive hiring process, and the implementation of a district wide cultural competency training, would be consistent with the mission and vision of the CPSD, which will be adopted by all schools in the district during the 2017-2018 Academic Year; and

Whereas, the School Committee has attempted to address this matter via four separate policy orders dating back to 2014, and it is clear that this body very much wishes to see demonstrable progress made in the hiring of and retention of teachers of color throughout the school district; and

Whereas, a diverse teaching corps enriches the learning experience not only of students of color, but of every student in the district and it highlights a central aspect of Cambridge's desire to be a community that is proud of its rich diversity; now therefore be it

Resolved, that the School Committee formally goes on the record in urging that the current hiring and retention practices in the CPSD be evaluated with a view towards ensuring that more teachers of color are not only hired but retained; and be it further

Resolved, that the Mayor will establish an ad-hoc committee comprised of stakeholders with a view toward reviewing the policies that focus on the hiring, training, and retaining teachers of color, and with recommending new policies if needed.

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

On a motion by Mr. Fantini, seconded by Mr. Harding, on a voice vote, it was voted to adopt **#16-138, Joint Motion by Mayor Simmons and Mr. Fantini**, whereas, the School Committee values and reveres the commitment to diversity, equity, and educational excellence that support staff, teachers, and administrators, who exhibit and execute these principles on behalf of the students and families of Cambridge Public Schools; and

Whereas, the City of Cambridge has served as a model of culturally competent teaching and learning, and it could not do so without the hard work, commitment, and dedication of the many women and men who work in our school system; now therefore be it

That the School Committee sends letters of congratulations and when necessary resolutions, to each of the following Cambridge Public School teachers/administrators and support staff who have or will be retiring this year: Denise Toomey, Rosemary Pereira, Nancy Madeiros, Louis Lopes, Christine Baer, James Smith, Stephen Koulalis, Richard Murrell, Judith Amendola, Kathleen Ivins, Kenneth Munro, Arleen Henry, Nancy McCusker, Maria Gauthier, Aida Bairos, James Miller, Michael Buonaiuto, Nancy Patriacca, Suzanne Pothier, Jeffrey Teixeira, Ellen Davis, Regina Byrnes, Karon Gibson-Mueller, Vincent Mili, Jr., Shirley Harvey, Jeffrey Young, Lynda Janul, Mary Clarke, Ralph Watson, Emily Lyons, Joanne Cleary, and Maryann Sprague, on behalf of the entire School Committee.

11. Announcements:

Ms. Dexter apologized in advance that she will be missing the last meeting in June since she is going with our Sister City Delegation to Las Flores, El Salvador.

Mayor Simmons handed out the *Harvard Ed Summer 2016 Magazine* to the Members (on file in the School Committee office)

12. Late Orders:

It was voted to adopt the following:

Motion by Mr. Fantini, seconded by Ms. Kelly: that the School Committee send a letter of congratulations to following Cambridge Public Schools librarians who have received Massachusetts School Library Association Statewide Awards and were honored at an awards ceremony at UMASS Amherst on Saturday, April 30, 2016:

Liz Phipps Soeiro, Cambridgeport Librarian, was recipient of the 2016 Ellen Berne Pathfinder Award. The Pathfinder award celebrates groundbreaking developments in School librarianship. Liz won this award for her weekly Coffee and Conversation outreach program which is an amazing outreach program that connects school families to resources and the decision makers in the school, district and the city at large.

Sarah Novogrodsky, Haggerty School Librarian, and the Friends of Haggerty, were recipients of the Massachusetts School Library Association 2016 Parents and Library Supporters (PALS) Award. An amazing array of authors/illustrators were able to visit the Haggerty School.

Emily Houston and Mairead Kelly, CRLS Librarians, were the recipients of the 2016 President's Award. This award honors members who in careers of five years of less have made significant contributions to student learning through strong school library programs. They have built strong collaborative relationships with teaching colleagues resulting in the co-planning and teaching of many research projects across the curriculum. They have created a welcoming library space with collections that serve the diverse needs and interest of the CRLS school community.

Motion by Mr. Harding, seconded by Ms. Nolan, that the School Committee requests the Superintendent to advise all school principals and staff that Ramadan has begun. Further, that all reasonable accommodations be made for students who are actively observing Ramadan.

Motion by Ms. Nolan, seconded by Ms. Dexter, that the School Committee send letters of congratulations to the twenty-two CRLS Super Seniors who were chosen on the merits of their academic standing and for the way in which they embody the school motto of Academics, Opportunity, Diversity and Respect.

The Chair entertained a motion to enter into Executive Session for the purpose of discussing collective bargaining strategy (CEA Units A & B) as an open meeting may have a detrimental effect on the bargaining position of the School Committee.

The Chair announced that no votes will be taken in Executive Session and that the Committee will not reconvene in open session.

On a motion by Mr. Nolan, seconded by Ms. Bowman, it was voted to extend the meeting to 10:30 PM.

On a motion by Mr. Fantini, seconded by Ms. Bowman, on the following roll call, it was voted to enter into Executive Session for the purpose stated: Ms. Kelly YEA; Ms. Nolan YEA; Ms. Bowman YEA; Ms. Dexter YEA; Mr. Fantini YEA; Mr. Harding ABSENT; Mayor Simmons YEA.

Open Session ended (9:25 PM)

Judith T. Martin
Executive Secretary to the School Committee

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

- ✓ Statement read during public comment by Richard Mandel
- ✓ Statement read during public comment by Kim Parker
- ✓ Statement read during public comment by Michelle Li
- ✓ Statement read during public comment by Lily Grodzins
- ✓ Statement read during public comment by Celeste De Lancey
- ✓ *Harvard Ed Summer 2016 Magazine*

E-mail communications received:

- ✓ Email from Hasson Rashid re Proposal Model to create a new pilot curriculum program in the Cambridge Public Schools that links homelessness to poverty and a relating advisory task force.
- ✓ Email from Lauren Gibbs re Cambridge needs to nurture female educators of color

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