

# SCHOOL COMMITTEE

(Official Report)

## Regular Meeting

June 20, 2017

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

Also present: Student School Committee Member Paul Sullivan

Mayor Simmons in the Chair.

A quorum of the School Committee being present, the Chair called the meeting to order at 6:08 PM.

Mr. Fantini moved, seconded by Mr. Harding, to suspend the Rules to allow for a special presentation. It was voted to suspend the Rules for the reason stated.

Sarah Reese, Career Counselor at the Rindge School for Technical Arts (RSTA), presented a podium to Mayor Simmons which was the result of a joint collaboration between the RSTA carpentry students and engineering students. Mayor Simmons offered a special thanks to the students and staff at RSTA as well as acknowledging Tony Clark, Mayor's Education Liaison, for his idea for the podium.

### 1. Public Comment (3 minutes):

The following individuals were heard:

Dan Monahan, Lexington Ave., CEA President, member of the CPS District Planning Team, spoke to item #17-100 regarding revisions to Cambridge Public Schools Family & Medical Leave & Small Necessities Leave Policy; he noted that CEA members are grateful for the generous leave provided by CPS; he brought attention to the new parental leave section of the policy and indicated that he is waiting for clarification from the district since one sentence in the FMLA was duplicated in the new parental leave section of the policy; he encouraged the Members to carefully read this section for a full understanding. He also spoke to item #17-122 regarding the CPS District Plan 2017-2020; He commented that the district plan is a major step forward in making our schools the best they can be for each student; the plan involved many months of work by many stakeholders and he believes represents the best thinking in the district about what we need to do moving forward; the plan represents the voices of 31 members of the planning team, but also the voices of those students, educators, administrators, families, and community partners who have been part of the Superintendent's entry process; data was collected by a more diverse group than ever represented before; the Superintendent has listened and adjusted his thinking from what he has heard; it is a strong plan but what really matters is how it will be used to focus our work and guide decisions about budget and priorities; he looks forward to working with the Superintendent to align the work of many of their newly created advisory committees as a part of the recent Unit A/B agreement to support the strategic plan; he strongly urged the Committee to support this plan before them tonight. (statement on file in the School Committee office)

Katie Charner-Laird, Cambridgeport Principal, member of the CPS District Planning Team, spoke about item #17-122 regarding the CPS District Plan 2017-2020; this is the guiding source for her in her 14 years in the district; she is excited and thrilled to go into the next year; this is our plan and this is the heart of the

work for the next year; she urged the Committee to pass this plan tonight; supporting the whole child as an individual goes completely hand in hand.

Angie UyHam, Cambridgeport literacy coach, member of the CPS District Planning Team, parent in Cambridge, spoke about item #17-122 regarding the CPS District Plan 2017-2020; we have places to grow; this is a roadmap; get started; it's going to get harder before it gets better; give educators the opportunity to have some common language and common goals; this gives us an opportunity to begin; she urges the Committee to let them start the work; they know where they are going and they have a destination.

Grace Austin, CRLS sophomore, member of the CPS District Planning Team, spoke about item #17-122 regarding the CPS District Plan 2017-2020; she is one of 2 students who worked on this process; throughout the process the students felt that their voices were reflected throughout this process and particularly as supporting the whole child as an individual and supporting different learning.

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

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

Mayor Simmons introduced Juliette Low Fleury who will be replacing Mari Gashaw as a Student School Committee representative for SY2017/18.

Paul Sullivan reported that at CRLS they are down to their last 2 days and tomorrow is the last day for finals. Last week was the seniors' graduation. Everyone seemed happy with the ceremony. Sophie Harrington was elected Student President.

Juliette Low Fleury reported that they had their first meeting with the new student government members following home room today and they are starting to know the people running student government next year and it is going to be a good year. She shared that she will be a senior in September and is looking forward to seeing how the people influence policy throughout the district and to see what is implemented outside these doors as well as seeing all parts of the cycle.

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

On a motion by Mr. Fantini, seconded by Mr. Harding, it was voted to accept the Minutes of the following minutes as amended:

- Regular Meeting, June 6, 2017

## **4. Reconsiderations:** None

## **5. Unfinished Business/Calendar:**

The following item was passed over by the Committee:

**#17-100** Recommendation: Approval of Revisions to Cambridge Public Schools  
Family & Medical Leave & Small Necessities Leave Policy (Second Reading)  
(Ms. Kelly, 6-6-17)

Ms. Dexter brought forward **item #17-112**, seconded by Ms. Kelly, for discussion .

**#17-112, Motion by Ms. Dexter**, that whereas the School Committee wishes to give Cambridge Public School principals the flexibility to make student placement choices based on their best judgment as educators; and

Whereas Cambridge currently has an elementary school in which an early childhood program for three- and four-year-olds feeds directly into the JK/K program without requiring families to reapply to the JK/K lottery;

Be it resolved that, for any CPS school that has a preschool program that feeds directly into a JK/K program, the school's principal will have the option of moving four-year-old preschool children born after March 31st into their school's JK/K program if developmentally appropriate for the students and if there are available spaces in the JK/K program.

Be it also resolved that if students are moved up to JK/K, the school, if possible, would then admit students off the preschool waitlist to fill the vacated preschool seats. This policy would not *require* principals to move any preschool four-year-old into the JK/K program unless it was determined to be beneficial to the child and acceptable to the child's parents/guardians. (Ms. Dexter, 6-6-17)

Ms. Dexter explained the reasoning behind her motion. This school is very unique. It doesn't affect the enrollment. She had conversations with Dr. Salim and Ms. MacDonald about this. Dr. Salim commented that he discussed this with his cabinet and given the issues that exist in this motion, the question on the academic readiness of some of these children was a concern. He added that the Curriculum and Achievement Sub-Committee may be able to discuss the impact of this. He added that it has a potential to have an impact on other elementary schools in the district. Ms. Kelly followed up with the Superintendent to refer this to the Curriculum and Achievement Sub-Committee and asked about the scope of time in which the Superintendent would want that to happen. Dr. Salim responded that he doesn't have a specific recommendation about a timeline but also reminded everyone that there is an Early Childhood Education Roundtable scheduled for October 10, 2017. Ms Kelly added that we may be able to fold this into the discussion with that roundtable. Ms. Nolan indicated that she appreciates the intent of this but feels we need to do more work on this and maybe calendar this until we have the report from the Early Childhood Education Task Force. She added that there are too many unanswered questions. Mr. Fantini suggested placing this motion on file. He added that we have to have some fidelity to the birth of the 3 year old process. We also have obligations to study the J program and the JK program separately. Ms. Dexter commented that she received a message from Ms. MacDonald that Principal Harris wanted to have this discussed. She indicated that she worries about Ms. Kelly's work load if this was referred to the Curriculum and Achievement Sub-Committee, since Ms. Kelly is the Chair of 5 sub-committees. She shared that this should be referred to the Community Engagement Sub-Committee instead. Ms. Dexter offered a motion to refer **item #17-112** to Community Engagement Sub-Committee. Ms. Dexter's motion failed for lack of a second. Ms. Bowman shared that she struggles that our principals would have to make these decisions without any criteria from the district and that she is reluctant to pass this. Mr. Harding indicated that the appropriate place would be the Early Childhood Task Force. He cautioned the Members not to make policy for an individual situation. You need to make sure this is not an unfair burden for these principals. This is not good policy globally. On a motion by Mr. Fantini seconded by Mr. Harding, on a voice vote of 6 YEA's, 1 NAY (Dexter), **item #17-112** was removed from the Calendar and placed on file.

**6. Awaiting Reports:** None

**7. Superintendent's Agenda:**

**7a. Presentations:**

Revised Multi Year District Plan.....Kenneth N. Salim  
Superintendent of Schools

Dr. Salim presented the Revised Multi Year District Plan (on file in the School Committee office)

Cambridge Public Schools District Plan Framework

2017-2020 Vision Rigorous, Joyful, and Culturally Responsive Learning and Personalized Support Builds Postsecondary Success and Engaged Community Members

## Theory of Action

### **Strategic Objectives**

1. Provide Equity and Access to Increase Opportunity and Achievement  
Provide all students with rigorous and culturally relevant curriculum and the resources and programs that support their goals, and ensure they gain the academic knowledge and skills to be productive community members after high school.
2. Provide Engaging Learning for Students and Staff to Strengthen Instruction for All Types of Learners  
Provide rigorous, joyful, and culturally responsive learning for students and educators that are based in high expectations and a growth mindset, build on existing knowledge and strengths, incorporate real world applications, reflect a willingness to innovate, and foster ownership, reflection and intellectual risk-taking.
3. Support the Whole Child as an Individual  
Build strong relationships with each student and focus on the student as an individual to provide the academic, social, emotional, and behavioral health supports that are necessary for their success.
4. Expand and Strengthen Family Partnerships and Community Partnerships  
Create meaningful partnerships with families and the businesses, higher education institutions, city, and community organizations of the Cambridge community in order to achieve the district's vision for all students.
5. Improve Implementation and Progress Monitoring  
Work as a flexible and adaptable learning organization that uses data to support a continuous improvement process, shaping and evaluating district and school initiatives, providing necessary resources, time and support for their successful implementation, and regularly measuring progress in multiple ways.

### **Outcomes**

By implementing this plan for all students—providing the tailored instruction and supports each student needs to achieve academically and meet their individual goals—we will accomplish the following outcomes for all students and each student group:

1. Grade 3 reading: proficiency and growth for each student group (state assessment)
2. Grade 8 math: proficiency and growth for each student group (state assessment)
3. Algebra 1 pass rate (CPS)
4. Grade 10 ELA: proficiency and growth for each student group (state assessment)
5. AP & Honors enrollment: proportionality
6. College attainment & persistence (National Student Clearinghouse)
7. Experience of specific student cohort under the plan (pre and post, TBD)
8. Percentage of teachers of color
9. School Climate (TBD)
10. Students' meaningful connection with adults (Teen and Middle School Health Surveys)
11. Chronic absenteeism (CPS reported state data)
12. Number/Percentage of student work-based experiences, including internships that include community service opportunities

Dr. Salim highlighted the revisions made based on comments and discussions at the June 6<sup>th</sup> Regular meeting and from Town Hall meeting on June 13<sup>th</sup> and from other conversations. They are now calling this the CPS District Plan Framework which it represents. This is a major shift in thinking about the plan. The plan is meant to be a living document. They are anxious to start working on this plan with principals and central administrators on Monday. The other piece was to take comments from the School Committee and the Town Hall to make adjustments to the strategic objectives. He explained the adjustments which were made. Dr. Salim indicated that moving forward they will engage over the summer in an effective way. He sees the role of the School Committee as critically important. He spoke of the proposed School Committee timeline SY17-18 (on file in the SC office). He sees the work of the

School Committee being much about taking work from outcomes and targets and having that work as part of a retreat in September. Over the course of year, he will provide the Committee with updates, monitor the process and engage in a roundtable discussion separate from a business meeting. He shared that he hears the worry about the action planning piece. He believes this is the right work we need to do and by being inclusive, it reflects the value of this community. The educators he spoke to indicated that they see themselves in this plan. He is asking for the School Committee's support. While not perfect, this is a living document. We will make adjustments as we move forward for continuous improvement. Finally, he shared that he hopes that over time this is viewed as the community's plan which he presented and Dr. Likis facilitated.

Ms. Bowman added that this work came out of the Superintendent Transition Ad Hoc Sub-Committee. As Chair of that Sub-Committee, Ms. Bowman indicated that they will continue to work in tandem to continue this work and that Sub-Committee will be the check point throughout the process as we continue to move forward. The Members on that Sub-Committee also served on the inclusive planning team. Ms. Bowman wants to move the work forward to allow people to be on board with it. The whole process has been open to feedback.

Ms. Kelly thanked the Superintendent for the amount of work done since the last time he presented the draft. She shared that she likes the recognition that the full Committee will continue to participate in the discussions. She hopes they will receive material at that time in full detail to be able to make decisions. She is in a policy level position but she wants to fully understand what is going on and make a conscientious vote. She added that the framework makes much more sense to her. As a Budget Co-chair, she shared that it would be wonderful to have this living action document to help them consider initiatives and support needed as part of the budget and have this be a connected process. Ms. Kelly added that we need to find ways that the community is still involved as the framework moves forward. She imagines ongoing conversations with the CPAC as we move on with the action plan. It's going to influence the budget calendar and how we structure the conversations. It will also relate to the Curriculum and Achievement Sub-Committee.

Ms. Nolan noted that she appreciates the changes made in the document. This is not the plan; it is the plan framework. She wanted to clarify that we will be having a retreat before the action plan and goals and outcomes will be finalized. Dr. Salim responded that he sees these outcomes as part of the district goals, Superintendent goals and the School Committee goals. Ms. Nolan noted that on the outcomes much is still to be determined. She sees the difference that we are consciously and intentionally monitoring and having an update on how we are progressing to reach the goals. She commented that the whole School Committee, district and community must own this.

Mr. Fantini indicated that he will be supportive of the plan and appreciates it's a living document and a learning document. He shared that he was glad concerns were expressed in a positive way. This has been a long process. There is a belief that our system is primed to make great progress. This encourages success from the bottom up. He is happy we are getting to the action phase of this. He appreciated the open discussions and that nothing was held back.

Ms. Dexter shared that she was thankful for all the people who worked on this. She likes the product and it captures our values. She requested that Superintendent take these notes from this process and give the School Committee access to them and that he archive them in the Cambridge Library since this was a historical event. She noted her desire that the School Committee and the City Council go through those lists of questions as the others did. She shared that she wants to get this started and that the next step is the School Committee's responsibility. She noted that by State Law, the School Committee establishes educational goals and policies for the schools. She takes this as a great set of recommendations. She would like to talk about this framework at a roundtable. She commented that we need to fulfill our responsibilities. We need to have conversation of what are our goals are for students.

Mr. Harding thanked the 31 individuals, the administrative council and Ms. Bowman for her work with the on boarding process. He shared that he is still very concerned about the lack of intentionality about student achievement and closing the achievement gap. We need to be bolder. He is looking for more

clarity of where we are going. Mr. Harding agrees that part of his hesitance is that he understands how we failed previously. He wants to set new rules for engagement. He commented that we have to take huge responsibility of this being ours. We should see what the State is setting us up for. Because this is a new relationship, he added that Dr. Salim has the most capital he is going to have as a Superintendent and right now is the time to make these bold moves.

Dr. Turk commented that as a teacher, an administrator at the building and at the district level, we talk a lot about talking, we don't actually have conversations. This really is a conversation. She hopes we have an opportunity to engage in conversation more often. One of the things which is different is that this framework is from a very diverse group of thinkers. This was about what is the forward thinking about education for the City of Cambridge. This process had people engaged in conversation and there is an incredible ownership that you can feel across the district. The work is ours and the children are ours. Even when it's not working, it is ours. In her opinion, this is the right work for this period of time.

Mayor Simmons added that she agrees owning the work. She added that this is important work and as the School Committee goes forward and that she would like to call a special meeting or roundtable to discuss this. Mayor Simmons indicated that she honors the work that has been done. She supports the process and wants it to continue. For her looking at cultural competency and looking back over 2 decades, with reports, research and articles done on race and class, how is this plan going to be different. She asked how we are going to measure and hold ourselves accountable. We have to be brave; our children are at stake. There is nothing more important than doing this work. She expressed her excitement for the work going forward and she is committed for the framework going forward. She is looking for Phase 1; she doesn't have enough to adopt this plan right now. She supports what they are doing. She commented that voting on this plan indicates that it is finished as opposed to a work in progress. She doesn't think this work framework is finished. She would like to call a roundtable meeting to push this forward. Her concern is what happens when we put this plan together; what happens in the meantime with our students. Mayor Simmons indicated that she is prepared to place **#17-122, Cambridge Public Schools District Plan 2017-2020** on the calendar for the July 25<sup>th</sup> Meeting. It does not stop the work and it lets it stay alive and lets Dr. Salim and his thought partners continue the work. She expressed her concern on how this connects to the curriculum. She would like an opportunity to work on this with her colleagues on the School Committee while the Superintendent and his team move the work forward. She hopes to set a roundtable meeting during the summer. Mayor Simmons indicated that placing this on the calendar is a neutral move; she wants more discussion on it and assumes whatever work was going to happen will continue to happen. She recommended to the Members to present to Dr. Salim anything they want him to continue to work on.

Paul Sullivan emphasized he appreciates the addendum framework. He mentioned the Mayor's Taskforce on sexual assault and harassment and how the different facets of sexual assault were broken down and discussed. He indicated that he feels the terms in this framework are too broad and abstract. He noted that addressing the achievement gap is a complex issue and its many facets should be broken down. He would like his voice to be heard on this.

Mr. Fantini in the Chair (8:15 PM)

Mayor Simmons in the Chair (8:22 PM)

Dr. Salim invited Dr. Likis to speak on this since she has worked with dozens of districts regarding the Planning for Success Model. He shared his thoughts that the work of the governing board is to define the "what" and the administration's work is about the "how". He sees this framework as being the "what". He feels the endorsement on the part of the Committee is important. He indicated that they will be working with different groups over the summer and bringing our entire district together for a full day in August to launch this framework and the work.

Dr. Likis stressed that she feels in listening to the conversation of the Committee, that there are some significant misunderstandings about where the work stands and what is remaining. The part of the plan that is about what our expectations are for students are the outcomes; the targets set the very specific

expectations of what we want to see in terms of all those different indicators. What you are looking at some call an overview or framework. The plan framework before you consists of all the elements which are required in State legislature of all districts for a district improvement plan. The State requires a multi-year framework with an annual action plan. This State model we are engaging in, the "Planning for Success Model" is the detail action planning and who is going to be responsible when. She shared that whether the Committee is comfortable or not with this model, it is what belongs in the action planning portion of this model. She hears that the Committee has concerns about what is going to be different this time. She shared that the planning team, the administrative council, the kinds of dialogue and what we heard from families in this City, the honesty of the discussion, the acknowledgement of what we have not succeeded in doing are all things done differently. She commented that as the facilitator of this process, as a parent, as a resident of this City and as the Chief Planning Office that she cannot stress enough how impressive and different this work and those conversations have been. She noted that the Committee has heard that from every person who participated and spoke before this Committee. Dr. Likis urged the Committee to think about the different things in the plan such as: the commitment to student goal setting; support and mentoring that goes with that; and engagement with family and community partners to provide those supports. These are very different and heartfelt activities that we have not engaged in before. The initiatives represent very different kinds of work. She wants to honor all the work that everyone has done and noted that the plan is sound and ambitious. She explained that since this is a 3 year plan, an action plan is created for each year and that they won't be action planning all the initiatives during this summer.

Mr. Fantini shared that he is very disappointed in delaying this vote. It was voting for a plan that was different than other strategic plans. It was voting for the plan and showing confidence for the Superintendent.

Mayor Simmons indicated that she does support the work and supports the Superintendent and his thought team.

Dr. Salim commented that their challenge would be to figure out what the details would be for a roundtable meeting related to the plan framework. He shared that this is a strong framework and the right work for them to do and they will continue to do this challenging work. There is a lot of support and enthusiasm around this. They can't wait and they won't wait. It is essential for them to do the work to meet the needs of all their students.

**7b. Innovation Agenda:**

**7c. Consent Agenda:**

On a motion by Mr. Harding, seconded by Ms. Kelly, it was voted to move the entire Consent Agenda forward for discussion and adoption. Mayor Simmons removed **item #17-122** and placed it on the Calendar. Ms. Dexter removed **items #17-123 and #17-124**. Ms. Bowman removed **items #17-125 through #17-127**. Mr. Fantini removed **item #17-143**. On the following roll call, **items #17-128 through #17-142 and #17-144 through #17-147** were adopted: Ms. Bowman YEA; Ms. Dexter YEA; Mr. Fantini YEA; Mr. Harding YEA; Ms. Kelly YEA; Ms. Nolan YEA; Mayor Simmons YEA.

**#17-128, 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:

Crossroads School, 11 Huron Drive, Natick, for the period July 1, 2017 to June 30, 2018, in the amount of \$40,000.00.

**#17-129, 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:

Center for Autism and Related Disorders Inc., 19019 Ventura Blvd., Suite 300, Tarzana, CA, for the period July 1, 2017 to June 30, 2018, in the amount of \$42,000.00.

**#17-130, 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 of July 1, 2017 to June 30, 2018, in the amount of \$50,000.00.

**#17-131, Contract Award:** that the School Committee award a contract to the following vendor for Special Education 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, 2017 to June 30, 2018, in the amount of \$60,000.00.

**#17-132, Contract Award:** 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, 2017 to June 30, 2018, in the amount of \$100,000.00

**#17-133, Contract Award:** 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 Ctr. for Neuropsychology and Learning, 2464 Massachusetts Ave., #129, Cambridge, for the period July 1, 2017 to June 30, 2018, in the amount of \$180,000.00.

**#17-134, Contract Award:** that the School Committee award a contract to the following vendor for the provision of Nursing Services; 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, 2017 to June 30, 2018, in the amount of \$100,000.00.

**#17-135, Contract Award:** that the School Committee award a contract to the following vendor for Nursing Services, funds to be provided from the General Fund Budget, Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with:

Ready Nurse, 30 Bloomfield Drive, Suite 300, Windsor, CT, for the period July 1, 2017 to June 30, 2018, in the amount of \$100,000.00.

**#17-136, 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, 2017 to June 30, 2018, in the amount of \$100,000.00.

**#17-137, Contract Award:** that the School Committee award a contract to the following vendor for contract staffing 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, 2017 to June 30, 2018, in the amount of \$120,000.00.

**#17-138, 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 of July 1, 2017 to June 30, 2018, in the amount of \$110,000.00.

**#17-139, Contract Award:** that the School Committee award a contract to the following vendor 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 of July 1, 2017 to June 30, 2018, in the amount of \$350,000.00.

**#17-140, 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 of July 1, 2017 to June 30, 2018, in the amount of \$350,000.00.

**#17-141, 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 of July 1, 2017 to June 30, 2018, in the amount of \$100,000.00.

**#17-142, Contract Award:** that the School Committee award a contract to the following vendor for Milk Products, funds to be provided from the Food Service Revolving Fund, 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 of July 1, 2017 to June 30, 2018, in the amount of \$130,000.00.

**#17-144, Contract Award:** that the School Committee award a contract to the following vendor for Fresh Pizza 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:

Gill's Pizza Corporation, 51 Wentworth Avenue, #19, Londonderry, NH, for the period of July 1, 2017 to June 30, 2018, in the amount of \$35,000.00.

**#17-145, 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, PO Box 253, Lincoln, for the period of July 1, 2017 to June 30, 2018, in the amount of \$52,208.00.

**#17-146, Contract Award:** that the School Committee award a contract to the following vendor to furnish a replacement compressor, funds to be provided from the Capital Fund, Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with:

F. W. Webb, 160 Middlesex Turnpike, Bedford, for the period of June 26, 2017 to October 1, 2017, in the amount of \$26,870.00.

**#17-147, Contract Award:** that the School Committee award a contract to the following vendor for Equipment and Installation Services, funds to be provided from the Capital Fund, Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with:

Northeast Interior Systems of New England, Inc., 750 School Street, Pawtucket, RI, for the period June 21, 2017 to October 31 2017, in the amount of \$85,250.00.

**8. Non-Consent Agenda:**

Mayor Simmons placed **item #17-122** on the Calendar.

**#17-122, Cambridge Public Schools District Plan 2017-2020:** that the School Committee approve the Cambridge Public Schools District Plan 2017-2020.

**#17-123, Special Needs Contracts for Day and Residential Program Services not Available from the Cambridge School Department (FY17/18):** 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	9	\$606,717.54
Residential	7	\$566,877.86
45 Day Program	0	
Total	16	\$1,173,595.40

Ms. Dexter commented about a parent who raised the desire to have his student be in district for partial inclusions. She asked if there are ways to educate more of our students in district. Ms. Kelly noted that the discussion on this recommendation should be about the contracts not about an individual student. Mr. Fantini asked why the Walker School day program was more expensive than the Walker School residential program. Ms. Spinner, CFO, responded that occasionally this may reflect summer school or 3 or 4 summer schools. Ms. Spinner was asked about settlements. She responded that means we are paying families not schools for arbitration or settlements. They are for tuition but we don't directly pay the school. On the following roll call, **item #17-123** was adopted: Ms. Bowman YEA; Ms. Dexter YEA; Mr. Fantini YEA; Mr. Harding YEA; Ms. Kelly YEA; Ms. Nolan YEA; Mayor Simmons YEA.

**#17-124, Approval of Gifts to Cambridge Public Schools:** that the School Committee accept and approve the following gifts and receipts as described.

1. \$700.00 to the Cambridge Rindge and Latin School made from the Shady Hill School in support of the Educators of Color Conference.
2. \$307.40 to the Morse School made from O'Connor Portraiture, Inc., as commission for student portraits. Funds will be used for the general support of the school.
3. \$100.00 to the Cambridge Rindge and Latin School made from individual donors for the Food Pantry.

4. \$66.00 from the Friends of the Morse School in support of a school movie night.

Ms. Dexter noted that it was interesting that Shady Hill School donated for support of the Educators of Color Conference held at CRLS. She shared that it is a wonderful tradition. On the following roll call, **item #17-124** was adopted: Ms. Bowman YEA; Ms. Dexter YEA; Mr. Fantini YEA; Mr. Harding YEA; Ms. Kelly YEA; Ms. Nolan YEA; Mayor Simmons YEA.

Ms. Bowman moved, seconded by Ms. Nolan, to suspend the Rules to bring forward **items #17-125 through #17-127** together for discussion and adoption. It was voted to suspend the Rules for the reason stated. Ms. Bowman asked why we are using multiple vendors for the same services. Ms. Spera, Director of OSS, responded that there are a few student IEP's that call for a particular service. On the following roll call, **items #17-125 through #17-127** were adopted: Ms. Bowman YEA; Ms. Dexter YEA; Mr. Fantini YEA; Mr. Harding YEA; Ms. Kelly YEA; Ms. Nolan YEA; Mayor Simmons YEA.

**#17-125, 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:

The Northeast Educational and Developmental Supports Center, 1120 Main Street, Tewksbury, for the period July 1, 2017 to June 30, 2018, in the amount of \$180,000.00.

**#17-126, 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:

Applied Behavior Learning Services, 110 Cedar Street, Wellesley, for the period July 1, 2017 to June 30, 2018, in the amount of \$90,000.00.

**#17-127, 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:

Boston Behavior Learning Center, 109 Oak Street, Newton, for the period July 1, 2017 to June 30, 2018, in the amount of \$60,000.00.

On the following roll call, **item #17-143** was adopted: Ms. Bowman YEA; Ms. Dexter YEA; Mr. Fantini ABSENT; Mr. Harding YEA; Ms. Kelly YEA; Ms. Nolan YEA; Mayor Simmons YEA.

**#17-143, Contract Award:** that the School Committee award a contract to the following vendor 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:

Fantini Baking Company, 375 Washington Street, Haverhill, for the period of July 1, 2017 to June 30, 2018, in the amount of \$40,000.00.

#### **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 forward for discussion and adoption. Ms. Dexter pulled all items, seconded by Ms. Nolan.

#### **#17-148, Joint Motion by Mayor Simmons, Ms. Dexter and Mr. Fantini,**

WHEREAS: The Cambridge Public Schools and Cambridge School Committee strive to provide equal support to female and male high school athletes in accord with Cambridge values and the letter and spirit of Title IX; and

WHEREAS: Concerns have been raised by female CRLS athletes about unequal treatment; now therefore be it

RESOLVED: That the School Committee requests from the CPS administration a Plan of Action for ensuring equitable support, resources, opportunity, and recognition for female and male athletes and athletic teams. The School Committee requests this Plan of Action by October 20, 2017.

Paul Sullivan commented that he was concerned by the October 20th deadline since there only 3 sports seasons and most of these girls are fall sports athletes. He commented that perhaps setting an earlier deadline would be helpful so they will have the season they deserve. Dr. Salim responded that some pieces will have to happen once the school year begins. We can have more information by September 15<sup>th</sup>. On a motion by Ms. Nolan, seconded by Mr. Harding, it was voted to amend **item #17-148** to change the date to September 15<sup>th</sup> in place of October 20<sup>th</sup>.

On a voice vote, **item #17-148** was adopted as amended:

WHEREAS: The Cambridge Public Schools and Cambridge School Committee strive to provide equal support to female and male high school athletes in accord with Cambridge values and the letter and spirit of Title IX; and

WHEREAS: Concerns have been raised by female CRLS athletes about unequal treatment; now therefore be it

RESOLVED: That the School Committee requests from the CPS administration a Plan of Action for ensuring equitable support, resources, opportunity, and recognition for female and male athletes and athletic teams. The School Committee requests this Plan of Action by September 15, 2017.

**#17-149, Motion by Mr. Harding**, that the School Committee requests the Superintendent to review the Cambridge Public Schools discipline policies to ensure that they take into consideration the possible exposure to trauma that some students may have been exposed to.

Further that if it is discovered that the Cambridge Public Schools discipline policies need to be amended to incorporate any safeguards regarding the exposure to trauma that those recommendations be added to the current policy and discussed with the School Committee.

Mr. Harding explained the reason for his motion was that he was trying to ask the administration to review discipline policies to ensure that they take into the account the trauma that some students may have in their lives. On a motion by Mr. Fantini, seconded by Ms. Dexter, on a voice vote, **item #17-149** was adopted.

**#17-150, Motion by Mr. Fantini**, that given that weather projections predict increased temperatures, the School Committee requests that the Superintendent be prepared to present plans to the Sub-Committee on Buildings and Grounds at our scheduled meeting on Tuesday June 27<sup>th</sup> on how we will support schools without air conditioning.

Mr. Fantini asked if the administration would provide a list of which schools can't support air conditioning because of the age of the buildings and the wiring. As new schools are brought on board this becomes an equity issue. He shared that it is time we take care of this issue. On a motion by Mr. Fantini, seconded by Ms. Nolan, on a voice vote, **item #17-150** was adopted.

**#17-151, Joint Motion by Mayor Simmons, Mr. Harding and Mr. Fantini**,

WHEREAS: The Cambridge Public Schools is committed to ensure that all families have equal access and a well-versed understanding of the plethora of resources that Cambridge's resource

rich district offers; and

WHEREAS: The creation of a more inclusive and culturally sensitive led parent advisory council aids in taking aim at addressing the varying needs of the families of minority students, the creation of a Minority Parents Advisory Council examines the growing concerns that are directly interconnected to the families of minority students, would be to the benefit of the entire School District as a whole; and

WHEREAS: According to district-wide data throughout 2010-2015 academic school years minority students are disproportionately underrepresented in higher level courses and have not fared as well to their white counterparts on state and national standardized testing; and

WHEREAS: Upon review of a diverse sub-set of School Based Improvement Plans the achievement of minority students is a staunch and urgent concern of school leaders throughout the district; many of the Improvement Plans have articulated the need to engage minority parents in a more uniformed and articulated manner that supports the achievement of minority students; and

WHEREAS: The adoption of a Minority Parents Advisory Council for Minority Students will serve as a conduit, advocate, intermediary, and representative for minority students; and

WHEREAS: The Cambridge Public Schools have prided itself on creating and fostering an environment of inclusion for all its stakeholders and it is incumbent that the appropriate mechanisms and systems are installed to aptly assist a sub-set of CPSD's most vulnerable constituents

RESOLVED: That the Cambridge Public Schools formally adopt the installation of a Minority Parents Advisory Council for Minority Students that works with District Leadership around targeted goals to better leverage the relationship between CPSD and families of Minority Students and to assist in curbing the engagement and achievement gaps among minorities and other sub-groups.

Mayor Simmons explained this motion and noted that it will deliberately say to parents of color we want you involved. Ms. Dexter inquired if the motion is referring to minority parents or parents of color. Are we talking about parents of color as opposed to parents of minority children. Mayor Simmons responded that parents of color are usually underrepresented. Ms. Dexter commented that it would be more inclusive to add both parents of color and parents of minority children. Ms. Kelly shared that she fully supports the idea and this creates a group that can support each other. She supports keeping emphasis on the parents. Mr. Harding noted that for him, the power in this is the potential of organizing a group and helping them to know that these are the moments that they can be impactful. Ms. Nolan had a question about the use of the word minority. Is it a numerical minority? If these are parents that are not white they are a majority of our district. She doesn't know how that would be defined. Ms. Bowman would like the Committee to think creatively on how they are trying to engage certain demographics that may not have the time to come out to another meeting. Mayor Simmons asked that this motion be adopted as is and indicated that three Members have agreed to work on this. On a motion by Mr. Fantini, seconded by Mr. Harding, on a voice vote, **item #17-151** was adopted.

**#17-152, Joint Motion by Mr. Harding and Ms. Nolan,**

Whereas the School Committee has supported the goals first articulated by Bob Moses and The Algebra Project of preparing all students for success by ensuring access to a solid Algebra course by 8th grade and

Whereas the School Committee has articulated the need for personal teaching in any algebra course and

Whereas the goal of algebra for all is to have all students supported and encouraged and able to successfully complete algebra in 8th grade, and

Whereas any algebra course regardless of what grade a student takes it should be equivalent, now therefore the School Committee requests a report by the summer meeting with the data on pass rates of all students enrolling in CRLS by school by demographic subgroup and further that the report address the concerns raised about the district's upper school math pathway, including the question of how the students are imbued with a growth mindset and given the message that they can accomplish the work, and whether the course offered is delivered through in-person teaching with computers used only as support not the main method of instruction, and whether the instruction covers the same material as the algebra course offered at the high school, thereby enabling students to master the material and be fully prepared for the next level of math.

Ms. Nolan shared that we understand this is a benchmark that falls back to Kindergarten. It's not even 8<sup>th</sup> grade, it's everything that leads up to 8<sup>th</sup> grade which is part of insuring success for students. Ms. Nolan noted the research she has done and shared the success of Brookline in Algebra by 8<sup>th</sup> grade. Ms. Nolan moved an amendment, seconded by Mr. Harding, changing the following: "and ~~whether~~ *assurances that* the course offered is delivered through in-person teaching with computers used only as support not the main method of instruction, and ~~whether~~ the instruction covers the same material as the algebra course offered at the high school, thereby enabling students to master the material and be fully prepared for the next level of math." Mr. Harding shared that the common core aligned algebra is what we are looking for. We were all in agreement with that when we created it and as we move forward we should be explicit about this. This is a conversation over 10 years old of how we would get to the place where this is the norm.

Ms. Dexter indicated that this should be a priority going forward from here. She suggested amendments to the motion makers: could we devote FY2018 professional development dollars to bring in folks from the algebra project to do some teacher training; could we ensure a math club in the 5 upper schools; and could we have after school tutoring centers. She also raised concern from parents about the status of the co-teaching model in 7<sup>th</sup> and 8<sup>th</sup> grade and could we get that information in the report. Mr. Harding indicated that the first step may be just to get the information and digest it although he appreciated Ms. Dexter's thoughts. That may be a second motion that would address the data that comes back to us. Ms. Bowman noted that this is named in the strategic plan. She asked if we can amend this to say that it clearly connects to the direction of our district planning framework. After discussion, Ms. Bowman moved an amendment, seconded by Mr. Harding, "that all of the reports are tied to Outcome 3 in the District Plan which is the Algebra 1 pass rate". Mayor Simmons moved an amendment to change the summer date to a September meeting, seconded by Ms. Nolan. On a voice vote, the three (3) amendments to **item #17-152** were adopted.

On a voice vote, **item #17-152** was adopted as amended:

Whereas the School Committee has supported the goals first articulated by Bob Moses and The Algebra Project of preparing all students for success by ensuring access to a solid Algebra course by 8th grade and

Whereas the School Committee has articulated the need for personal teaching in any algebra course and

Whereas the goal of algebra for all is to have all students supported and encouraged and able to successfully complete algebra in 8th grade, and

Whereas any algebra course regardless of what grade a student takes it should be equivalent, now therefore the School Committee requests a report by September with the data on pass rates of all students enrolling in CRLS by school by demographic subgroup and further that the report address the concerns raised about the district's upper school math pathway, including the question of how the students are imbued with a growth mindset and given the message that they can accomplish the work, and assurances that the course offered is delivered through in-person teaching with computers used only as support not the main method of instruction, and the instruction covers the same material as the algebra course offered at the high school, thereby enabling students to master the material and be

fully prepared for the next level of math and that all of the reports are tied to Outcome 3 in the District Plan which is the Algebra 1 pass rate.

**#17-153, Joint Motion by Ms. Nolan and Ms. Dexter**, that whereas Participatory Budgeting [PB] has successfully engaged Cambridge residents in the City budget process; and

Whereas the School Committee seeks to empower students and engage CPS high school students in civic life; and

Whereas the first high school PB process in the US was in 2013 in Phoenix Arizona's Bioscience High School and other schools and school districts now use PB to decide on projects to fund;

Therefore be it resolved that the School Committee requests that the CPS administration explore having a student-led PB process at CRLS that would determine how to spend a designated amount of money from either CRLS School Improvement Funds or CPS budget funds.

Ms. Nolan included information on participatory budgeting in schools and school districts as an attachment to this motion (on file in the School Committee office). She commented that we can build on this and learn from others. Now is the time to think about this process. Take a small amount of money and have student led and driven to decide how it is to spend those funds. This fits in with strategic objectives. There is a tried and true method in other cities and in our City. Paul Sullivan commented that this motion excited him greatly. Students get excited about this. He added that this will be well supported by students. They wanted to encourage students to get to meetings and be involved and this will further improve their participation. Mr. Harding moved, seconded by Ms. Nolan, to change "explore having a student-led PB process at CRLS" to explore the possibility of having a student-led PB process at CRLS". Mayor Simmons indicated that she will support this but moved, seconded by Mr. Harding, to delete the words "either CRLS School Improvement Funds" from the last sentence of the motion. On a voice vote, the two (2) amendments to **item #17-153** were adopted.

On a voice vote, **item #17-153** was adopted as amended:

That whereas Participatory Budgeting [PB] has successfully engaged Cambridge residents in the City budget process; and

Whereas the School Committee seeks to empower students and engage CPS high school students in civic life; and

Whereas the first high school PB process in the US was in 2013 in Phoenix Arizona's Bioscience High School and other schools and school districts now use PB to decide on projects to fund;

Therefore be it resolved that the School Committee requests that the CPS administration explore the possibility of having a student-led PB process at CRLS that would determine how to spend a designated amount of money from CPS budget funds.

**#17-154, Joint Motion by Ms. Nolan and Ms. Kelly**, that whereas the city Envision process is focused on Alewife and other neighborhoods and whereas the joint City Council School Committee roundtable included discussion of need for early education facilities and increased enrollment in the school district, the School Committee requests that the city's plans for Alewife include consideration of a possible future need for a public school building.

Ms. Nolan indicated that this was discussed at our roundtable with City Council. Already our school buildings are very full and busing is challenging. With several thousand more units, there will be many families and potentially a whole new school. Ms. Kelly indicated that it's about having the opportunity to sit with the City Council and talk about the school perspective and housing development. The School Committee has an important contribution to make to this conversation. Mayor Simmons moved,

seconded by Mr. Fantini, to add after "Alewife" the words "and the eastern part of the City". Ms. Bowman noted that these are the conversations we've been having in the Building and Grounds Sub-Committee meetings. Part of that conversation was enrollment growth and projections. We can move forward but it lives back with the Building and Grounds Sub-Committee to move the work forward. Mr. Harding asked if the envision process includes the financial process and is there a timeline. Mayor Simmons responded that there are several sub groups which feed into the larger group. Mayor Simmons responded that she will give the information to the Superintendent to send out in the weekly. On a voice vote, the amendment to **item #17-154** was adopted.

On a voice vote, **item #17-154** was adopted as amended:

That whereas the city Envision process is focused on Alewife and other neighborhoods and whereas the joint City Council School Committee roundtable included discussion of need for early education facilities and increased enrollment in the school district, the School Committee requests that the city's plans for Alewife and the eastern part of the City include consideration of a possible future need for a public school building.

On a motion by Mr. Fantini, seconded by Ms. Nolan, on a voice vote, **#17-155**, Report of the May 25, 2017 Governance Sub-Committee Meeting was accepted as presented:

Meeting of the Governance Sub-Committee  
School Committee Conference Room  
Tuesday, May 25, 2017  
10:00 AM – 12:00 PM

Called for the purpose of discussing district fundraising policies. It is anticipated that this meeting will end by noon or earlier.

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

Also Present: Mr. Maloney, Chief Operating Officer; Ms. Spinner, Chief Financial Officer; Mary-Ann Matyas, Friends of VLUS; Kathryn Fenneman, Tutoring Plus; Jane Hirshi, City Sprouts; Jennifer Fries, Cambridge School Volunteers; Rosalie Rippey, Family Communication Manager; Kris Dickson, G&P Friends; Ena Valenzuela, G&P Friends; Natalie Rodriguez, CPort PTO; Elizabeth Liss, CPort PTO; Monica Velgos, CSUS PCO; Connor Dane

Mr. Fantini in the Chair.

A quorum of the Sub-Committee being present, Mr. Fantini called the meeting to order at 10:05 AM. He passed out a Draft Fundraising and Public Solicitation policy, had everyone introduce themselves, and stated that we need to review the policy every year. He discussed the goals and stated that all schools should be governed under the same rules. The meeting was turned over to Mr. Maloney.

Mr. Maloney stated that long held restrictions are becoming more loose than they have been in the past. We cannot choose one vendor over another. When we encourage our students to shop at Whole Foods, the prices are higher. He stated the easiest process today will be to walk through the changes in the File: JJE Draft Fundraising and Public Solicitation handout, (on file in the School Committee office). They are as follows:

Last sentence in second paragraph specifying "Friends Of" organizations, 501(c)(3) organizations, 509(a)(3) organizations and any other groups organized to support CPS – these organizations cannot be eliminated anymore; also some online fees are charging 25% or more where web page donations are collected. It is important for all donors to know where their money is going before the purchase rather than after.

Page 2, #3, and #5 Ms. Spinner added that we need to be clear about defining money sources. When CPS raises funds, it needs to go through the system. When outside agencies provide funds; there are different forms of accepting these funds with a complete set of procedures. She emphasized the point that the source of funding needs to be clear. She is concerned about the language on ticket sales. Mr. Maloney stated that this issue will be in the procedures page instead of in the policy. If it is not a school, it is not a concern.

Elizabeth Liss, Cambridgeport PTO, stated that what applies to 501(c)(3) and what applies to CPS specific fundraising is confusing. It is important to separate them into two policies to eliminate confusion. She appreciates the language of #7 about making events affordable to the entire school community and providing tickets. They make most of their events free, except for one event. There are a number of free tickets given to the family liaison.

Ena Valenzuela agrees with what was stated above. She wonders about the policy for staff and parents writing checks to directly pay an artist or other vendor. Ms. Spinner suggests two sections: CPS initiated funding and Outside Groups initiated funding. It was agreed by all that the clearer the policy, the easier for everybody. Ms. Spinner brought up the fact that some groups that come together to support the schools are not always 501(c)(3). It was brought up that various sports teams use 501(c)(3) platforms to raise funds.

Mr. Maloney stated when it comes to fundraising, there needs to be a distinct difference between staff 501(c)(3) and government/school employees.

Kris Dickson, treasurer of Friends of Graham & Parks raised some questions and issues about how funds should be distributed. Friends of Graham and Parks have set up a separate account at a bank for their principal to receive funds. Their school administrator has reached out for information on what should be done about loans until the requisite funds are available, i. e. when field trips come up, what is the proper process to get money to the vendor before the trip happens? Ms. Dickson stated that the groups going on the field trips have been borrowing from the "Friends Of", but if the trip is cancelled, they are not clear on how reimbursement to "Friends Of" is supposed to happen. Ms. Spinner explained that grant funds should be set up for schools to use for field trips, under normal procedures, which include vetting the check through School Committee, having it recycled into grant funds for a particular school. The problem of collecting money up to the last minute makes it hard to follow the procedures set in place. Ms. Spinner suggested the district may begin to fund each school \$1,000.00 into their student activity account, expecting that money to be there at the end of the school year. It will give the school a cash flow and flexibility.

On Line Vendor fundraising needs to be defined. It was stated that PayPal charges 2%; some others charge up to 20%.

Mary-Ann Matyas, Friends of Vassal Lane Upper School, wants clarity on how the schools access their money; some parents cannot pay for a trip 6 months in advance; what is considered for the classroom and what is considered enrichment. It was stated that overnight field trip funding does not come from a school's general funds, it comes from the school's student activity account. It was also stated that CPS is a well funded school system. Equity issues were discussed. Free and reduced lunches vs. paid lunches are not what they used to be. We equal or are greater in funding than private schools, even though we are still a public school district.

Elizabeth Liss stated she would like not putting a cap on any one school, but having a general fund where costs can be disbursed as needed. It may be helpful for the "Friends Of" groups to have a statement on enrichment.

Kathryn Fenneman, Tutoring Plus, mentioned that all schools are not represented at this meeting and wants to consider those voices; also Tutoring Plus is an independent nonprofit and she is asking for more clarity for what applies to them. Are they ever required to get permission from principals or heads of upper schools to apply for grants in order to provide funding for the staff?

Ms. Rippey stated that schools cannot advertise different organizations' fundraisers. Ms. Spinner stated that the "friends of" groups that are parents' and our partners are not under the same requirements.

Jane Hirschi, City Sprouts, stated there are still many issues that relate to 501(c)(3) that are not in the draft policy and she agrees that in many cases we need separate policies; also there really should be something mentioned about issues that different organizations protect the schools from.

Ms. Spinner stated there is a huge difference between "friends of" groups which consist of parents and organizations that we operate in partnership with CPS in extra-curricular ways. The draft policy presented today is geared more toward "Friends of" groups than to corporate partnerships.

Monica Velgos, Cambridge Street Upper School PCO, stated that she likes the idea of \$1000.00 to each school at the beginning of a school year. It will cut down on a lot of confusion, especially on field trips that happen during the second week of school.

Jen Fries, CSV, stated that she would want legal counsel to look at this policy to examine their status and see if it relates to them. They are a 501(c)(3) and obviously committed to equity. Currently they raise about \$250,000.00 separately from the school district every year, to support their free programs. They target title 1 schools for programs. Their money comes from individuals, foundations, state and federal grants and corporations. It is not always easy to figure out what is corporate or federal fundraising. The Genzyme Foundation was mentioned as an example of a foundation that is also in part a corporation. They have numerous ways to collect money; they are governed by the Attorney General's office and the IRS; they do on line and event fundraising, they have 5 credit card processors which have different fees, they do purchase orders; they are committed to transparency. She doesn't want to make new requirements, but there should be a separate policy from "friends of" groups and their type of organization. She put on her Friends of Amigos hat and stated that they raise money using CrowdRise as their platform. It does not use as many emails, and is relatively inexpensive and easy to use. She mentioned she is interested in knowing more about the times when foundations, like the Boston Foundation, call together nonprofits to see if they should merge. She is interested in knowing what the pros and cons are. Ms. Kelly and Mr. Maloney stated it will be talked about more but it will take time.

Natalie Rodriguez, Cambridgeport PTO, agrees that a lot of wealth is in Cambridge, but there is still a wide disparity of the haves and the have-nots. It was brought up that there are families that need food and no one will deny funding for that, however what group should provide? Mr. Maloney stated that there are a lot of resources in the city, there is emergency funding available through the Human Services Department and there is access to the Cambridge Community Foundation and other social service agencies. The Family Liaisons meet monthly, they can set aside time to address these issues. It was also mentioned that since there have been cuts to food stamps, grocery cards have been issued to certain families at Thanksgiving as an emergency request. Ms. Kelly stated that we need to have a protocol for what is going to happen to some families with possible upcoming federal cuts.

Jane Hirschi noted that City Sprouts also serves Boston Public schools and programs that are not part of any school. There is no advertising. Where does fundraising come from? It was also brought up that CSV does not use students or teachers for fundraising.

Ms. Rippey asked if it would be helpful to include language that states relief efforts are not required of the "Friends Of" groups at different schools. She was part of the rescue team for the fire victims in Cambridge. She wonders if it would be helpful to add language on relief efforts. Friends of Groups should not have to do this type of fundraising. Ms. Liss responded that they had a lot of fire victims at her schools and they did not use PTO raised funds. All PTO funds are for enrichment. Many schools had families that were involved in the fire. It was stated that if the staff knows what to do, or are properly trained, all is good. If families need food no one will say no. Mr. Maloney added that this is a separate issue; we may need an interim policy.

Kris Dickson asked about the weekend backpack program. Fundraising is done throughout the entire district.

Ms. Valenzuela asked for clarification on #4 on page 1 – Ms. Spinner added that if a custodian has to be there, who pays for the overtime. State law states use of the space is fine, but the pay for the security or custodian has to come from the one using the space. Ms. Spinner indicated that the online policy, which will include a procedures manual and cost schedule, will explain all requirements in detail.

On a motion by Mr. Fantini, seconded by Ms. Kelly, the meeting adjourned at (11:30 AM)

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

- Fundraising and Public Solicitation (Draft) File: JJE

Adjourned  
Dosha Beard  
Confidential Secretary to the School Committee

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

On a voice vote, all resolutions were adopted as follows:

**Motion by Mayor Simmons**, seconded by Mr. Harding, that the School Committee hereby goes on record in expressing its deepest condolences to the family of Nancy Beckford for their loss.

**Motion by Ms. Dexter**, seconded by Mr. Fantini, whereas Dr. Weaver, a long-time and beloved history teacher at CRLS, is retiring this year and Thursday will be her last day at the high school. That the School Committee congratulates her on a remarkable career and thanks her for all she has done for students, inspiring them to pursue what she calls “hidden histories” narratives of struggle that need to be learned and told. (by Paul Sullivan)

**Motion by Ms. Dexter**, seconded by Mr. Harding, whereas June 2017, marks the end of the fifth year of the middle-school model in the Cambridge Public Schools; and

Whereas creating four new upper schools and reconfiguring Amigos’ middle school grades required creating new school communities, faculties, curricula, and traditions; and

Whereas this incredible work could not have been done without the talents and efforts of Cambridge’s middle school administrators, educators, staff, parents, and students;

Therefore be it resolved that the Cambridge School Committee commends and expresses its deep gratitude to all members of the Cambridge Public School community, educators in particular, who worked so hard and with such commitment to create new upper schools and a new middle school program in Cambridge.

**Motion by Ms. Dexter**, seconded by Ms. Nolan, that the School Committee hereby goes on record in expressing its thanks to Shady Hill School for the donation given to the Cambridge Rindge and Latin School in support of the Educators of Color Conference.

**Motion by Ms. Bowman**, seconded by Ms. Nolan, that the School Committee hereby goes on record in expressing its congratulations to Amigos School 7<sup>th</sup> grader Siroun Johnson, who won the top prize at the Massachusetts Middle School Science & Engineering Fair on Saturday, June 3<sup>rd</sup>, in Worcester.

#### **11. Announcements:**

Mr. Harding asked to go on record in thanking Superintendent Salim for his efforts during his first full year. He also thanked the CRLS and Central Office administration for the accommodations made for the class of 2017 in recognizing Davonte Neal and his family.

Mayor Simmons handed out a flyer announcing the 20<sup>th</sup> Annual City of Cambridge Dance Party being held on Friday, June 30, 2017 from 7 pm to 11 pm in front of City Hall. (on file in the School Committee office)

Mayor Simmons handed out a flyer announcing a Panel Discussion on the New MA Equal Pay Law on Wednesday, June 28, 2017 from 6 pm to 8 pm in the Dr. Henrietta S. Attles Room, 459 Broadway, Cambridge. This is offered in partnership with the City of Cambridge, the YWCA and the Cambridge Commission on the Status of Women. (on file in the School Committee office)

## 12. Late Orders:

Ms. Nolan placed the following motion on the calendar:

**Motion by the Governance Sub-Committee**, seconded by Mr. Harding, that the School Committee appoint Doshia E. Beard as Executive Secretary to the School Committee upon the retirement of Judith Martin, Executive Secretary to the School Committee, on December 7, 2017. This appointment is conditioned on the ability of the School Committee and Mrs. Beard to reach a negotiated agreement. Mrs. Beard's first day as Executive Secretary will be December 8, 2017.

On a voice vote, the following motion was adopted:

**Motion by Mr. Harding, Ms. Kelly and Mr. Fantini**, that the School Committee directs the Superintendent to conduct an analysis and a review of teacher turnover at CRLS with particular focus on teachers of color. Mr. Harding shared that it is time to look at the problems identified and to get accurate information on what is going on in the district. We understand that some of these conversations will be difficult. Ms. Kelly wanted to add that there is already a conversation in the community regarding this issue so we need to clarify it. Ms. Dexter noted that this is aligned with the framework moving forward.

## Distributed Back-up Documents/Handouts:

- ✓ Revised Multi Year District Plan (Kenneth N. Salim)
- ✓ CPS District Planning Process Proposed School Committee Timeline SY17-18
- ✓ Comments made by Dan Monahan, CEA President, during public comment

## E-mail communications received:

- Email from Wilford Durbin re following up on resiliency discussion
- Email from Lauren K Gibbs re why are teacher of color leaving CPSD
- Email from Jean Cummings re teachers of color
- Email from Sarah Block re June 20, 2017 agenda comments
- Email from Dave Murdoch re misplaced EpiPens at Cambridgeport
- Email from Daniel Michaud Weinstock re thought about the district plan
- Email from Sen Lin Blankinship re issues with this year's Chinese Immersion lottery

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

Mayor Simmons announced that at 5:30 p.m. the School Committee met in Executive Session for the purpose of discussing strategy with respect to an arbitration petition filed by AFSCME, Council 93, Local 1611 as part of collective bargaining as an open meeting may have a detrimental effect on the litigation strategy and bargaining strategy positions of the School Committee and that no votes were taken.

Ms. Kelly moved, seconded by Ms. Bowman, to suspend the Rules to extend the time of the Regular Meeting to 11 PM. It was voted to suspend the Rules for the reason stated.

The Chair entertained a motion to enter into Executive Session for the purpose of hearing a Level III Grievance (AFSCME, Local 1611, Council 93) as part of collective bargaining and for the purpose of

discussing strategy with respect to this Level III grievance as an open meeting may have a detrimental effect on the bargaining and litigation strategy positions of the School Committee.

The Chair announced that votes may be taken in Executive Session and that we will return to this Regular Meeting in open session to ratify any votes.

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

The Chair called a recess at 9:55 PM to enter Executive Session.

The time for recess having expired, the Chair returned to the regular order of business.

Mayor Simmons announced that no votes were taken in Executive Session.

On a motion by Ms. Bowman, seconded by Ms. Dexter, it was voted to adjourn the open session (10:56 PM).

Judith T. Martin  
Executive Secretary to the School Committee