

**CAMBRIDGE
SCHOOL COMMITTEE****(Official Minutes)****Regular Meeting****October 1, 2019**

Called for 6:00 p.m. in the Dr. Henrietta S. Attles Meeting Room, Cambridge Rindge and Latin School, 459 Broadway, Cambridge, for the purpose of discussing any and all business that may properly come before the Committee.

Members Present: Ms. Bowman, Ms. Dexter, Mr. Fantini, Ms. Kelly, Mr. Kimbrough, Ms. Nolan, Mayor McGovern, (~~ABSENT~~).

Student School Committee Representatives Present: Ms. Green and Mr. Kanner

Vice Chair Kelly in the Chair

A quorum of the School Committee being present, the Chair called the meeting to order at 6:00 p.m.

1. Public Comment:

The following individual was heard:

- Lisa Downing, Clay St., re: **C19-272**, left a statement on Dyslexia screening and invited the Members to come to Lighting it up Red

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

2. Student School Committee Report:

Mr. Kanner reported that: Student Government has two new Student Advisors, Ms. Roache and Ms. Nocomorah.

The detention policy was discussed, unfortunately, nothing was settled. Two years ago, after school detention was changed to lunch detention. Now it will go back to after school detention. Teachers can refer their students to their Dean of Students. The criteria for detentions is up for debate.

Mr. Kimbrough asked if the students could speak more on the detention policy and asked what the terms are around the new policy.

Mr. Kanner responded that there were two very different opposing sides. One side felt it was going to be used primarily against students of color and the other side felt it was completely necessary.

Ms. Green reported that: The BSU will be publishing the Cambridge Minority Report to celebrate the success of the BSU and also to highlight the struggles. The Members will be invited and they hope all will be in attendance.

Ms. Bowman wants to make sure our administration is working in partnership with the BSU, she brings this up remembering the video that happened last year. She requests the administration to be proactive to make sure all of the consents are in place.

Ms. Green clarified that the next Minority Report will be in writing and not a video.

Dr. Salim stated that detention used to be held during the day, it was decided that lunchtime detention was not very effective. Dr. Turk explained that she and Dr. Salim are always updated on the progress.

The Administration Council group is working on how to make this particular practice of disciplinary actions successful.

Mr. Kimbrough asked if to the Superintendent's knowledge, if disciplinary action as opposed to restorative justice has been more successful.

Dr. Salim was not able to answer that question. He feels that although there are times that detention can be an effective strategy, it does not always look the same.

Ms. Nolan mentioned the fact that she has not heard the word policy and/or policy change. Has the School Committee voted on this? She is hoping for a report on it and is also hoping for the ability to vote on this as a policy

Ms. Bowman wants Ms. MacFarlane to explain the difference between a district wide policy and school wide policy.

3. Presentation of the Records for Approval:

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

- Retreat on Strategic Outcomes, September 10, 2019
- Regular Meeting, September 17, 2019

Mayor McGovern in the Chair

4. Reconsiderations: None

5. Unfinished Business/Calendar:

C19-272 Motion #19-236 by Committee Member Dexter that the following be placed on the Calendar: That whereas the School Committee has expressed concern about the Cambridge Public Schools practice of suspending students in grades PreK-2, a practice abolished in some other districts, the Committee requests data from the Administration from the 2017-2018 and 2018-2019 school years on the total number of PreK-2nd grade students who were suspended one or more times in either or both of these years, with, if possible, specification of the number of these suspended PreK-2nd grade students who were African American/Black or Latino boys. This data is requested by October 15, 2019. (9-17-19 Dexter)

Discussion followed on **#19-236**.

Committee Member Dexter motioned to amend **#19-236**, seconded by Ms. Nolan, adding after African American/Black or Latino boys the language **as well as any data on informal suspensions if available**. The amendment was adopted on a unanimous voice vote.

Ms. Nolan reminded those assembled that they used to get information on this on a regular basis instead of having to make a motion for it. There used to be annual and/or biannual discipline reports. She is not sure about the informal suspensions.

Ms. Bowman stated that she would prefer to have data on all sub-groups that includes all cohorts including girls, kids with disabilities etc. to get a sense of how it impacts one subgroup over the other.

Ms. Bowman moved, seconded by Ms. Nolan, a second amendment, to strike **who were African American/Black or Latino boys** and replace it with the language **across all demographic subgroups**. The second amendment was adopted on a unanimous voice vote.

Mr. Fantini asked if the October 15, 2019 deadline is enough time. He would also like to know how one or ten days is decided for the length of days suspended.

Ms. Bowman wants to know what happens when the data is received. Ms. Bowman suggested that this issue should be referred to a Sub-Committee to turn into a policy.

The Mayor informed everyone that because the public is also interested in this issue, motion **#19-236** cannot be answered in the Weekly.

Committee Member Dexter stated that some districts have policies as it relates to this age group. On a voice vote, motion **#19-236** was adopted as amended.

Motion #19-236 by Committee Member Dexter that the following *be removed from the Calendar and adopted as amended*:

That whereas the School Committee has expressed concern about the Cambridge Public Schools practice of suspending students in grades PreK-2, a practice abolished in some other districts, the Committee requests data from the Administration from the 2017-2018 and 2018-2019 school years on the total number of PreK-2nd grade students who were suspended one or more times in either or both of these years, with, if possible, specification of the number of these suspended PreK-2nd grade students **across all demographic subgroups, as well as data on informal suspensions if available**. This data is requested by October 15, 2019.

C19-273 Motion #19-237 by Committee Member Dexter, that the following be placed on the Calendar: That whereas the School Committee has expressed ongoing concern about the CRLS practices of reducing grades for high school students who are frequently absent or tardy without accepted excuses (Attendance Violations), the School Committee requests data from the Administration from the first and second semesters of 2018-2019 on the total number of students whose grades were reduced due to Attendance Violations, as well as these grade reduction frequencies disaggregated by gender, race, income, ELL status, and disability status. This data is requested before October 15, 2019. The School Committee further requests that, going forward, this data be provided to the School Committee after each semester of the 2019-2020 school year, in order for the School Committee to evaluate the effect of the new Attendance Violation policy. (9-17-19 Dexter)

Discussion followed on **#19-237**.

Committee Member Dexter refreshed the assembly's memory on what happened during the AV *Ad-Hoc* Sub-Committee meetings and mentioned that the Members were still concerned about grade reduction.

Dr. Salim spoke on buybacks being worked out with Deans of Students, describing the process of pulling data together as too labor intensive and overwhelming with the frequency asked for during the middle of the year or the end of a semester while school is in session and many new things are happening. They are trying to timeline some of those systems. It will be better to give an end of year report with the requested information. The staff needs more time to dive into the 7 outcomes that are part of the district plan.

Mayor McGovern asked Committee Member Dexter about the sentence that reads **data be provided after each semester** since Dr. Salim just stated that is asking too much. The Chair asked if she would like to offer an amendment.

Committee Member Dexter stated that she would like to hear from other the two Sub-Committee Members, Vice Chair Kelly and Ms. Nolan.

Vice Chair Kelly responded that she got a different impression on the emphasis of the Sub-Committee meetings, she was more focused on how the adults were building relationships with the students.

Ms. Nolan answered that she appreciates the work of protecting students that are about to or are in the process of AV'ing. She doesn't understand why this is a manual data entry issue. Why is this not

embedded in the ASPEN system? She is concerned that our system does not incorporate all of this data. This is a critical piece of under functioning technology.

Mr. Kimbrough is very confident that ASPEN can accommodate all that Ms. Nolan just spoke of. He feels it is a question for the Administration. If you are a parent that receives phone calls about your child's absence from school, the data is in there.

Committee Member Dexter made note of the fact that Dr. Salim and Mr. Kimbrough don't agree about the ease or difficulty of the ability of ASPEN to provide data. In terms of grade reduction, she does not want to wait another 2 ½ years to find out how things are going, she is speaking only for grade reduction and nothing to do with relationships. She is hoping for last years report sometime this fall.

Dr. Turk clarified ASPEN's functional capabilities. Dr. Turk explained that Dr. Salim and Mr. Kimbrough are speaking about two different functions of ASPEN. Mr. Kimbrough is correct that the technology can accommodate providing information on the amount of Attendance Violations. Dr. Salim is correct that the challenge for an immediate report about punishment and how to provide supports for each individual child can only be done manually. The technology to record that type of data is not in ASPEN, however there are records created and maintained manually by the Deans. If both of those described functions are being asked for from ASPEN, then the request is more nuanced.

Committee Member Dexter made it clear that she is only interested in grade reduction. Her Motion is about a student that is going from a B to a C or a C to a D; and how many students are being penalized by grade reductions. Is that being recorded? Is the data readily available?

Dr Turk stated that is certainly helpful, when she was reading the Motion that was not her interpretation.

Mr. Fantini wants the report to also represent trending. If the numbers of AV's are going down it would reflect the policy is working.

Ms. Bowman feels it is a very important Motion. Based on all the other data inquiries, this will be too onerous; she is concerned that we may not realize how much we impose on the Administration's time. Ms. Bowman will vote against this Motion only because she feels we are asking too much from our Administration.

Ms. Nolan motioned, seconded by Committee Member Dexter to strike the last sentence ***The School Committee further requests that, going forward, this data be provided to the School Committee after each semester of the 2019-2020 school year, in order for the School Committee to evaluate the effect of the new Attendance Violation policy.*** On a voice vote, six Members voting YEA, Ms. Bowman voting NAY, the amendment was adopted. On a voice vote, six Members voting YEA, Ms. Bowman voting NAY, **#19-237** was adopted as amended.

C19-273 Motion #19-237 by Committee Member Dexter, that the following be ***removed from the Calendar and adopted as amended:***

That whereas the School Committee has expressed ongoing concern about the CRLS practices of reducing grades for high school students who are frequently absent or tardy without accepted excuses (Attendance Violations), the School Committee requests data from the Administration from the first and second semesters of 2018-2019 on the total number of students whose grades were reduced due to Attendance Violations, as well as these grade reduction frequencies disaggregated by gender, race, income, ELL status, and disability status. This data is requested before October 15, 2019.

C19-274 Motion #19-238 by Mr. Kimbrough, that the following be placed on the Calendar: Whereas the Cambridge Public Schools has created the strategic objective of creating stronger relationships with community partners and creating a more culturally competent workforce; Be it resolved that the Cambridge Public Schools will work with DHSP and other non-profit organizations that the district gives financial assistance to create a policy where participation can lead to earning high school credit; and

Further, that the high school will look to create an after-school focus group around race and equity in which CRLS students and teachers can earn credit towards graduation and professional development points (PDP's) with the desire to begin both opportunities beginning in the 20-21 school year. (9-17-19 Fantini)

Discussion followed on **#19-238**.

Ms. Bowman stated that because of some history we have already suffered through at CRLS, she does not believe that our educators, although very competent and professional in their own areas of education, can facilitate the very sensitive conversations on issues of race. She requests that a professional with the skill set to manage the hurt, blame, pain etc. be hired to lead these conversations because the past conversations did not lead to healing.

Mr. Kimbrough mentioned someone was supposed to be hired to support students that may be dealing with trauma from the experiences of micro-aggressions and wondering who that person is that can do this work.

Ms. Bowman feels it is important for our leadership to determine and identify who the experts are.

Mayor McGovern feels since it doesn't say outside experts there is flexibility on who the experts are – they can be inside and outside experts.

Dr. Salim responded they reached out to a couple of organizations, not only for the students, but also for administrators. Based on the scope of work, they decided not to secure the services of either of those firms. They reached out instead to Dr. Amante and her expertise in DEEP. In terms of students, he does not know of a specific organization along these lines. Dr. Salim added that they are in the process of developing, as part of the core curriculum, a course on racial equity to be primarily focused on our new educators and educators that are new to CPS.

Ms. Nolan asked for a point of information and offered to strike ***Be it resolved that the Cambridge Public Schools will work with DHSP and other non-profit organizations that the district gives financial assistance to create a policy where participation can lead to earning high school credit and*** on a voice vote, the amendment to strike the last sentence in the first paragraph was adopted.

Mr. Kimbrough moved to strike the language ***an after school focus group*** and replace it with ***a course*** On a voice vote, the second amendment was adopted.

Ms. Bowman moved to add the language ***that is supported by race and equity experts*** after the words ***a course***. On a voice vote, the third amendment was adopted.

Ms. Nolan moved to remove the language ***Further be it resolved*** and replace it with ***Be it resolved*** On a voice vote, the fourth amendment was adopted.

On a voice vote, Motion **#19-238** was adopted as amended.

That the following be removed from the Calendar and adopted as amended.

Whereas the Cambridge Public Schools has created the strategic objective of creating stronger relationships with community partners and creating a more culturally competent workforce;

Be it resolved that the high school will look to create ***a course supported by race and equity experts*** around race and equity in which CRLS students and teachers can earn credit towards graduation and professional development points (PDP's) with the desire to begin both opportunities beginning in the 20-21 school year.

6. Awaiting Reports:

#19-205, Joint Motion by Ms. Nolan, Vice Chair Kelly and Mr. Fantini

That whereas the district has a commitment to all learners; and

Whereas the position of lead teacher for advanced learners has not had stable leadership for some time;
and
Whereas the district has been reviewing protocols to address advanced learners needs;
Whereas at times circumstances are such that students' needs cannot be met in a classroom;
That the School Committee request, before the next school year begins, a report on recruitment efforts for the position, on supports for learners, including existing statistics on existing plans, and future updates to procedures, policies and protocols, including changing the existing system of relying on parents and guardians to identify students, which is inherently inequitable, and to ensure transparency and clarity, and under what circumstances a student may advance a grade. Passed Over.

Discussion followed on **C19-205**

Ms. Nolan requests a report before she leaves the School Committee.

C19-210 That the following be adopted as amended:

Due to legislation passed by the State Legislature that requests early screenings of students to identify if they have dyslexia,

That the Superintendent take appropriate steps to ensure that students are screened and that students who are identified receive appropriate and timely supports and that training and support for teachers is in place. Superintendent will report back on how the district will comply with the present law by the Regular meeting in November. Passed Over.

7. Superintendent's Agenda:

7a. Presentations: District Plan Update: Social Emotional Learning & Student Climate Survey.....

Alice Cohen,
Lead Teacher for Social Emotional Learning,
Jennifer Amigone,
Director of Research, Assessment & Evaluation,
Dr. Carolyn L. Turk,
Deputy Superintendent

The Chair turned the presentation over to Dr. Salim who introduced a new member, Ms. Ayesha Hurry, Director of Positive Behavior Interventions and Support (PBIS), and framed the meeting. The slides of the PowerPoint presentation are on file in the School Committee office and the presentation slides are also on video and can be found on the School Committee website embedded within the video of the Regular Meeting for October 1, 2019.

The presentation ended and the Mayor opened the floor for questions.

Ms. Bowman asked about exclusionary discipline and/or cultural responses. She shared that she had an incident with her own child in an afterschool program, sometimes the teachers don't know they are operating in bias and they will not know until they are told. Her question is whether or not the Social Workers have the skill set to change the behavior.

Ms. Cohen responded that teachers can call each other out. The culture is being developed to make it part of our norms as a means to create behavioral change.

Ms. Bowman wants to know as we expand; we need to build the capacity to recognize errors, how do we make it district wide. We need to shift the culture of the Cambridge school community, not just school by school.

Ms. Cohen feels that it will not be a big stretch. It does not fall wholly on the Social Worker; the Principals are included in the process also. The practice is what needs the focus. There needs to be more self reflection.

Ms. Bowman stated that it is hard to call someone out in love. How do we make anyone feel comfortable doing something that awkward?

Ms. Nolan commented on the data; it is not always about numbers, it includes behavior. What are the growth mindset definitions? She referred to talent as something that a person is born with as opposed to someone being disciplined enough to achieve by having a high level of intelligence.

Ms. Amigone responded that the survey questions largely came from Panorama and the questions are based on a national level. Growth mindset is a term from Panorama not CPS.

Mr. Kimbrough asked if our kids have a working definition of talent when they are asked these questions.

Ms. Amigone answered no they don't.

Ms. Nolan asked what are their thoughts on students answering 74% this year as being unfavorable to learning from 71% from last year.

Ms. Amigone answered it also includes the middle value of being neutral.

Dr. Salim responded that overall with the student data, it is administered once a year, teachers have to incorporate student goals as part of the data on their Student Improvement Plans (SIPS). They provide the format and structure because it shows how students are thinking about student to student relationships.

Mr. Fantini is curious about Panorama, are we tied to them over three years and if they leave us, do we get to keep all of the data?

Ms. Amigone stated that we already have all of the data and we are allowed to keep it.

Mr. Fantini does not know about the data because it is not placed against another school. If this is a National Organization, where do we stand?

Dr. Salim stated they have different banks; each bank has certain data with their questions. School Climate is an important bank that provides certain data.

Mr. Fantini also asked if all schools are doing Positive Behavior Interventions and Support (PBIS).

Ms. Hurry stated only three elementary schools; the K/Lo, Morse, and Fletcher Maynard are doing PBIS right now.

Committee Member Dexter asked about the Conflict Mediator. Two people that were working with her retired, do we need more people in that area and how much training is needed. She also noticed that there are more changes in 6th and 8th grades. She would like to go deeper into those grades with gender in the same way they did with race.

Dr. Turk shared one example of how data is used in schools; they use data to give a different way to close the achievement gap.

Mr. Kimbrough was saddened by some of the data he saw here, but he is not surprised. He has heard stories of African American students in middle schools being called "*nigger*" and nothing is being done about the student that experiences this trauma, is the student's tension an appropriate response? He asked what is being done about areas where CPS admits it needs to be strengthened, specifically exclusionary treatment. Is detention at CRLS held in a trauma sensitive environment?

Ms. Cohen answered yes in many ways, but there is more work to be done. There are more tier 1 students needing support.

Mr. Kimbrough asked, for students who are experiencing trauma at CRLS, and are acting out, and expressing hurt, is detention an appropriate response? He explained that going back to earlier remarks on exclusionary discipline; we are preventing students from doing things after school, he considers it exclusionary. He doesn't need to look at the data to know those are our kids of color and our poor kids that are in detention more often. Mr. Kimbrough emphasized strongly that he would like to see the Social Workers in our schools become full time.

Ms. Cohen felt put on the spot, but she tried to answer stating it depends on a few factors. She needs to know in what ways a student earns a detention and what happens during detention. She also would want to know what steps are planned for the student to prevent detention in the future and also what tactic can we come up with to give the student something else instead of detention. Ms. Cohen also stated that punishment rarely changes behavior.

Ms. Bowman asked to what cohort is this test being administered?

Dr. Salim answered that it is the 6th and 7th grade students. We can go back to the 8th graders to see if they have grown or not, but the test is anonymous.

Ms. Bowman believes discipline is very complex because it gets into family norms. Discipline unto itself is not a bad thing, that being said, when discipline is disproportionately administered to the same one cohort of students; that is where the problem comes in, and those conversations need to be separated.

Ms. Cohen speaks of discipline as punitive its not the same as systems of accountability. Discipline and punishments are not the same, we need to be careful that the two words are not interchanged.

Mayor McGovern spoke on the school climate 46% of the district average, what about where each school is.

Ms. Cohen stated that Principals have access to that data.

Mayor McGovern would also like to see the survey itself so he can have an idea of what he is looking at. He referenced that 49%our kids have stated the physical space in their school is not pleasant. That is a quick fix if we know who said it. He recognized how hard it is to be a part time Social Worker in a school; he cannot see how it is done as a ½ time employee in a school. He agrees with Mr. Kimbrough and would really like to see the part time Social Workers become full time.

Ms. Green asked about the social awareness data; she referenced when others disagree with you how respectful are you of their views. She shared that arguments have happened that did not get resolved due to the inability to see the other point of view. This is scaling upward year by year; conversations become heated when talking about race, gender and sexuality in the classroom. Students feel targeted when other students are not willing to accept their difference of opinion. Sometimes a student has to leave the classroom. Ms. Green wonders if these areas are going to be addressed more.

Ms. Cohen responded that they are being addressed now as skills in social competency and they are very important to develop. It can be hard to agree to disagree; they are skills that need to be taught.

Ms. Green also asked about the Girl Groups.

Ms. Cohen answered that she and Ms. Hurry are going to set up some girl communities that will help the girls get together.

The questions and answers portion of the evening ended and the Mayor declared a five minute recess

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

7b. CPS District Plan: None

7c. Consent Agenda:

Ms Nolan moved, seconded by Mr. Fantini, to bring the Superintendent's Agenda forward for discussion and adoption. No recommendations were removed.

On the following roll call vote, items **19-241** through **19-250** were adopted as presented: Ms. Nolan YEA; Ms. Bowman YEA; Ms. Dexter YEA; Mr. Fantini YEA; Ms. Kelly YEA; Mr. Kimbrough YEA; Mayor McGovern YEA.

#19-241, Agreement between the Cambridge School Committee and Cambridge Food Service Association Regarding Clarification of Calculations for the Increase in the Hourly Wage for the Heads of Kitchen-Cook/CRLS Station Lead: that the School Committee approve the Agreement between the Cambridge School Committee and Cambridge Food Service Association Regarding Clarification of Calculations for the Increase in the Hourly Wage for the Heads of Kitchen-Cook/CRLS Station Lead as detailed in the agreement.

#19-242, Agreement between the Cambridge School Committee and Cambridge Education Association Units A&B and Unit E Regarding Graham & Parks Alternative School Silica Issue: that the School Committee approve the Agreement between the Cambridge School Committee and the Cambridge Education Association Units A&B and Unit E Regarding Graham & Parks Alternative School Silica Issue, as detailed in the agreement.

#19-243, Special Needs Contracts for Day and Residential Program Services not Available from the Cambridge School Department: that the School Committee award contracts to the institutions as detailed in the list in amounts not to exceed the shown rates, having been approved by the Operational Services Division of the Commonwealth of Massachusetts, funds to be provided from the General Fund Budget and/or Grant Fund Budget.

	<u>#</u>	<u>Amount</u>
Day Program Tuition Contracts	1	\$55,726.46
Residential Program Tuition Contracts	1	66,871.00
45 Day Program Contracts		
Total	<u>2</u>	<u>\$122,597.46</u>

#19-244, 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:

Cambridge Public Health, 119 Windsor St., Lower Level, Cambridge, for the period September 1, 2019 to June 30, 2020, in the amount of \$76,602.24.

#19-245, 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, Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with:

Applied Behavioral Counseling, 1970 52nd Street, Brooklyn, NY, for the period July 1, 2018 to June 30, 2019, in the amount of \$60,000.00.

#19-246, Contract Award: that the School Committee award a contract to the following vendor for Educational Support, funds to be provided from the General Fund, Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with:

Youth Guidance, 1 N. LaSalle Street, Suite 900, Chicago, IL, for the period September 1, 2019 to June 30, 2020, in the amount of \$104,065.00.

#19-247, Contract Award: that the School Committee award a contract to the following vendor for Educational Services, funds to be provided from the General Fund, Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with:

Signet Education, LLC, 1132 Massachusetts Avenue, Cambridge, for the period September 23, 2019 to June 30, 2020, in the amount of \$26,400.00.

#19-248, Approval of Gift to the Cambridge Public Schools: that the School Committee accept and approve an in-kind donation of 14 pieces of musical equipment, including two electric guitars, a bass guitar, speakers, amplifiers, a digital recorder, digital drum boxes, pedals, and cables made by an individual donor to the Visual & Performing Arts Department.

19-249, Grant Award: that the School Committee accept and approve the grant award in the amount and for the period indicated.

FY20 Special Education Early Childhood Allocation, for the period September 1, 2019 to June 30, 2020, in the amount of \$57,625.00. Project/Grant SC20607.

Description: The SPED Early Childhood Allocation Grant will fund a .005 position for services to one eligible early childhood student attending an elementary school (required Proportionate Share). The balance will be used for family engagement and curriculum materials, conference attendance and professional learning on inclusive, culturally responsive practices in early childhood.

#19-250, Grant Award: that the School Committee accept and approve the grant award in the amount and for the period indicated:

FY20 Circuit Breaker Allocation, for the period October 1, 2019 to June 30, 2021, in the amount of \$5,791,385.00. Project/Grant SC20776.

Description: The state's Special Education Circuit Breaker program, managed as a grant, reimburses local school districts for a portion of their costs of educating high-needs special education students. The state aims to reimburse, subject to budget appropriation, 75% of district costs in excess of four times the state average foundation budget per pupil as calculated under state law. This year's initial FY20 reimbursement is currently set by the state at 75%. The Circuit Breaker budget in any given year reflects the district's reimbursement for prior year expenses. All Circuit Breaker funds are budgeted for tuition.

8. Non-Consent Agenda: None

The Mayor announced that the School Committee may entertain a motion to convene in Executive Session during the Regular Meeting on Tuesday, October 1, 2019, in the School Committee Conference Room, 459 Broadway, for the purpose of contract negotiations with non-union personnel (Superintendent of Schools). The School Committee will reconvene in Open Session after the Executive Session adjourns. Votes may be taken in Executive Session along with a vote to adjourn from the Executive Session and return to the Open Session. On the following roll call vote, the Members voted to enter Executive Session: Ms. Nolan YEA; Ms. Bowman YEA; Ms. Dexter YEA; Mr. Fantini YEA; Ms. Kelly YEA; Mr. Kimbrough YEA; Mayor McGovern YEA.

Mayor McGovern declared a recess.

The time for recess having expired, the Committee of the Whole reconvened in Open Session.

The Chair announced that School Committee met in Executive Session, and the School Committee has reached an agreement with Superintendent Dr. Kenneth Salim, effective as of July 1, 2020.

Mayor McGovern entertained a motion to enter into a contract with Dr. Kenneth Salim, Superintendent of Schools, for three years beginning on July 1, 2020. On a motion by Mr. Fantini, seconded by Ms. Nolan, on the following roll call vote, it was voted to confirm the negotiated contract as presented for Dr. Kenneth Salim as the Superintendent of the Cambridge Public Schools effective as of July 1, 2020: Ms. Nolan YEA; Ms. Bowman YEA; Ms. Dexter YEA; Mr. Fantini YEA; Ms. Kelly YEA; Mr. Kimbrough YEA; Mayor McGovern YEA.

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

The Mayor returned to the regular order of business.

On a motion by Ms. Nolan, seconded by Mr. Fantini, to bring the School Committee Agenda before us for discussion and adoption, on a voice vote, the School Committee Agenda was brought forward. Mayor McGovern removed **#19-251**.

#19-251, Motion by Mayor Marc C. McGovern, that the School Committee may consider the adoption of a proposed contract for Superintendent Dr. Kenneth Salim.

The Mayor explained that there needs to be an amendment to the contract to fill in the blanks in the first sentence adding **October 1, 2019** as the date of this agreement and under section #1 Employment, as the date of the meeting, **October 1, 2019** both on the first page. On a voice vote, the amendment to the contract was adopted.

Mayor McGovern gave highlights of Dr. Salim's contract, which includes a three year contract starting this year running through July of 2022, with a salary of \$245,531.00, an additional 2.5% cost of living increase per year, and the possibility of an up to 1% bonus based on performance. Everything else remains the same from the previous contract. The contract will be made public on line once it is ratified with the School Committee Members at the first Regular Meeting in October.

Mayor McGovern entertained a motion to enter into a contract with Dr. Kenneth Salim, Superintendent of Schools, for three years beginning on July 1, 2020. On a Motion by Mr. Fantini, seconded by Ms. Nolan, on the following roll call vote, it was voted to ratify the negotiated contract as amended for Dr. Kenneth Salim as the Superintendent of the Cambridge Public Schools effective as of July 1, 2020: Ms. Nolan YEA; Ms. Bowman YEA; Ms. Dexter YEA; Mr. Fantini YEA; Ms. Kelly YEA; Mr. Kimbrough NAY; Mayor McGovern YEA.

On a motion from Mr. Fantini, seconded by the Mayor, on a voice vote, it was voted to suspend the Rules for the purpose of reconsideration of the foregoing vote. The Rules having been suspended for the purpose stated, on the following roll call vote, a Motion to reconsider the foregoing vote, hoping the same would not prevail, failed of adoption: Ms. Nolan NAY; Ms. Bowman NAY; Ms. Dexter NAY; Mr. Fantini NAY; Ms. Kelly NAY; Mr. Kimbrough YEA; Mayor McGovern NAY.

The Mayor returned to the Regular Order of Business.

Dr. Salim thanked the Committee for voting to let him continue serving the School Committee, he is happy that they have made a lot of progress so far and also recognizes there is still a lot more to do and he believes we are heading in the right direction. He wants to provide the same opportunities to our young people that he had and that his parents did not have. We have been bold in speaking about systemic oppression and racial equity in our schools, and he feels we have developed a set of measureable outcomes that are the focus of our schools. He thanked his team, partners, and CPS educators and he looks forward to continuing this very important and very difficult work.

On a motion by Mr. Fantini, seconded by Ms. Dexter, on the following roll call vote, it was voted to authorize the Mayor to sign the negotiated contract as presented for Dr. Kenneth Salim as the Superintendent of Cambridge Public Schools on behalf of the Committee: Ms. Nolan YEA; Ms. Bowman YEA; Ms. Dexter YEA; Mr. Fantini YEA; Ms. Kelly YEA; Mr. Kimbrough YEA; Mayor McGovern YEA.

Ms Bowman moved, seconded by Ms. Nolan to place the remainder of the School Committee agenda on the Calendar. On a voice vote, items **19-252**, **19-253**, and **19-254** were placed on the Calendar.

#19-252, Motion by Mr. Fantini, that the School Committee go on record as opposing the granting of a recreational cannabis dispensary at 966 Cambridge Street because of its proximity to the King Open Complex, numerous preschools and the Frisoli Youth Center. There is also significant neighborhood opposition.

#19-253, Motion by Ms. Nolan, that whereas summer learning and encouragement to read throughout the summer break is an important value and an effective way to prevent summer learning loss and; Whereas the School Committee endorses high expectations and standards for all students and; Whereas the expectations for the summer of 2019 for upper school students were higher than for high school students, the School Committee requests a report on summer reading expectations with a plan to ensure higher expectations for all high school students before next summer, 2020.

#19-254, September 12, 2019 Communication Sub-Committee Report

10. Resolutions (letters of congratulations, letters of condolence): None

11. Announcements:

Ms. Nolan announced that the Grand Opening of the Cambridge Street Upper School will be on October 26, 2019 at 11:30 a.m.

The Mayor announced the following:

Light It Red for Dyslexia at 6:00 p.m. on October 4, 2019 Cambridge will light up City Hall in Red to mark World Dyslexia Day. Please come and join us, and wear red to signify your support for dyslexia awareness as we launch a month of activities taking place in schools, libraries, and the community.

First Annual CAP (Children of Addicted Parents) Walk! The walk will be held on Saturday, October 5, 2019. Starting at University Park, 65 Sidney Street and ending at the Boston Commons where there will be speakers and refreshments.

Cradles to Crayons Drive from October 1st to October 18th – provides children from birth through age 12, living in homeless shelters or low-income situations, with the essential items they need to thrive.

American Red Cross Mayor's Cambridge Community Blood Drive October 2, 2019 from 3:00 – 8:00 p.m. at the Citywide Senior Center, 806 Massachusetts Ave., Cambridge. Schedule appointment at www.RedCrossBlood.org

The Rib Fest is on Sunday, October 6, 2019, RSTA always wins something; placing every year at 1st 2nd or 3rd, so lets support our kids.

Late Orders:

It was voted to adopt and Calendar the following:

Motion by Mr. Kimbrough to suspend detentions at the high school until we get a report back that
a). they are trauma sensitive and
b). they are focused on targeted interventions.

Ms. Nolan seconded, and then immediately Calendared the late motion because a substantive Policy Order needs more time to accomplish the requisite pre work.

Motion by Mr. Fantini, seconded by Mr. Kimbrough, to send a letter of congratulations to Mr. Joseph Pagliaro for 50 years coaching golf for CPS.

Motion by Mr. Kimbrough to send thoughts to Coach Kerry Leary who is battling cancer, she is a graduate of cps, coaches boys volley ball and in that capacity has won several state volley ball championships, and has impacted many scholars. She has always been an advocate for our scholar athletes as being scholars first and athletes second.

12. Communications from City Officers: None

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

- Agenda
- PowerPoint Presentation on Social Emotional Learning and Student School Climate Data

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

- ✓ Lisa Downing, Dyslexia Legislation

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

- Piotr Mitros, supports **C19-272, C19-273, C19-274, #19-205, C19-210, and #19-253**
- Geeta Pradham, supports **#19-251**
- Bridget Rodriguez, supports **#19-251**
- David Maher, supports **#19-251**

On a motion by Ms. Bowman, seconded by Mr. Fantini, it was voted to adjourn (9:20 p.m.)

Attest:



Dosha Beard
Executive Secretary
to the School Committee