



**C A M B R I D G E
S C H O O L C O M M I T T E E
(Official Minutes)**

Regular Meeting

October 15, 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

Also Present: Ms. Green, Mr. Kanner Student School Committee Representatives

Mayor McGovern in the Chair

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

The Mayor announced that there was an article on the first page of the Cambridge Chronicle regarding an incident involving some swastikas at CRLS. Mayor McGovern wants the Cambridge Community to know that the school community does not tolerate this type of behavior. It is not being brushed under the rug, it is still under investigation.

1. Public Comment:

The following individuals were heard:

- Gerry McDonough, Hollis Street, re **C19-293**, represents Advasa MA that plans to open a cannabis business in Cambridge. They have been working on this project for over a year, there is a buffer zone around all schools and you need to own or rent from someone who owns it as opposed to renting from a non-owner. They are lucky to have two owners that are willing to rent to them. They have made changes in their plans; they will keep their business closed when children are commuting to school in the mornings and commuting away from school at dismissal time. They have a security team that will be around the building at all times. He stressed the importance of knowing the Economic Empowerment Clients as it relates to hiring, training and giving a market value wage to all employees. They meet all requirements of the zoning laws and the business permitting rules that have been established; they just want to be good neighbors. They intend to keep cannabis away from young people.
- John Sprague, **C19-293**, works for the Edward Davis Company, named after the former Police Commissioner in Boston during the Boston Marathon bombing. He has substantial experience in high profile cases and law enforcement consulting activities, which includes operating cannabis dispensaries and growth facilities. Mr. Sprague is in charge of the cannabis project and he is a retired lifelong detective for the MA State Police and is an Attorney. They will be available here in Cambridge to interact with the community and make sure they are good neighbors. He met with Police Chief Branville, who supports their efforts and grants access of his staff at anytime they may need it. The Edward Davis Company has a strong relationship with the police and fire chief.
- Shannel Lindsay, **C19-293**, an attorney and member of the MA Cannabis Advisory Board, she is part of a women led and owned business team. Over the years, the laws have been developing. They are giving back through their personal lives, will make sure to provide equity with the Economic Empowerment Hiring group to hire people with CORI's and high marginalized communities and have dedicated themselves to making sure no harm will come to any community; and are here today because of the concerns and opposition to the store. They have designed the operation of the business based on the concerns of the Cambridge citizens. First and foremost, it will not impact the school; they will close during the hours that students are commuting to and from school.

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

2. Student School Committee Report:

Mr. Kanner reported on the Cambridgeport School community racial incidents, he followed up with the Principal and was told that the incident was reported, it was taken care of, disciplinary action was taken and then it becomes confidential. The Mayor suggested that he speak with legal staff also to get more understanding of the privacy laws.

Ms. Green reported that on Tuesday, October 29, 2019 at CRLS at 6:30, the BSU will be hosting their desks for a meeting with School Committee Members that are running and are currently on the School Committee, it is open to the public for a conversation between incoming members etc. so far seven of eleven people have responded.

3. Presentation of the Records for Approval:

On a motion by Ms. Dexter, seconded by Ms. Bowman, the Minutes of the October 1, 2019 Regular Meeting were accepted as presented.

On a motion by Mr. Fantini, seconded by Ms. Nolan, on a voice vote, the Rules were suspended to bring the presentation on Building Equity Bridges forward.

4. Superintendent's Agenda:

7a. Presentations: District Plan Update: Building Equity Bridges Project

Findings & Next Steps.....Kenneth N. Salim,
Superintendent of Schools
Khari Milner,
Co-Director, Cambridge Agenda for Children
Tessa Bridge,
Nellie Mae Building Equity Bridges Grant Coordinator
Dan Monahan,
President Cambridge Education Association

The Chair turned the meeting over to the Superintendent, who introduced all members on the panel. The Superintendent plans on having a follow-up retreat with the School Committee in early 2020. There will also be a video in the body of this presentation. Sadly the vision is not always the reality for everyone in our community.

The presentation is on file in the School Committee office and can also be viewed online. There is also a Building Equity Bridges Project overview, March 2018-June 2019 handout (on file in the School Committee office). The entire presentation has been videoed and is online on the School Committee website embedded in the video of the October 15, 2019 Regular Meeting. The presentation ended.

The Mayor opened the floor for questions:

Ms. Nolan asked if anything was learned that they can change because of the challenge.

Ms. Bridge answered that this was like flying a plane while building it. The workshops happened immediately after school hours which did not include students. Also, they are looking forward to working with existing youth organizations to help build up their voices.

Mr. Fantini asked where is the School Committee's participation and role in this? He also pointed out that School Committee wants all students to have high achievement, but without equity it cannot happen. Mr. Fantini asked for a point of information as to whether or not the nine barriers to equity are the same as

the root causes. It was answered in the affirmative. He asked how to categorize the nine barriers. Mr. Fantini understands that the CRLS students want to start school at a later hour.

Mr. Milner stated that he did not want to overly simplify or misrepresent any root cause or any of the barriers. They are trying to find out exactly what folks are feeling harmed.

Mr. Monahan stated that the specifics will come out of the organizing during the rest of this year. He would also encourage the School Committee to be thinking about some ways their processes can be more inclusive and can reach out to under-populated members.

Mr. Milner stated that School Committee could listen to what the young people are saying and make sure their voices are being leveraged.

Vice Chair Kelly reflected on the need of the School Committee to minimize the benefits of whiteness in order to lessen the differences of all people.

Mr. Kanner asked, under priorities to destruct barriers, he wants to know how student groups can do that.

Mr. Monahan stated that students will be part of the design team.

Ms. Bowman felt it was a missed opportunity to leave the School Committee out of the process. She feels they need to be included in the conversations because they set the tone for the district. If we are going to get serious about these difficult issues, we need to figure out how to talk to each other.

Committee Member Dexter asked what the Math Matters for Equity is.

Dr. Salim answered that it is one of the priorities they are engaging district wide. Our responsibility of understanding the mathematics curriculum does not rest only on the shoulders of the math teachers, it includes everyone making sure that our students do not develop a mindset that will not allow their thought processes to believe "I am not a math person."

Mayor McGovern stated that comparing the last meeting to this one, it was across the board that students of color in our system are very unhappy. Another role the School Committee can play in processing the budget, are that we allocate enough resources to this work. We use a coaching model for academia, and sports, we should be using coaches for equity outcomes.

Vice Chair Kelly would like to encourage the School Committee to agree to feel uncomfortable individually and as the Committee of the Whole – if we can do that, it can move us forward. She suggested that the Committee review all of the policies in the spring. Confront the barriers and we can create significant change.

The Mayor returned the meeting to the regular order of business.

5. Reconsiderations: None

6. Unfinished Business/Calendar:

C19-293, #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. (Bowman, 10-1-19)

Discussion followed on **#19-252**.

Mr. Fantini stated that after he knocked on the doors of the two streets that abut this facility, it was clear that the neighbors did not want the facility here. It is too close to day care centers, pools, and there is

already a lot of traffic congestion etc. He had hoped that the Company Evasa would have found another location and thereby not have a need to vote on this issue. There was not a lot of time to vote on this since the last meeting on July 26th. The original distance was 500 feet; it was changed to 300 feet to allow it to be able happen.

Mayor McGovern provided background on this issue that has been on the City Council Agenda for many months. He acknowledged the reduction of the state buffer zone from 500 feet to 300 feet was carried out by a 8-1 vote for the reduction. The buffer zone made this location meet zoning requirements. They are not allowed to advertise. ID's are required for entry and purchase. The Chair mentioned that there is a lot of revenue to be gained from this industry. Cambridge residents voted 70% to approve legalized marijuana usage, but when it comes to opening the stores, the same Cambridge residents are against it. He will not support this Motion.

Ms. Nolan stated that the City Council did a comprehensive review on this. The appropriate place for this discussion is with the City Manager not the School Committee. These are the exact types of applicants that we want to open these stores. Keep in mind that liquor stores are also nearby and they don't bother folks. Traffic is a temporary issue. It is not up to us to approve. She also will not be supporting this Motion. They are following the state mandate requiring Cambridge to supply at least 8 cannabis stores to open in the city.

Ms. Bowman mentioned that she is a land use professional. She knows how difficult it is to identify a site that will allow this type of facility. She understands this is an emerging industry, and scary to some people; she will not support the Motion because the School Committee is imposing itself where it does not belong.

The Mayor stated that the citizens in opposition should be willing to sit at the table and have a conversation with the suppliers.

Committee Member Dexter stated that she is reassured. She is uncomfortable about cannabis coming to anywhere in Cambridge period, but she understands that the times and the laws are changing.

Mr. Fantini stated that he hopes there will be more meetings; the last one was on July 26. Even though there are some accommodations being made, and they are appreciated, the King Open does have an after school program, so the problem still remains. On the following roll call vote, **#19-252** failed of adoption: Ms. Bowman NAY; Ms. Dexter NAY; Mr Fantini YEA; Ms. Kelly NAY Mr. Kimbrough NAY; Ms. Nolan NAY; Mayor McGovern NAY.

C19-294, #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. (Bowman, 10-1-19)

Vice Chair Kelly in the Chair at 8:00 p.m.

Discussion followed on **#19-253**.

Ms. Nolan stated that she does not understand why we are requiring our students at the high school to read one book over the summer.

Dr. Salim responded that when this was brought to the attention of the district, the website was changed. Broader reading experiences will enhance more reading.

Committee Member Dexter stated she hopes that the research will be brought into the ELA curriculum and would like to leave this motion at the discussion level. There was a request for a point of information from Mr. Fantini asking if Committee Member Dexter was offering to have this Motion placed on file. Committee Member Dexter leaves that option up to the Motion maker. Hearing no Motion, on the following roll call vote, #19-253 failed of adoption: Ms. Bowman NAY; Ms. Dexter PRESENT; Mr. Fantini NAY; Ms. Kelly NAY; Mr. Kimbrough YEA; Ms. Nolan YEA; Mayor McGovern ABSENT.

C19-295, #19-254 September 12, 2019 Communication Sub-Committee Report (10-1-19, Bowman)
On a motion by Mr. Fantini, seconded by Mr. Kimbrough, on a voice vote the Communication Sub-Committee Report was accepted as presented:

**Communication Sub-Committee Report
September 12, 2019 @ 5:45
School Committee Conference Room**

Called for the purpose of reviewing the Social Media Policy, explore info-graphics design campaign to increase student awareness on district policies, and to discuss district communication scheduling for important dates throughout the school year.

Members Present: Ms. Bowman, Ms. Dexter, Ms. Nolan (ABSENT)

Also Present: Ms. MacFarlane, Mr. Maloney, Mr. Smith, Ms. Green, Mr. Monahan, Ms. Waters,
Mr. MacLaury (teacher), Ms. Rippey

A quorum of the Sub-Committee being present, Ms. Bowman called the meeting to order at 5:45 PM and read the call of the meeting.

Ms. Bowman explained how she structures her meeting, did introductions and turned the meeting over to Ms. Green.

1. Explore Info-graphics Design Campaign to Increase Student Awareness of District Policies:

Ms. Green handed out two examples that MIT has posted on all bathroom stall doors. Many students do not report incidents involving bullying, sexual harassment, race discrimination, sexual orientation, religion, etc. so these incidents are not dealt with in an official capacity according to the students. The 2016 Teen Health Survey stated that 56% of students that were bullied took no action because they did not know where to begin. The process is confusing to report incidents and she thinks the info graphics makes it clear. The students want to know what action is taken by Administration and where they can get help and support along the way. This will help at the middle and elementary schools too. There should be policy awareness pages.

Ms. Bowman spoke to Ms. Green about the Technology Department helping and possibly having a pilot program where groups of students can collaborate over the next six months with the Graphic Arts Department. And possibly put three policies together to be implemented; Sexual Harassment, Discrimination and Bullying.

Ms. Dexter agrees to move forward.

Ms. Rippey stated that the Graphic Arts Department already has many projects to do and the curriculum is already set so it would be hard for them to do it unless people want to volunteer their time. She loves the idea of the students developing the content and we need a process for Ms. MacFarlane to review it.

Ms. Waters added the ICTS Department could work with students to create a Google doc.

Ms. Rippey can make copies for schools, tell parents, and spread the word. She thinks they should start at the high school first.

Ms. Bowman wants the Bullying flyers to be district wide.

Ms. Waters said regarding distribution she can post it to the web, on each school page, in school newsletters and can make different ones for elementary and the high school.

Ms. Bowman wants an infographic to be handed to people and wants to roll out multiple policies.

Ms. Dexter said parents and teachers can support students, maybe put in the handbook.

Ms. Rippey added we have the micro-aggression brochure and likes the idea of starting with policies. It is different flow chart for students and staff.

Ms. Bowman thinks staff can read a policy book.

Mr. Monahan loves the idea of an infographics flowchart for both students and staff. It could help explain the policy. This is policy and/or procedures, which is sometimes included in a policy.

Ms. Green explained many times things are done behind the scene and students don't know about it.

Ms. Bowman asked Ms. MacFarlane if she and Ms. Green go thru the policies, highlight important information and design something if she could review it.

Ms. MacFarlane sees her role as reviewing the final version to edit the document if things need to be changed.

Ms. Bowman asked for volunteers to be on the sub-committee of the sub-committee. Ms. Bowman and Ms. Green will send the information to Ms. Waters for graphic design and a flow chart using the MIT document as an example and make something more cartoonish for elementary students.

2. Review Proposed Social Media Policy:

Ms. Bowman handed out two copies of the policy for the Sub-Committee to review.

Ms. Dexter is confused by what is policy and what are guidelines. Number 3 says it is a guideline but staff/student relationships is a policy that needs to be clarified because on the first page it says not to have any kind of online relationship. Page 3 needs to be clarified it says we discourage staff from having online friendships with students. Page 2 # 2, 3, 4, 5, and 6 posting any photo, video or recordings of student voice is not ok.

Ms. Bowman thinks CPS staff should know to follow the media release policy.

Ms. Dexter thinks it needs to be very clear that the staff cannot use the CPS logo for personal reasons and should be at the beginning on the 1st page as things you may not do; it is on the 3rd page now.

Ms. Bowman explained that page 1 and 2 are policies and page 3-6 are guidelines that supports the policy. They will clarify that.

Ms. Rippey has some comments/edits that she will give Ms. Bowman to make changes. On page 2 of the redline version #1 says Inappropriate online contact or communications; It is not true that any contact with students is not improper.

Ms. Bowman agrees to switch page 2 #1 and 1b.

Ms. Rippey thinks they should add examples of non-approved contact or communication on social media.

Ms. Bowman responded it is easier to define what is not appropriate conduct. It is hard to define what you cannot do.

Ms. Dexter suggested we need to distinguish you cannot have any contact what so ever that is not appropriate on personal social media.

Mr. Maloney agrees with moving #2 up. We list some examples of egris behavior, there is much more subtle behavior that can lead to inappropriate things. It is designed to protect the staff person. Use approved official communication on CPS media.

Ms. Bowman said our information is subject to public record and could get complicated if you use outside platforms.

Mr. Maloney stated 1/3 of our employees are not in the classroom; he likes how it says as a public employee but wants it highlighted/emphasized.

Mr. Smith proposed in the same section under examples of inappropriate contact it needs to be after it. It says once the CPS communication tool is launched but it may not be approved, it is confusing.

Ms. Bowman replied it was added because the CEA travels with students.

Mr. Smith noted on Pg. 5 E#4 mentions actual tools, we should not list the names of explicit tools as they can change and we don't want to have to amend the policy; we could add a link to the site.

Ms. Rippey added there is a button on the website with the most current list in the "for staff" section.

Mr. Maloney proposed to clarify under General Policy #2 where it says the Superintendent and School Principals it should say all department heads and heads of upper schools and in fairness to educators, students and support staff. Use all staff educators or support staff. We have custodians that are only a couple of years older than students. Wherever we can clarify it is helpful.

Ms. Waters stated page 4 #1 should say Media Release approved images. It should say send to the office of Information, Communications, and Technology Services. Where it says web services it has been changed to Design and Creative Services. E2 add "share in school newsletters". On page 3 change the title of the department and add comma after Information.

Ms. Bowman stated on page 2 #1 Ms. Allen could not be here tonight but felt it was important to add phone with "social media, email, text, phone or other electronic means". I know a phone can be used for social media. Should we keep it in? It is slightly different from social media. Any thoughts? Ms. MacFarlane thinks it should be kept in.

Ms. Dexter commented on page 4 under "Do Not Friend Students" is a policy not a guideline, Is #1 a policy to send media releases to ICTS? Is that OK?

Ms. Waters answered the CPS Facebook page is monitored and posted by us. Ms. Dexter asked can staff put it on their own page? Ms. Waters replied No. Ms. Dexter suggested under E1 should be policy not guidelines. Page 5 do all media for clubs and teams need to go thru ICTS? Ms. Waters answered yes. Ms. Bowman will add under General Policies on page 1 "all staff including after school activities and teams".

Mr. Monahan thanked them; the creation of a new policy is hard work and should be done well. He appreciates how far it has come. He already sent in specific comments to Ms. Bowman but can highlight a few of the key ones. Inappropriate contact or communication has already been said here. Previously he sent it to the entire School Committee but will send it again.

Ms. Bowman said if there are specific line items you can specify it or you can email it. He will highlight being clear about the difference between a guideline and policies. Last page under G Labor Laws & Employee Unions has to do with the policy because it has to be a key piece. Waiting for new approved technology communication. Teachers cannot text with students or families using their personal phone and families appreciate that. It is critical for teachers to communicate with students. We need something. Ms. Bowman said if an educator or staff member wants to communicate with a parent but not with a minor. Mr. Monahan if you want communication to be protected it should only be done on school media. Note that we aren't there yet but at some point we will be. If you pass a policy that says you can't do that it will completely change how educators interact with families.

Ms. Bowman said it is for parents not students; 17 and under needs parental approval. Don't take parents out of the conversation; it is about protecting staff. Mr. Monahan thinks it would happen with families as well. Ms. Bowman doesn't agree.

Ms. Rippey replied educators are discouraged from giving out their personal cell phone number. They can send text messages and give their office number to contact them. She doesn't know what is new about this, it keeps with the policy we have now.

Mr. Monahan said some teachers use texts. We need to do more education and provide more resources and supports for that. There is a difference in policy and practice and what we do. We need to include communications with families as well as students.

Ms. Bowman thinks it becomes an issue because we don't have someone to monitor this. The challenge is when a situation happens and it blows up. We need to let people know what the regulations and policies are. It is our responsibility to protect staff and students.

Mr. Smith added there are two separate policies. One is these are the approved communication mechanisms to interact with students and parents when it has to do with the educational record. We try to keep up with technology and provide adequate tools to meet the need. Texting is a quick way to communicate. We are addressing it with new technology and are hopeful, possibly in December, after they fix things in the Pilot we can adopt it for the whole district. We don't want to approve it and have it fail like last year. To secure all communication there is a hole there because of the growth of technology. The new policy on the appropriate use of technology by lack of approved tools. The union said in public comment about not having the approved communication needs he would like it separated. There may be other needs beyond holes at the classroom level that we may have missed.

Mr. Monahan echos what Mr. Maloney said we need clarity and highlight the guidelines. Educators struggle because we are asking them to build relationships with students yet we don't want them to build inappropriate relationships, it is a gray area.

Ms. Rippey likes that language from an employer's standpoint it is impossible to distinguish between a friendly inquiry about a student's summer and grooming as a predatory behavior. She asked Ms. Bowman why she did not like the teacher asking how was your summer vacation. Ms. Bowman answered she thinks it is a different conversation. It should not happen on a social media platform. Mr. Maloney said it would be easy when they read the examples but there is no prohibition just stay off just use CPS social media.

Ms. Dexter suggested adding an explanation that this policy is to protect CPS employees and students from any legal or inadvertently exposing confidential information or being sued for discrimination. Ms. MacFarlane does not agree that you cannot be sued; it does not mean it is a valid suit. Ms. MacFarlane said there is language for that.

Ms. Bowman replied when you post things it could be used in deceptive ways. We need to start thinking that way to protect our employees and children.

Mr. Monahan added many clubs and coaches don't have access to CPS social media just their own phones. They should have email accounts. Mr. Maloney will talk to Mr. Arria about that. Ms. Bowman added we have a Google platform and should explore google voice. Mr. Smith will look into it.

Mr. MacLaury supports everything Mr. Monahan said and the comments he sent on July 30. The general idea of the policy is important however, the way it is written raises serious questions of the School Committee's understanding of the internet and social media in 2019 and beyond. Page 4 (not red lined version) D suggests employees post on their social media a statement to dissuade students, parents, guardians/caregivers from friending them. A single post is not visible to all. There is no discussion through means other than posting but there are many ways to engage from a "like, emoji, or re-tweet". Because of this lack of nuance, the policy would have to be either interpreted to mean that all social media engagement is a "post" or that only explicitly "posting" is covered. This policy will not be comprehensive and fall prey to interpretation that could be abused or neglected as the School Committee sees fit in different situation.

Ms. Bowman replied under the "Don't Friend Piece" the spirit was if a student reaches out to a staff member but we can change some of the language.

Next step: Ms. Bowman will work with Ms. MacFarlane. We will meet in October for a final read before making a recommendation to the School Committee.

Ms. Rippey has small rephrasing edits. Ms. MacFarlane will do the edits.

Ms. Bowman tabled agenda item #3 to the next meeting. We will do a doodle poll. Ms. Dexter said all Thursday's are full of election things.

Ms. Dexter motioned to adjourn at 7:10 PM seconded by Ms. Bowman.

Respectfully submitted,

Terry Gist
Confidential Secretary to the School Committee

Documents on file in School Committee Office:

Agenda
2 MIT Flyers
Comments from Mr. MacLaury
Draft Copy of Social Media Policy
Draft Redlined Copy of Social Media Policy

C19-296, Late Order by Mr. Kimbrough, that the following be placed on the Calendar:

That detentions at the high school are suspended until the School Committee gets a report back that

- a. They are trauma sensitive, and
- b. They are focused on targeted interventions (Nolan, 10-1-19)

Mayor McGovern in the Chair at 8:15 p.m.

Discussion followed on **C19-296**.

Mr. Kimbrough asked Principal Smith to speak before the Committee.

Principal Smith spoke on detention during and after school. He explained the difficulty of having detention during the day, at lunchtime for 30 minutes, and informed the body that detention after school is

for 60 minutes. Their idea is not to put the students in a room; there is a referral form, used to explain what type of detention each student will receive. Most (18) referrals are based on cutting class. In the past, there was a process, whereby if you did not show up for your detention, it doubled, and could lead to an out of school suspension. They don't do that anymore; they want an accountability response. Principal Smith does not believe in punitive measures. He also informed the Members that earlier today, he was given a CRLS bathroom pass from the staff at Broadway Market. That lets you know that the student obviously did not use a bathroom located on school grounds. They are not moving students from lunch time detention to something that leads to out of school suspension. He is open to other conversations related to detention.

Ms. Bowman will not support this Motion because it needs to be rooted in a policy.

Committee Member Dexter asked whether the detention is trauma sensitive and are they focused on targeted interventions?

Principal Smith responded that they go through the different referral processes. He trusts that his Deans go through the referrals and get to the root of the issue. There is not a standardized protocol related to each student.

Mr. Kimbrough spoke to his experience as a student and a staff member: as a student he went into a room and tried not to fall asleep before it was over. As a staff member it was better; he wants to know what it looks like now.

Principal Smith stated that they used to attach tardiness and other behavior problems that got a kid into detention. The room would be full of about 40 – 50 students. Now the numbers are much lower. There is no longer the tardy line, the AV system has changed. Behavior that does not impact academic success, no longer gets a student detention. Once a kid is in detention, there are conversations, no sleeping, instead the teacher or Dean gets to talk to the student about how to keep this from happening again and there is an opportunity for homework help. Deans also do 1:1 tutoring help and there is a homework center on detention nights.

Mr. Kimbrough also wanted to know if there is any written plan when a student is engaging with a Dean of Students about what they are going to do. He hopes when promises are made, they are written and given to parents as an accountability document that the faculty and parents can use to hold students responsible.

Principal Smith answered that after they have the conversation to change the behavior, and it keeps happening, this is evidence that detention is not perfect. The referral system in the past was not catalogued or kept as to reasons and consequences. As it relates to the pass to the bathroom being found in Broadway Market; this is data that can be used and maybe the Administration needs to provide snack breaks during the day maybe during CM Blocks.

Mr. Kanner stated that the main reason for students being sent to detention is disruptive behavior and asked does the administration look at whether the student is getting the same detention from the same teacher all of the time.

The Principal answered in the affirmative. They are keeping that data. Most staff members are having conversations about behavior before making a referral for detention.

Mr. Kanner asked that if out of 30 referrals, 18 of them were for cutting class, what were the other 12 for.

Principal Smith answered: Forging a pass, inappropriate classroom behavior, being off campus, hallway wandering and extended bathroom breaks.

Ms. Green noticed that in the student handbook, they don't list the reasons for detention but they are listed on the referral form, and she wonders why.

Principal Smith clarified that these are referrals, not assignments. The Deans will have to follow up in order to make it become a detention assignment. They will rectify the disconnection between the student handbook and the referral form.

Ms. Green asked what the process is of deciding whether or not there will be detention.

Principal Smith responded that it is up to the Dean to speak to the student about this before the Dean evaluates the perspective of the teacher and the student.

Mr. Kimbrough would like to have Dr. Salim respond to what Ms. Cohen stated, at a previous meeting, on the fact that punishment doesn't change behavior. He wants to know if Dr. Salim wants to move forward with a different and more transparent way of doing things.

Dr. Salim added that students reflect on their behavior; and they also understand the triggers that may exist for that behavior. The role of Deans of Students are to be trained in this work, they engage in it every day, use a supportive approach and at the same time, hold the students accountable of where they should be in the building and balance it back and forth.

Mayor McGovern stated punishment is to control behavior and make someone pay a price. Discipline is to change behavior and offer a better way of life. Punishment and discipline are two words that are usually interchanged. Why do we have kids in the hallways instead of where we feel they should want to be? Mayor McGovern wonders whether this motion is a policy or practice.

Committee Member Dexter offered an amendment, seconded by Ms. Nolan, to add at the end ***the School Committee requests a memo reporting on whether detentions are trauma sensitive and focused on targeted interventions. This is requested by December 1, 2019.***

Ms. Bowman stated we need a working group to look at the data. Once the data is examined, what is the end result? What happens to the data? We need to use a holistic approach as to how we are going to use that data to improve.

Mr. Kimbrough is concerned that the data is not going to look different; we already know how it looks. That is why he is urging that this become a policy that is responsive enough to make the students feel better about their experience in detention and CPS. He doesn't want to drag the Principal through another Sub-Committee after what he went through on the AV Sub-Committee.

Ms. Nolan suggested that the Committee ask the Superintendent, Mr. Kimbrough and Principal Smith to meet and give a recommendation to the Committee of the Whole instead of creating a working group, Sub-Committee or rewriting a policy.

Ms. Bowman appreciates this part of the conversation because it is demonstrating a body that works together. How do we make determinations to suspend a detention policy without having the basic data information? It seems premature to act before looking at the data and then creating a policy.

Principal Smith clarified that for the past 3 years, we had detention during lunch. Beginning this past September, CRLS has shifted back to after school detention with referral forms (to be used as data collection devices) from the Teacher to the Dean for a detention assignment. Detention is the umbrella that has three options under it.

1. The student can elect to go to the homework center; as a detention,
2. Go to the Dean for a conversation; as a detention,
3. Go to the teacher; as a detention.

Mayor McGovern wants to see the demographics of who gets referrals from whom and then a further breakdown of how many are referred to detention vs. the homework center vs. something else and what do those demographics look like. That would be the way to know if this approach is working. On the following roll call vote, the amendment to add the language ***the School Committee requests a memo reporting on whether detentions are trauma sensitive and focused on targeted interventions. This is requested by December 1, 2019.*** failed of adoption: Ms. Bowman NAY; Ms. Dexter YEA; Mr. Fantini NAY; Ms. Kelly NAY; Mr. Kimbrough NAY; Ms. Nolan YEA; Mayor McGovern NAY.

Mr. Kimbrough asked for a point of information on what was just decided in the roll call.

The Mayor clarified that the amendment failed so nothing was decided; we return to a roll call vote on the original (main) Late Order. On the following roll call vote, Late Order C19-296 failed of adoption: Ms. Bowman NAY; Ms. Dexter PRESENT; Mr. Fantini NAY; Ms. Kelly NAY; Mr. Kimbrough YEA; Ms. Nolan NAY; Mayor McGovern NAY.

7. 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; and

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

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

C19-272 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. It was determined that this data was satisfactorily provided in the Weekly and can be removed.

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. It was determined that this data was satisfactorily provided in the Weekly and can be removed.

7b. CPS District Plan:

7c. Consent Agenda:

Moved by Ms. Nolan, seconded by Mr. Fantini, on a voice vote, the Superintendent's Agenda was brought forward for discussion and adoption. Mr. Fantini removed **#19-267** and **#19-269**.

On the following roll call vote, **#19-255** to **#19-266**, **#19-268** and **#19-270** were adopted: Ms. Bowman YEA; Ms. Dexter YEA; Mr. Fantini YEA; Ms. Kelly YEA; Mr. Kimbrough PRESENT; Ms. Nolan YEA; Mayor McGovern YEA.

19-255, Approval of Agreement between the Cambridge School Committee and the CEA, that the School Committee approve the Agreement between the Cambridge School Committee and the Cambridge Education Association Units A&B In Accordance with the Provisions of the May 16, 2017 Side Letter Regarding the Establishment of a Cambridge Rindge and Latin School ("CRLS") Extracurricular Committee, as detailed in the agreement.

#19-256, Approval of Agreement between the Cambridge School Committee and the CEA Units A&B, that the School Committee approve the Agreement between the Cambridge School Committee and the Cambridge Education Association Units A&B Regarding Appendix C of the Collective Bargaining Agreement, as detailed in the agreement.

#19-257, Approval of Agreement between the Cambridge School Committee and the American Federation of State, County and Municipal Employees, AFL-CIO, Council 93, Local 1611 Regarding Resolution of Case No MUP-18-6793, that the School Committee approve the Agreement between the Cambridge School Committee and American Federation of State, County and Municipal Employees, AFL-CIO, Council 93, Local 1611 Regarding Resolution of Case No. MUP-18-6793 Pending before the Massachusetts Department of Labor Relations, as detailed in the agreement.

#19-258, Contract Award, that the School Committee award contracts to the institutions as detailed in the list in amounts not to exceed the shown rates, having been approved by the Operational Services Division of the Commonwealth of Massachusetts, funds to be provided from the General Fund Budget and/or Grant Fund Budget.

	<u>#</u>	<u>Amount</u>
Day Program Tuition Contracts	2	\$143,566.61
Residential Program Tuition Contracts	1	420,004.82
45 Day Program Contracts		
Total	<u>3</u>	<u>\$563,571.43</u>

#19-259, Contract Award, that the School Committee award a contract to the following vendor for Transportation Services, funds to be provided from the General Fund Budget, Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with:

J.S.C. Transportation Services, 224 Calvary Street, Waltham, for the period August 15, 2019 to June 30, 2020, in the amount of \$35,100.00.

#19-260, Contract Award, that the School Committee award a contract to the following vendor for Professional Development, funds to be provided from the General Fund Budget, Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with:
Cambiar Education dba Onward Corporation, 4653 Carmel Mountain Road, Ste. 308-97, San Diego, CA, for the period July 1, 2019 to June 30, 2020, in the amount of \$40,000.00.

#19-261, Contract Award, that the School Committee award a contract to the following vendor for Computer Hardware, funds to be provided from the General Fund, Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with:

PJ Systems d/b/a HiQ Computers, 477 Riverside Avenue, Medford, for the period, October 15, 2019 to October 15, 2020, in the amount of \$138,750.00.

#19-262, Contract Award, that the School Committee award a contract to the following vendor for an Academic Enrichment Program, funds to be provided from the General Fund Budget, Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with:

City Sprouts, 1035 Cambridge Street, Cambridge, for the period, July 1, 2019 to June 30, 2020, in the amount of \$127,000.00.

#19-263, 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 Behavioral Counseling, 1970 52nd Street, Brooklyn, NY, for the period July 1, 2019 to June 30, 2020, in the amount of \$60,000.00.

#19-264, Contract Award, that the School Committee award a contract to the following vendor for Translation Services, funds to be provided from the General Fund Budget, Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with:

Baystate Interpreters, Inc., 55 Lake Street, Gardner, for the period July 1, 2018 to June 30, 2019, in the amount of \$39,185.25.

#19-265, 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, 2018 to June 30, 2019, in the amount of \$27,916.25.

#19-266, Grant Award, that the School Committee award a contract to the following vendor for Professional Development, funds to be provided from the General Fund Budget, Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with:
The Management Center (TMC), 1920 L Street NW, Washington, DC, for the period November 1, 2019 to March 31, 2020, in the amount of \$35,000.00.

Description: The Perkins Grant will be used to purchase equipment and supplies for student use in Chapter 74 approved programs, including , Health Assisting, Visual Design, Computer Science, Culinary Arts and Engineering. In addition, funds will support registration for professional development courses as well as stipends for an Internship Coordinator, after-school Specialized training and professional learning.

#19-268, Grant Increase, that the School Committee accept and approve the grant increase in the amount and for the period indicated:

Broad Institute of MIT and Harvard, for the period September 1, 2019 to June 30, 2020, in the amount of \$7,000.00. Project/Grant SC20153.

Description: This grant will be used to pay for a stipend for a teacher to run an after-school coding club at the Putnam Avenue Upper School. The INCREASE of \$2,500 will pay for a stipend for an after-school coding club at Cambridge Street Upper School.

8. Non-Consent Agenda:

Recommendation #19-267, Grant Award, that the School Committee accept and approve the grant award in the amount and for the period indicated: FY20 Occupational Education Vocational Skills, for the period, October 15, 2019 to August 31, 2020, in the amount of \$92,108.00. Project/Grant SC20606.

Description: The Perkins Grant will be used to purchase equipment and supplies for student use in Chapter 74 approved programs, including , Health Assisting, Visual Design, Computer Science, Culinary Arts and Engineering. In addition, funds will support registration for professional development courses as well as stipends for an Internship Coordinator, after-school specialized training and professional learning.

Discussion followed on **#19-267**.

Mr. Fantini asked about the part where it states funds will support registration for professional development courses as well as stipends for an Internship Coordinator, after-school specialized training and professional learning. Mr. Fantini would like to know more about what the Internship Coordinator will be doing.

Superintendent Salim responded that there is a new staff member that will be doing that position. He will do the follow-up and give the Committee more information on this position. On the following roll call vote, **#19-267** was adopted: Ms. Bowman YEA; Ms. Dexter YEA; Mr. Fantini YEA; Ms. Kelly YEA; Mr. Kimbrough YEA; Ms. Nolan YEA; Mayor McGovern YEA.

#19-269, Grant Award, that the School Committee accept and approve the grant award in the amount and for the period indicated:

Popplestone Foundation, for the period September 1, 2019 to August 31, 2020, in the amount of \$271,682.00. Project/Grant SC20695.

Description: This foundation grant will continue to support the salary of 2.0 full-time music teachers at the Peabody School and the Fletcher-Maynard Academy, as well as contribute funding for 0.4 of a 1.0 teacher FTE at the Tobin School. \$250/school for music instructional supplies is also provided.

Discussion followed on **#19-269**.

Mr. Fantini stated that he always likes commenting on the Popplestone Foundation because they have always been supporting the Kodaly Music Program for 25 years, they give a substantial amount of money to the City of Cambridge, they deserved a shout out. On the following roll call vote, **#19-269** was adopted: Ms. Bowman YEA; Ms. Dexter YEA; Mr. Fantini YEA; Ms. Kelly YEA; Mr. Kimbrough YEA; Ms. Nolan YEA; Mayor McGovern YEA.

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

Committee Member Dexter moved, seconded by Vice Chair Kelly, on a voice vote, it was voted to bring forward all items on the School Committee Agenda for discussion and adoption. On a motion by Mr. Fantini, seconded by Ms. Bowman, on a voice vote, all Motions on the School Committee Agenda were adopted.

#19-270, Motion by the Buildings and Grounds Sub-Committee, that the following be adopted: 1 to amend the custodial fee schedule to align with recent changes to the Custodian Collective Bargaining Agreement and Recommendation 2 to increase the rental rates on July 1, 2020 for Tier 4 users according to the following schedule. We need to give advanced notice to our users.

#19-271, Joint Motion by Mayor McGovern and Mr. Fantini, whereas to deliver on the vision of rigorous, joyful, culturally responsive learning; and personalized support to build post -secondary success CPSD must seek to continuously improve program offerings; and

Whereas the CRLS Rindge School of Technical Arts (RSTA) currently offers twelve Chapter 74 programs with varying levels of student engagement and connections to future career and educational pathways; Now Therefore be it Resolved; given CPSD vision and goal of improvement, a summary review of RSTA programs will be compiled and reported to the School Committee by end of year 2019 to determine:

- Total enrollment in each program, including breakdown down by subgroup;
- Students continuing post-secondary career or education in a field correlated to program;
- Internship programs connected to each program;
- Current occupational outlook in Massachusetts for each of the programs.

#19-272, Joint Motion by Ms. Nolan and School Committee Member Dexter, whereas the city and the district support the use of public transit and the city has recently provided free T passes to all low income students, that the district explore how to ensure that CPS middle scholars know how to safely commute within all parts of Cambridge by bus, bicycle, subway, walking, scooter and/or other environmentally sound forms of transportation. The benefits would include getting to know Cambridge neighborhoods and greater independence and safety.

#19-273, The Report of the September 26, 2019 Governance Sub-Committee meeting was accepted as presented:

**Governance Sub-Committee Meeting
September 26, 2019 @ 5:45
School Committee Conference Room**

Called for the purpose of reviewing the Social Media Policy, explore info-graphics design campaign to increase student awareness on district policies, and to discuss district communication scheduling for important dates throughout the school year.

Members Present: Ms. Bowman, Ms. Dexter, Ms. Nolan (ABSENT)

Also Present: Ms. MacFarlane, Mr. Maloney, Mr. Smith, Ms. Green, Mr. Monahan, Ms. Waters, Mr. MacLaury (teacher), Ms. Rippey

A quorum of the Sub-Committee being present, Ms. Bowman called the meeting to order at 5:45 PM and read the call of the meeting.

Ms. Bowman explained how she structures her meeting, did introductions and turned the meeting over to Ms. Green.

3. Explore Info-graphics Design Campaign to Increase Student Awareness of District Policies:

Ms. Green handed out two examples that MIT has posted on all bathroom stall doors. Many students do not report incidents involving bullying, sexual harassment, race discrimination, sexual orientation, religion, etc. so these incidents are not dealt with in an official capacity according to the students. The 2016 Teen Health Survey stated that 56% of students that were bullied took no action because they did not know where to begin. The process is confusing to report incidents and she thinks the info graphics makes it clear. The students want to know what action is taken by Administration and where they can get help and support along the way. This will help at the middle and elementary schools too. There should be policy awareness pages.

Ms. Bowman spoke to Ms. Green about the Technology Department helping and possibly having a pilot program where groups of students can collaborate over the next six months with the Graphic Arts Department. And possibly put three policies together to be implemented; Sexual Harassment, Discrimination and Bullying.

Ms. Dexter agrees to move forward.

Ms. Rippey stated that the Graphic Arts Department already has many projects to do and the curriculum is already set so it would be hard for them to do it unless people want to volunteer their time. She loves the idea of the students developing the content and we need a process for Ms. MacFarlane to review it.

Ms. Waters added the ICTS Department could work with students to create a Google doc.

Ms. Rippey can make copies for schools, tell parents, and spread the word. She thinks they should start at the high school first.

Ms. Bowman wants the Bullying flyers to be district wide.

Ms. Waters said regarding distribution she can post it to the web, on each school page, in school newsletters and can make different ones for elementary and the high school.

Ms. Bowman wants an infographic to be handed to people and wants to roll out multiple policies.

Ms. Dexter said parents and teachers can support students, maybe put in the handbook.

Ms. Rippey added we have the micro-aggression brochure and likes the idea of starting with policies. It is different flow chart for students and staff.

Ms. Bowman thinks staff can read a policy book.

Mr. Monahan loves the idea of an infographics flowchart for both students and staff. It could help explain the policy. This is policy and/or procedures, which is sometimes included in a policy.

Ms. Green explained many times things are done behind the scene and students don't know about it.

Ms. Bowman asked Ms. MacFarlane if she and Ms. Green go thru the policies, highlight important information and design something if she could review it.

Ms. MacFarlane sees her role as reviewing the final version to edit the document if things need to be changed.

Ms. Bowman asked for volunteers to be on the sub-committee of the sub-committee. Ms. Bowman and Ms. Green will send the information to Ms. Waters for graphic design and a flow chart using the MIT document as an example and make something more cartoonish for elementary students.

4. **Review Proposed Social Media Policy:**

Ms. Bowman handed out two copies of the policy for the Sub-Committee to review.

Ms. Dexter is confused by what is policy and what are guidelines. Number 3 says it is a guideline but staff/student relationships is a policy that needs to be clarified because on the first page it says not to have any kind of online relationship. Page 3 needs to be clarified it says we discourage staff from having online friendships with students. Page 2 # 2, 3, 4, 5, and 6 posting any photo, video or recordings of student voice is not ok.

Ms. Bowman thinks CPS staff should know to follow the media release policy.

Ms. Dexter thinks it needs to be very clear that the staff cannot use the CPS logo for personal reasons and should be at the beginning on the 1st page as things you may not do; it is on the 3rd page now.

Ms. Bowman explained that page 1 and 2 are policies and page 3-6 are guidelines that supports the policy. They will clarify that.

Ms. Rippey has some comments/edits that she will give Ms. Bowman to make changes. On page 2 of the redline version #1 says Inappropriate online contact or communications; It is not true that any contact with students is not improper.

Ms. Bowman agrees to switch page 2 #1 and 1b.

Ms. Rippey thinks they should add examples of non-approved contact or communication on social media.

Ms. Bowman responded it is easier to define what is not appropriate conduct. It is hard to define what you cannot do.

Ms. Dexter suggested we need to distinguish you cannot have any contact what so ever that is not appropriate on personal social media.

Mr. Maloney agrees with moving #2 up. We list some examples of egris behavior, there is much more subtle behavior that can lead to inappropriate things. It is designed to protect the staff person. Use approved official communication on CPS media.

Ms. Bowman said our information is subject to public record and could get complicated if you use outside platforms.

Mr. Maloney stated 1/3 of our employees are not in the classroom; he likes how it says as a public employee but wants it highlighted/emphasized.

Mr. Smith proposed in the same section under examples of inappropriate contact it needs to be after it. It says once the CPS communication tool is launched but it may not be approved, it is confusing.

Ms. Bowman replied it was added because the CEA travels with students.

Mr. Smith noted on Pg. 5 E#4 mentions actual tools, we should not list the names of explicit tools as they can change and we don't want to have to amend the policy; we could add a link to the site.

Ms. Rippey added there is a button on the website with the most current list in the "for staff" section.

Mr. Maloney proposed to clarify under General Policy #2 where it says the Superintendent and School Principals it should say all department heads and heads of upper schools and in fairness to educators, students and support staff. Use all staff educators or support staff. We have custodians that are only a couple of years older than students. Wherever we can clarify it is helpful.

Ms. Waters stated page 4 #1 should say Media Release approved images. It should say send to the office of Information, Communications, and Technology Services. Where it says web services it has been changed to Design and Creative Services. E2 add "share in school newsletters". On page 3 change the title of the department and add comma after Information.

Ms. Bowman stated on page 2 #1 Ms. Allen could not be here tonight but felt it was important to add phone with "social media, email, text, phone or other electronic means". I know a phone can be used for social media. Should we keep it in? It is slightly different from social media. Any thoughts? Ms. MacFarlane thinks it should be kept in.

Ms. Dexter commented on page 4 under "Do Not Friend Students" is a policy not a guideline, Is #1 a policy to send media releases to ICTS? Is that OK?

Ms. Waters answered the CPS Facebook page is monitored and posted by us. Ms. Dexter asked can staff put it on their own page? Ms. Waters replied No. Ms. Dexter suggested under E1 should be policy not guidelines. Page 5 do all media for clubs and teams need to go thru ICTS? Ms. Waters answered yes. Ms. Bowman will add under General Policies on page 1 "all staff including after school activities and teams".

Mr. Monahan thanked them; the creation of a new policy is hard work and should be done well. He appreciates how far it has come. He already sent in specific comments to Ms. Bowman but can highlight a few of the key ones. Inappropriate contact or communication has already been said here. Previously he sent it to the entire School Committee but will send it again.

Ms. Bowman said if there are specific line items you can specify it or you can email it. He will highlight being clear about the difference between a guideline and policies. Last page under G Labor Laws & Employee Unions has to do with the policy because it has to be a key piece. Waiting for new approved technology communication. Teachers cannot text with students or families using their personal phone and families appreciate that. It is critical for teachers to communicate with students. We need something. Ms. Bowman said if an educator or staff member wants to communicate with a parent but not with a minor. Mr. Monahan if you want communication to be protected it should only be done on school media. Note that we aren't there yet but at some point we will be. If you pass a policy that says you can't do that it will completely change how educators interact with families.

Ms. Bowman said it is for parents not students; 17 and under needs parental approval. Don't take parents out of the conversation; it is about protecting staff. Mr. Monahan thinks it would happen with families as well. Ms. Bowman doesn't agree.

Ms. Rippey replied educators are discouraged from giving out their personal cell phone number. They can send text messages and give their office number to contact them. She doesn't know what is new about this, it keeps with the policy we have now.

Mr. Monahan said some teachers use texts. We need to do more education and provide more resources and supports for that. There is a difference in policy and practice and what we do. We need to include communications with families as well as students.

Ms. Bowman thinks it becomes an issue because we don't have someone to monitor this. The challenge is when a situation happens and it blows up. We need to let people know what the regulations and policies are. It is our responsibility to protect staff and students.

Mr. Smith added there are two separate policies. One is these are the approved communication mechanisms to interact with students and parents when it has to do with the educational record. We try to keep up with technology and provide adequate tools to meet the need. Texting is a quick way to communicate. We are addressing it with new technology and are hopeful, possibly in December, after they fix things in the Pilot we can adopt it for the whole district. We don't want to approve it and have it fail like last year. To secure all communication there is a hole there because of the growth of technology. The new policy on the appropriate use of technology by lack of approved tools. The union said in public comment about not having the approved communication needs he would like it separated. There may be other needs beyond holes at the classroom level that we may have missed.

Mr. Monahan echos what Mr. Maloney said we need clarity and highlight the guidelines. Educators struggle because we are asking them to build relationships with students yet we don't want them to build inappropriate relationships, it is a gray area.

Ms. Rippey likes that language from an employer's standpoint it is impossible to distinguish between a friendly inquiry about a student's summer and grooming as a predatory behavior. She asked Ms. Bowman why she did not like the teacher asking how was your summer vacation. Ms. Bowman answered she thinks it is a different conversation. It should not happen on a social media platform. Mr.

Maloney said it would be easy when they read the examples but there is no prohibition just stay off just use CPS social media.

Ms. Dexter suggested adding an explanation that this policy is to protect CPS employees and students from any legal or inadvertently exposing confidential information or being sued for discrimination. Ms. MacFarlane does not agree that you cannot be sued; it does not mean it is a valid suit. Ms. MacFarlane said there is language for that.

Ms. Bowman replied when you post things it could be used in deceptive ways. We need to start thinking that way to protect our employees and children.

Mr. Monahan added many clubs and coaches don't have access to CPS social media just their own phones. They should have email accounts. Mr. Maloney will talk to Mr. Arria about that. Ms. Bowman added we have a Google platform and should explore google voice. Mr. Smith will look into it.

Mr. MacLaury supports everything Mr. Monahan said and the comments he sent on July 30. The general idea of the policy is important however, the way it is written raises serious questions of the School Committee's understanding of the internet and social media in 2019 and beyond. Page 4 (not red lined version) D suggests employees post on their social media a statement to dissuade students, parents, guardians/caregivers from friending them. A single post is not visible to all. There is no discussion through means other than posting but there are many ways to engage from a "like, emoji, or re-tweet". Because of this lack of nuance, the policy would have to be either interpreted to mean that all social media engagement is a "post" or that only explicitly "posting" is covered. This policy will not be comprehensive and fall prey to interpretation that could be abused or neglected as the School Committee sees fit in different situation.

Ms. Bowman replied under the "Don't Friend Piece" the spirit was if a student reaches out to a staff member but we can change some of the language.

Next step: Ms. Bowman will work with Ms. MacFarlane. We will meet in October for a final read before making a recommendation to the School Committee.

Ms. Rippey has small rephrasing edits. Ms. MacFarlane will do the edits.

Ms. Bowman tabled agenda item #3 to the next meeting. We will do a doodle poll. Ms. Dexter said all Thursday's are full of election things.

Ms. Dexter motioned to adjourn at 7:10 PM seconded by Ms. Bowman.

Respectfully submitted,

Terry Gist
Confidential Secretary to the School Committee

Documents on file in School Committee Office:

Agenda

2 MIT Flyers

Comments from Mr. MacLaury

Draft Copy of Social Media Policy

Draft Redlined Copy of Social Media Policy

#19-274, The Report of the September 27, 2019 Buildings and Grounds Sub-Committee Meeting was accepted as presented:

**Buildings and Grounds Sub-Committee Report
September 27, 2019
School Committee Conference Room**

Called for the purpose of reviewing the facilities policy, enrollment updates and any other business that may come before the Sub-Committee.

Present: Ms. Nolan, Chair, Mr. Fantini, Ms. Bowman (ABSENT)

Also Present Ms. Spinner, Mr. Konjic

The chair, Ms. Nolan, called the meeting to order at 4:00 PM, read the call of the meeting and handed out the agenda (of file in the School Committee office).

Updates: Cambridge Street Projects:

Mr. Konjic reported that the Cambridge Street Project is open. The temperature is not consistent in all the rooms. The contractor is working thru the list of minor issues as staff reports problems to the Custodians they forward them to the contractor, but there is nothing major. The administrative building (159 Thorndike Street) is scheduled to move on October 12th. Most of their furniture is in the new building and the construction area has moved to an area near the pool. The staff is getting used to the new building and are happy. There has been some vandalism with broken glass windows but otherwise it is going pretty smooth.

Ms. Nolan asked if all personnel will be moved out of Thorndike Street on the 12th. Mr. Konjic replied the people will be out; the furniture is going to be offered to other schools and the city. We will broom clean the building and will remove the A/C's the ones we can use will be reused or brought to DPW for recycling.

Ms. Nolan asked do we have commissioning there. Mr. Konjic answered the systems have been commissioned for at least six more months. It is done by Steven Turner as part of the project.

Ms. Nolan asked are there any reports to see how close we are getting to net zero. Mr. Konjic responded it is still very early. There are some issues that may affect that. Some classrooms have refrigerators, a pet or an aquarium and cannot be turned off and need to be tweaked. We are working with construction so certain plugs can stay alive.

Ms. Nolan asked what percent is supposed to be generated on site. Ms. Spinner replied it is supposed to be at 100%. Mr. Konjic stated it is not 100% done yet; after a year, we will be able to see if it is useful.

Mr. Fantini asked if the new school is going to have enough storage. Ms. Spinner stated she filled two huge recycle bins with all of Mr. Conry's old files today.

Ms. Nolan inquired what is the requirement for keeping records. Ms. Spinner answered some Purchasing records need to be kept for seven years, some Payroll records is seventy-five years. We have an outside vendor to scan some things that need to be stored offsite and are being cataloged so they can be easily located. The SPED files are actually used. They started to do their own scanning using DockStar an electronic system. A/P, Purchasing and Budget started scanning to the City years ago and we keep our own folders. The big ones are HR, SPED and Payroll requirements.

Vassal Lane Project:

Ms. Nolan received calls from the Tobin community asking about the Vassal Lane Tobin/Field. The city needs to give us a heads-up when they have community meetings. Last night they had a community meeting about the field. Ms. Spinner added that was about the field not the Tobin building. Mr. Konjic

added the city said the next step is a community meeting. Ms. Spinner stated there are project meetings happening but that meeting will happen in November. Ms. Nolan asked will there be several proposals or a recommendation? Ms. Spinner replied there are three very high level schematic themes showing if you orient the building this way, this is how it would fit and this is where the field would move to. Ms. Nolan inquired what would it cost to keep the building as it is and expand it. Mr. Konjic thinks there are very preliminary concepts that have been done but they don't have cost associated with it. Ms. Spinner stated they do an estimate of sq. ft. costs. There is so much information out there; the Principals and OSS got binders to report the right number of people and students going in and out. It takes an incredible amount of work to make a recommendation about a building and some decisions may change. Ms. Nolan hopes based on our last meeting, that a culinary and carpentry space has been included, that was a School Committee Order a few years ago and she would be disappointed if they weren't included because it means a School Committee Order has been ignored. In middle school, kids start to identify one way or the other and the vision is to provide the kids with hands on learning. A maker's space is a good program but not the same thing. Mr. Konjic said there is definitely a maker's space and kitchen at this time. Ms. Nolan stated if carpentry has not been mentioned it needs to be. Mr. Fantini added the Perkins federal funds require programs in the middle schools. I was at the King Open and heard their state of the art kitchen is not a full service kitchen, they can't cook there. They only heat things up. If a community organization wanted to have a spaghetti dinner there, we don't have the capacity to do it. Ms. Spinner stated that may not be what they do but the kitchen should support that. Mr. Konjic will report back about this.

Ms. Spinner stated that the traffic flows better with the new bike lane and drop off/pull out for busses. Mr. Konjic reported that he was there the first two weeks and no accidents yet. Mr. Fantini stated I hear parents are very upset because there is no crosswalk or crossing guard in front of the middle of the school on Cambridge Street. Kids are supposed to cross at the ends where the busses go. The city doesn't have enough crossing guards so that is a problem. The only light is on Willow Street and is not on a cycle. They want a crossing guard immediately and switch one-way traffic on Harding and Hunting Street. Ms. Spinner asked would it help if the light only lights up when people push the button to cross the street? Ms. Nolan stated we need to speak to the traffic dept. about what the rational was for the traffic patterns. Ms. Spinner said Mr. Maloney will check and get back to us.

Mr. Fantini reported that the neighbors have lost a lot of parking spaces, not on the street at the school after hours. If it snows, are residents going to be able to park in the school garage?

Peabody Mold Remediation including Chiller Status:

Ms. Nolan asked about the status of the Peabody School Chiller. Mr. Konjic answered it is going out to be designed in the next month or two then it takes three months for fabrication. We will get it in the late winter or early spring and it should help with the mold. We ran 8-9 humidifiers all summer. We did a study on the envelope of the building to tighten up the building so the moisture can't go inside. A contractor removed mold above the hard ceiling and in the cafeteria. A couple of areas looked like mold but it was dirt and was cleaned. We did an RFP for pipe insulation twice (the first time we got no responses) and yesterday we got one bidder. We posted it on the city website and gave the purchasing department a list of 20-25 vendors. Ms. Nolan asked if Mass Save has programs for schools. Mr. Konjic doesn't think so. We posted a sign on every window not to open it.

Summer Projects:

Mr. Konjic reported the biggest summer project was moving two schools to new buildings that took a lot of resources and time. The Graham & Parks was shut down for the summer so we did a deep cleaning and went through every room, washed windows inside and out, changed lighting in the halls with LED's and 5 kids spent three weeks scraping every piece of tape off the walls, painted and staff has been given instructions to only use blue painter's tape that I purchased and distributed to every teacher. The roof is completed and the flashing is 98% done. Ms. Spinner added Principal Byers doesn't want any tape on the walls; he is going to get corkboards for the staff. He is very proud of how the building looks.

Mr. Fantini asked if Mr. Konjic would consider doing that for the Cambridgeport building next summer. Mr. Konjic replied yes, he will consider it.

Mr. Konjic reported that we installed over 20 water bottle filler features. Ms. Nolan asked if we can eliminate the chilling because that is a big energy saver. Mr. Konjic replied the new King Open does not have chilled water.

Mr. Fantini stated that the Cambridgeport playground sand box is rat infested and the neighbors want it removed. Mr. Konjic replied DPW is scheduled to do it on October 9th. Mr. Fantini asked can the benches next to the basketball court be moved?

Mr. Maloney emailed a reply about the kitchen at King Open stating it is the best-equipped kitchen; many restaurants don't have some of the equipment we have there. He will speak to the chef about community dinners.

Review Current Facilities Fees and Moratorium:

Ms. Spinner handed out a document **Recommendations from CPS district offices related to Facilities Permit:** (on file in the SC office) with three proposed recommendations from the District and she reviewed the document.

Recommendation 1: Amend fee schedule on January 1, 2020 for custodian detail's to align with recent change to Custodian Collective Bargaining Agreement regarding the custodial rate (time and a half) for working over 8 hours per day (per FSLA) and must be paid the OT rate. On July 1 of each year, the rate would increase.

Recommendation 2: as of July 1, 2020, increase the rental rates for Tier 4 users (Non-Cambridge Individuals, Organizations and For-Profit Organizations).

Recommendation 3: As of July 1, 2020 establish an amount that each Cambridge youth serving organizations may use towards custodial fees on weekends. Once that amount has been expended, the organization will be responsible for paying custodial fees. The recommended amount is \$2,100 which is equivalent to 50 hours detail hours paid at OT rate.

Ms. Spinner stated we lost money last year because we have been covering OT for the youth serving organizations. The School Committee needs to inform the public of this. To support youth organizations the district will cover the first \$2100.

Ms. Nolan is concerned about this because some places would pay nothing and some would pay. They could actually split the organizations up by school location or age and get the \$2,100 deducted at each site. It makes more sense for everyone to get a percentage off.

Ms. Spinner thinks we need to do something soon because we are going on two plus years of the moratorium. Permits are in place for this year and to be fair we need to give them 6-months' notice. We need to act on the for-profits and the OT rate quickly.

Ms. Nolan added organizations that pay nothing and cancel there is no cost to them however, if they pay something they will take better care of the building.

Mr. Fantini inquired if we pass this can we review it in a year to see if its working and we are making a profit. Ms. Spinner said we were not in the black last year. Mr. Konjic reminded him that we need revenue to fix the facilities, gym floors and things like that.

Ms. Nolan is concerned that it is not spread out equitably across the community. Ms. Spinner reminded her we are only talking about Tier 2 and they don't pay rental fees, it is about the expense. The cost for

custodial fees is a pass through. The issue is the Policy on the books is to charge but currently we have a moratorium. We are only talking about changes to Tier 2 and Tier 4. We have to change the custodial detail rate across the board for everyone. Cambridge Residents are going to be paying more.

Ms. Nolan is worried about how, for example, Cambridge Youth Soccer structures their teams because they separate them by age and could reserve space for each which would enable them to get the \$2,100 several times. I favor everyone renting the space paying something and there would only be seven organizations that will pay nothing.

Mr. Fantini asked Mr. Konjic to have Ms. Johnson run a report through June 30, 2019 for last year to review for the October 15th meeting. Ms. Nolan suggested making a Motion on Tier 1 and 2 now for the October 15th School Committee meeting and then do Tier 3 later. Ms. Spinner reminded them that Tier 3 is going to generate controversy, we're going to get some push back on charging \$20 per hour which is a lot of money for some of them that have not been paying anything. You need to start the conversation with the community.

Mr. Fantini made a Motion from the Buildings and Grounds Sub-Committee for the October 15th School Committee meeting to approve: *Recommendation 1 to amend the custodial fee schedule to align with recent changes to the Custodian Collective Bargaining Agreement and Recommendation 2 to increase the rental rates on July 1, 2020 for Tier 4 users according to the following schedule. We need to give advanced notice to our users.*

Enrollment Projections: Where do we stand for the next 10 years?

Ms. Nolan asked Ms. Spinner if we have any projections. Ms. Spinner answered our projections go out 5 years. We do not have the official report from our consultants on this. The Tobin is so full now the Montessori Program is filled, as it always is, so we aren't going to add any more Montessori classrooms there. In the last budget, we added the ASD strand there because King Open and FMA are running out of space and would become too imbalanced so the Vassal Lane will be K-8. The building is about classrooms we have an ASD strand projected from K-8. We proposed adding two additional strands/cohorts in the Upper School programs instead of 4 we would have 6 homerooms. It is about our enrollment projections, we have been showing that we are full and have to create additional rooms.

Ms. Nolan added that triad was predicated by the 5th grade if you have 6 fifth grades the other three triads, hoping, and expecting a fifth grade classroom. So now, if we are having six fifth grades it still leaves some empty spots.

Ms. Spinner stated our own projections show we need more middle school spots, I'm not sure we need more triads. Probably at the time of the planning the CSUS (6 years ago) we were just beginning to understand the Innovation Agenda. Superintendent Young's original proposal was for five middle schools. The K/Lo was going to have a middle school but as it turns out, we needed the building as a swing space. The Amigos was going to be part of it and it was decided that K-8 should all be in the same building instead of having the Amigos be the lead school.

Ms. Nolan doesn't think this should happen because we had the space and if that Triad is going to be different, it creates inequity in those schools. It is not just the Upper School enrollment people have more confidence in the Upper Schools and that is going to put pressure on all Upper Schools. We need to have a meeting and can't wait. Why is the city taking so long?

Ms. Spinner answered it is an overall partnership contract to do the projections and we have struggled on the early childhood part of the report. Interim drafts have been coming out but some parts of the draft are done. Ms. Nolan stated the city expects 120 new school-age children in the Alewife area and that does not include other developments. Ms. Spinner stated development in Cambridge has been happening all along and we have been seeing 1 ½ - 2 % growth, some of it has been embedded; admittedly they only go out 5 years. Ms. Nolan added there are so many buildings being built with 3 bedroom units; we have

to go out ten years. We need to set up a meeting to go over our own best sense, we need to get in front of that and communicate with the community and have a back-up plan.

Motion to adjourn at 5:21PM by Mr. Fantini second by Ms. Nolan.

Respectfully Submitted,

Terry Gist
Confidential Secretary to the School Committee

Documents on file in the School Committee office:
Meeting Agenda
Recommendations from CPS District Offices Related to Facilities Permit

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

11. Announcements:

Dr. Salim spoke on the Administration's move from Thorndike Street to 135 Berkshire Street. This was tremendous work by the administrative staff; there will be a lot less paper records than were kept previously. He thanked Mr. Jim Maloney and Ms. Joanne Johnson as tremendous leaders of this major move. He also thanked Mr. Keven Keegan and the ICTS technology team. He is happy to celebrate the opening.

Mayor McGovern announced the following:

Friday, October 18th at 7:30 p.m. on the City Hall lawn there will be an open mic night in recognition of Indigenous People's Day.

Saturday, October 19th from 1 to 4:00 pm. Cambridge Celebrates Dyslexia Month with a talk from author Barbara Wilson.

Thursday October 24th STEAM IT UP Cambridge Y K-8 Family Steam night 6-8 p.m. at CSUS and K/LO elementary school, there will be a number of activities from various organizations.

Teens and Vaping Workshop on Oct. 29th with Tracy Rose-Tynes, Manager of School Health Services, during the CRLS School Council Meeting at 119 Windsor Street from 6-8 p.m. on the 2nd floor conference room, open to all.

There will also be another event on the same topic at Lesley University on Tuesday, October 30th.

Mr. Kanner added that there will be pizza at the vaping meeting at the CRLS School Council Meeting.

Ms. Nolan offered a motion, seconded by Ms. Dexter to vote to televise the Roundtable on MCAS. On a voice vote, it was voted to televise the October 22, 2019 Roundtable on Assessments and MCAS.

12. Late Orders: None

13. Communications from City Officers:

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

- Agenda
- PowerPoint Presentation

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

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

- ✓ Christopher Cassa, in support of **#19-272**
- ✓ Janie Katz-Christy, in support of **#19-272**
- ✓ Cambridge Bicycle Safety, in support of **#19-272**

On a motion by Mr. Fantini, seconded by Mayor McGovern, it was voted to adjourn (9:25 p.m.)

Attest:



Dosha Beard
Executive Secretary
to the School Committee