



CAMBRIDGE SCHOOL COMMITTEE

(Official Minutes)

Regular Meeting

October 6, 2020

Called for 6:00 p.m., broadcast and held 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: Vice Chair Bowman, Member Fantini, Member Rachel, Member Rojas, Member Weinstein, Member Wilson, Mayor Siddiqui

Also Present: Nuriel Vera-Degraff, Anais Killian, Student School Committee Representatives

Mayor Siddiqui in the Chair

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

The Chair provided a statement to the public regarding Governor Charlie Baker's Executive Order on guidelines for remote participation and then read the call of the meeting.

The meeting proceeded to the first order of business with a roll call for the purpose of a sound check: Member Wilson YEA; Vice Chair Bowman YEA; Member Fantini YEA; Member Rachel YEA; Member Rojas YEA; Member Weinstein YEA; Mayor Siddiqui YEA.

1. **Public Comment:**

The following individuals were heard:

- Dan Monahan, CEA President, Lexington Ave, objects to the reopening plan

On a motion by Member Rachel, seconded by Member Wilson, the Rules were suspended to allow Dan Monahan an extra two minutes to finish his statement representing the CEA: Member Wilson YEA; Vice Chair Bowman YEA; Member Fantini YEA; Member Rachel YEA; Member Rojas YEA; Member Weinstein YEA; Mayor Siddiqui YEA.

- Mr. Monahan finished his statement (on file in the School Committee office)

The meeting returned to the regular order of business.

- Christine Pace, Ericsson Street, in favor of **#20-251**
- Shanika Boadu, Lowden Street, Pawtucket, read first half of EOCC statement in favor of **#20-251**
- Jo Quest-Neubert, Alpine Street, **#20-251** read second half of EOCC statement
- Elinor Actipis, Whittemore Avenue, in favor of **#20-249**, Safety & Facilities Manual
- Catherine Reilly, Linnaean Street, in favor of **#20-249**, Safety & Facilities Manual
- Keith Ericson, Concord Avenue, in favor of **#20-249**, Safety & Facilities Manual
- Timothy Bobrowski, Columbia Street, in support of School Reopening Plan
- Katie Ehresman, Clifton Street, Reopening plans
- Kristin Newton, Newport Street, Arlington, **#20-252**
- Michelle Curreri, Franklin Street, Reopening Plans
- Isun Malekghassemi, Mass Avenue, Arlington, Reopening plan
- Brian Gellerstein, Pleasant Street, Framingham, opposed to Hybrid School Reopening plan
- Shelley Irvin, Pleasant Street, Framingham, opposed to Reopening Plan

- Meg Moloney, Pond Plain Rd., Westwood, concerned about the reopening plan
- Matt Thoman, Washington Street, Boston, shared concerns with the Reopening Plan
- Kathleen Lynch, Alberta Terrace, in favor of **#20-249**, Safety & Facilities Manual
- Catherine Rich, Columbia Street, in favor of **#20-249** Safety and Facilities Manual
- Bill Hanage, Amory Street, in support of **#20-249** Safety & Facilities Manual
- Gianna Marzilli Ericson, Concord Avenue, in support of Reopening Schools
- Whitney Schutzbank, Norfolk Street, in support of **#20-249** Safety & Facilities Manual
- Martin Aryee, Standish Street, in support of **#20-249** Safety & Facilities Manual
- Yazmine Navarro, New Whitney Street, FMA educator, opposed to in person teaching
- Robin Halperin, Day Street, opposed to reopening plan on October 13, 2020
- Owen Lewis, Montgomery Street, Reopening Plan
- Katie Miller, Windsor Street, in support of **#20-251** Principals Roundtable
- Caitlin O'Donnell, Gold Star Road, FMA educator, in support of **#20-251**
- Dr. Jamie Lichtenstein, Harvard Street, in favor of **#20-249** and in favor of **#20-253**
- Anne Bothmer, Cambridge Street, in favor of **#20-249**
- Tsekai English, Fairmont Street, in support of the Reopening plans
- Mary Shuille-Goldberg, Clifton Street, in support of **#20-249**
- Annie Shriver, Washington Street, in support of the reopening plans
- Molly DeGuglielmo, North Beacon Street, Brighton, Haggarty educator, **#20-251**
- Sarah Figge Hussain and Arif Hussain, Harvey Street, in support of **#20-251**
- Pete Lubetsky, Chestnut Street, in support **#20-249**
- Daniel Bourque, Fayette Street, Infection control and workplace safety
- Debby Ngo, Fayette Street, in support of **#20-249**
- Alexandra Vanegas, Cambridgepark Drive, opposed to **#20-249**
- Gardite Fougy, Pilgrim Street, opposed to **#20-249**
- Emie Michaud Weinstock, Cambridge Street, opposed to **#20-249**
- Julie Viens, Loomis Street, substitute teachers need and want training as remote support subs
- Yulia Paylor, Huron Avenue, opposed to the Reopening Plan

On a motion by Member Rojas, seconded by Vice Chair Bowman, on the following roll call vote, it was voted to close public comment: Member Wilson YEA; Vice Chair Bowman YEA; Member Fantini YEA; Member Rojas YEA; Member Rachel YEA; Member Weinstein YEA; Mayor Siddiqui YEA.

2. Student School Committee Report:

Member Vera-Degraff reported on the uncertain reopening plan, stating reopening will not be successful if educators do not feel safe and supported. Member Vera-Degraff also reported that the students are working on a search committee for the upcoming Chief Diversity & Equity Officer. He also spoke favorably on athletics. The student representatives are in strong support of item **#20-250**, explaining that the code of ethics in is need of updates, the representatives are also in support of items **#20-252** and **#20-253** for the use of outside learning spaces.

Member Killian reported on a meeting that included a presentation on successful remote learning. Both student representatives have continued their work on centering student voices. On September 23rd they held the Youth Voices Matter Forum with Members Rachel and Wilson, student government and the BSU. In the upper grades, most aspects of the online schedule are working very well. There is positive productivity during class time. There is also positive focus on scholar suggestions and improvements. They are trying to plan a zoom event to introduce the School Committee Members to the students.

3. Presentation of the Records for Approval:

On a motion by Member Fantini, seconded by Member R. Weinstein, it was voted to accept the following Minutes as presented: Member Wilson YEA; Vice Chair Bowman YEA; Member Fantini YEA; Member Rojas YEA; Rachel YEA; Member Weinstein YEA; Mayor Siddiqui YEA.

- May 14, 2020 Special Meeting
- May 19, 2020 Regular Meeting

- August 4, 2020 Regular (summer) Meeting
- August 20, 2020 Special Meeting
- September 3, 2020 Special Meeting
- September 15, 2020 Regular Meeting

4. **Reconsiderations: None**

5. **Unfinished Business/Calendar: None**

6. **Awaiting Reports: None**

7. **Superintendent's Agenda:**

7a. Presentations: COVID-19 Response Update.....Dr. Kenneth Salim,
Superintendent of Schools

Superintendent Salim framed the presentation for the evening. The presentation is on file in the School Committee office and can be seen online.

https://docs.google.com/presentation/d/1D8CSDMfG9I9ICP9hyf4F9S1zTwqv_LhPTr40MplcjFE/edit?usp=sharing

The presentation ended and the floor was turned over to the Chair.

Member Rojas motioned, seconded by Vice Chair Bowman, to suspend the Rules and bring Motion **#20-249** forward for discussion and adoption: On the following roll call vote, the Rules were suspended for the reason stated: Member Wilson YEA; Vice Chair Bowman YEA; Member Fantini YEA; Member Rojas YEA; Member Rachel YEA; Member Weinstein YEA; Mayor Siddiqui YEA.

#20-249 that the attached COVID 19 Safety and Facilities Manual, developed by the Buildings and Grounds Sub-Committee be adopted for implementation by the School Committee. The document will be a living document during the life of the pandemic and the School Committee will be informed of any changes to the document.

Discussion on **#20-249** followed.

Member Rojas made an opening statement on the Safety and Facilities manual explaining that the Buildings and Grounds Sub-Committee has been working since May, 2020 on this manual and explained that the Buildings and Grounds Sub-Committee has been listening to the students, families, principals, expert scientists, educators, administrators and have benefited their input. He thanked everyone involved for making the manual stronger and more useful.

The floor was opened for questions answers, concerns and comments.

Member Vera-DeGrass asked why some of the educators are not happy with the manual.

- Dr. Salim answered that during the process of shifting classes from in person to remote there are staffing challenges for rosters and there is a need to hire many additional staff to accommodate the master schedule.

Mayor Siddiqui asked about when the logistics of the plan for testing will be shared with the staff and the schools.

- Dr. Dobberteen answered that surveillance testing for teachers will start next week, not including Wednesdays, the teachers will be given a tube, will swab themselves, but the swab back into the tube and return it to the nurse or trained staff for labeling, to be picked up and sent to the Broad Institute Lab for processing; for children and staff that are ill, the school nurses will be the conduit to swab the students and send the swabs over to the Broad Lab, the staff will continue to swab themselves. There is a full component of trained staff to be present in all schools.

Vice Chair Bowman asked Dr. Dobberteen or Administration to speak to contact tracing.

- Dr. Dobberteen replied that there is a robust contact tracing operation at the public health dept. in place and the nurses will do the tracing for students and staff that live in Cambridge and there is another process for staff that live in other communities.

Member Weinstein asked if the testing plan for students and adults is something that the Cambridge Public Health Department has signed off on and whether or not we are following rules that should be followed?

- Dr. Dobberteen answered in the affirmative that the PHD has signed off on the testing plan.

Member Weinstein also wanted to know how will we know who is being tested and what the results are.

- Dr. Dobberteen answered it is voluntary testing, we cannot mandate testing. We are hoping all students and staff will be encouraged and will want to be tested.

Member Weinstein asked what is the basis for not testing non symptomatic children

- Dr. Dobberteen answered that they have looked at the numbers of colleagues in other countries where schools have been open, the American Academy of Pediatrics and DESE and based on those findings, it appears that children do not transmit the disease and do not get nearly as ill as adults do, the guidance suggests that surveillance testing does not help more than washing hands, wearing a mask and practicing physical distancing. When you consider the time it takes to test a child, package it and then sending it to the lab, a significant amount of the learning day is lost; the child is much better off by spending their time washing hands and wearing masks than doing surveillance testing.
- Dr. Jenkins agreed with Dr. Dobberteen that we should be careful and continue to discuss it.

Member Wilson asked if young people come to school and can be tested, is it an advance sign up, or a drop off?

- Dr. Dobberteen responded that the child would be tested and sent home if needed. There were consent forms sent home to all families. If the parent chooses not to sign the form, staff will try to persuade the parent to do so.

Member Wilson asked if this means that the child will only be tested if brought to the wellness space and not if a parent just wanted to test their child?

- Dr. Dobberteen answered that there is no testing on demand in the schools, only for children that are sick.

Member Fantini asked if an adult tests positive, whose responsibility is it to do the reporting.

- Dr. Salim answered that the Superintendent's office will do the reporting and work with DESE.
- COO Maloney clarified the difference between community and staff testing and the importance of clicking onto the correct portal.

Member Rachel asked about Contingency #2 relative to a 4th metric that will be floated, will this metric actually be added or not?

- Dr. Salim answered that on the advice of epidemiologist Dr. Michelle Holmes, there is no need to look for a 4th metric at this time. The data is being examined daily so it may change.

Member Rachel does not feel we are not going to remain in a good place, she just wants the broader community to actively weigh in other than in public comment.

- Dr. Jenkins is looking forward to having a conversation about this with the FOCC and the EOCC.
- Mr. Maloney confirmed the statement by Mayor Siddiqui and also reiterated that the metrics are updated every day and encouraged all staff and students to examine the data dashboard daily.

Member Rojas stated that the questions should also include why parents are choosing to keep their students at home.

Vice Chair Bowman stated that we need to identify how the information will be used. If we want data on demographics, we need to be very clear on how CPSD will use the data. If Black and Brown students have a higher rate will CPSD close schools? There are different data points and we need to take time to converse on the nuances.

Mayor Siddiqui stated that she has participated in at least ten meetings to explore what childcare options can look like. There has been an audit on what spaces may be can be used. This contingency does not have a smart goal; it is just pretty much a discussion. There will most likely be a Roundtable discussion coming up on this issue.

Member Fantini asked the experts what metrics would we use to bring in more in person learning. Will the metrics change by grade level or age? Since everyone is waiting for a second wave of the virus to hit us, how will it affect in person learning.

- Dr. Jenkins answered that will continue to use the same metrics and increase the thresholds. She does not know whether or not we will actually have a surge, we have to wait and see what Governor Baker does. Isolation does work along with washing hands and wearing masks.

Member Fantini asked if more in school learning will increase by December

- Dr. Salim stated that the thresholds are important. We will always have to consider family choices and staffing issues. There are also potential ways to look at in person support other than zoom or google meet. The RSTA educators are looking into the alternatives.

Member Fantini asked about vaccinations for the flu

- Dr. Dobberteen answered that they are prepared with plenty of opportunities for families to get their flu vaccine if they chose to use a flu clinic instead of their own doctors.

Member Rojas asked if an expert can confirm whether or not children can take their masks off when they are outside.

- Mayor Siddiqui stated that mask breaks will be allowed outside
- Dr. Dobberteen confirmed the Chair's statement

Member Rojas asked about custodial assignments

- Mr. Maloney stated that there will be an increase in the custodial staff and will begin as soon as next Tuesday.

Member Wilson asked if we thinking about providing some playtime and childcare during lunch hours

- Dr. Salim responded that it is a creative idea, however we need to continue to maintain the distancing aspects.

Member Rachel asked if all of the buildings are up to code and have the results been shared with the community, what is the policy or procedures for students that do not wear their masks? Member Rachel has a long list of questions and she will email them to the administration for answers.

- Mr. Maloney replied that they fixed a few windows at the Kennedy Longfellow and he thanked the union for the suggestion of the walkthrough of the schools. They have done air tests in six buildings so far. All schools will have two rooms that will open to a four inch minimum. The Safety and Facilities Manual has received a lot of attention across the state and the Buildings and Grounds Sub-Committee Members under the leadership of Member Rojas should be pleased.

On a motion by Vice Chair Bowman, seconded by Member Wilson, the Rules were suspended to vote on extending the meeting from 10:00 p.m. to 11:00 p.m. On the following roll call vote, the motion carried for the purpose stated: Member Wilson YEA; Vice Chair Bowman YEA; Member Fantini YEA; Member Rachel YEA; Member Rojas YEA; Member Weinstein YEA; Mayor Siddiqui YEA.

Member Rachel asked about ventilation

- Dr. Leichenstein answered that they found that one box fan pointing in and one box fan pointing out led to 8 to 11 air exchanges to an hour. All classrooms should have no problem meeting the minimum for air exchanges.

Member Rachel asked if we are moving classrooms within buildings

- Mr. Maloney answered that we have already moved classrooms out that do not meet the codes

Member Weinstein asked how will CPSD prove that every room has met all of the requirements?

- Mr. Maloney answered that they are working on sending letters to parents explaining all issues

Member Weinstein asked how is the wellness room being set up?

- Dr. Salim responded that looking at phase 3 and additional students for in person learning, they will also be looking at what can be improved and there may be a task force 2.0 to include the wellness room with what they already have.

Member Weinstein stated that the administration needs to bring in experts to include Mental Health support into the Safety and Facilities Manual since it is not in there at this time.

Member Rojas asked Dr. Salim whether or not we will still need the temporary positions in six months

- Dr. Salim replied that these positions have been posted as one year positions; except for the positions that are specifically Covid-19 related positions.

Member Rachel asked about the OSS Manual, which is almost a parallel to the Safety and Facilities Manual. She wants to know about the safety of special education interventionists working with students across 18-20 classrooms. Do all schools have a crisis team?

- Dr. Lichtenstein stated that she is one of the people that worked on the OSS Manual and the health precautions are the same as in the Safety and Facilities Manual.
- Dr. Morgan responded to the crisis team question by stating that Asst. principals, administrators, PE educators School Psychologists and staff, anyone in the schools that are able to respond and supply support in a crisis situation. The crisis team is not new to this department or general education, it is not just for the students, it can be for any staff member. There is ongoing training on the use of safety holds within certain guidelines; adding that there may some shifting during the month of October to accommodate ongoing training.

Member Rachel stated that we did not define what we meant by co-creating when we phrased the contingency to say there would be co-creating. She is worried about the Special Start educators that do not feel they were allowed to participate and are now unprepared.

Member Wilson responded that they are trying to schedule another Sub-Committee Meeting and asked Dr. Morgan to explain how the OSS manual came to exist

- Dr. Morgan replied that there were two different groups working on the OSS manual, one was the students for disabilities working group and the other was the sub-separate working group that was started in early July. Dr. Morgan explained that they worked through the summer and reported weekly (Tuesdays) of their progress and this work is still ongoing. Special Start was in the students for disabilities working group. There has been a lot of feedback and information transferred and communicated back and forth between the health experts and the different working group teams, this is the way she interpreted the co-creation plan.

Member Wilson asked about the number of people working around so many pods

- Dr. Lichtenstein responded that essentially it was a compromise. According to the State, the IEP's were to be provided by qualified professionals and Cambridge did not have enough individual professionals to meet the requirement in all buildings and classrooms.

Vice Chair Bowman recommended more collaboration between Sub-Committees and Administration to be in partnership with the public and with the educators to move our work forward.

Member Rachel asked about what Wednesday means (presentation area of this meeting) for students and also about staffing by grade and by role. She also asked how many classes will not have a lead teacher? Who is using the two paras/one teacher? She also asked about the average ratios. She believes the buildings are physically safe, she is worried about the staffing. She wants assurance that CPSD is not lowering their hiring standards.

- Dr. Salim stated that the number of the paraprofessionals needed is now down to eight. We are trying to broaden our pool asap. They are also reaching out to various universities and parents. Some paraprofessionals are stepping into teaching roles which is great and the state has loosened the requirements as far as licensure and college education requirements. We are not lowering our standards; we know there are people that can work very effectively with children that don't have a degree. Superintendent Salim is still looking at all of these positions on a temporary basis. When it comes to the ratios of students to teachers, it is low as compared to a typical school year. Nothing about this school year has been typical.

Member Rachel asked how many people will be redeployed?

- Dr. Salim stated this is a very fluid situation so it may change in a few days.

Member Rachel stated that although Dr. Salim is working very hard, we are not all aligned and others do not know what is going on.

Mayor Siddiqui asked Dr. Salim to share all updates and information when he can.

On a motion by Vice Chair Bowman, seconded by Member Rojas, on the following roll call vote, item **#20-249** was adopted: Member Wilson YEA; Vice Chair Bowman YEA; Member Fantini YEA; Member Rachel YEA; Member Rojas YEA; Member Weinstein YEA; Mayor Siddiqui YEA.

Member Wilson wants this document to include the mental health aspects, it is critical and needs to be included.

Vice Chair Bowman in the Chair

The meeting returned to the regular order of business.

7b. CPS District Plan: None

7c. Consent Agenda:

Member Fantini moved, seconded by Member Rachel, on the following roll call vote, to bring the Superintendent's Agenda items **#20-240** through **#20-247** forward for adoption: Member Wilson YEA; Vice Chair Bowman YEA; Member Fantini YEA; Member Rachel YEA; Member Rojas YEA; Member Weinstein YEA; Mayor Siddiqui ABSENT.

#20-240, Ratification of Vote Taken in Executive Session on September 29, 2020, that the School Committee in accordance with its Rules of the School Committee, ratify and confirm the vote it took in executive session on September 29, 2020 with respect to the Cambridge Education Association Unit A Grievance.

#20-241, Approval of Revisions to the Draft SY2020-2021 Cambridge Public Schools District Calendar for Full Remote Learning for PreK-Grade 12 on November 3, 2020-Election Day & the Observance of Juneteenth-June 19th be adopted.

#20-242, Day and Residential Program Services not Available from the Cambridge School Department, that the School Committee award contracts to the institutions as detailed in the list in amounts not to exceed the shown rates, having been approved by the Operational Services Division of the Commonwealth of Massachusetts, funds to be provided from the General Fund Budget and/or Grant Fund Budget.

	<u>#Active Contracts</u>	<u>Amount</u>
Day	9	\$738,831.77
Residential		
45 Day Program		
Total	9	\$738,831.77

#20-243, Contract Award, that the School Committee approve the amendment with the following vendor, funds to be provided from the General Fund. Procurement procedures for this purchase have complied with Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with.

Sunbelt Rentals, 2431 Deerfield Drive, Fort Mill, SC, for the period September 21, 2020 to November 27, 2020 in the revised amount of \$236,314.90.

#20-244, Contract Award, that the School Committee approve the amendment with the following vendor, funds to be provided from the General Fund. Procurement procedures for this purchase have complied with Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with.

Stoneham Motor Company, 185 Main Street, Stoneham, for the period August 10, 2020 to August 9, 2021 in the amount of \$32,512.00.

#20-245, Contract Award, that the School Committee approve the amendment with the following vendor, funds to be provided from the General Fund. Procurement procedures for this purchase have complied with Chapter 30B of the laws of the Commonwealth of Massachusetts having been complied with.

Displays by Garo, 2 Carol Drive, Lincoln, RI, for the period September 21, 2020 to June 30, 2021 in the amount of \$48,262.50.

#20-246, Approval of Gifts to Cambridge Public Schools that the School Committee accept and approve the following gifts and receipts as described.

1. A gift to the Dr. Martin Luther King Jr. School from the Mass Cultural Council for their Big Yellow School Bus grant funds are being transferred from the King School's student activity account and will be used for field trips

#20-247, Grant Award, that the School Committee accept and approve the grant award below in the amount and for the period indicated:

Special Education Early Childhood Allocation, for the period September 25, 2020 to June 30, 2020 in the amount of \$58,050.00. Project/Grant SC21607.

Description: The SPED Early Childhood Allocation grant will be used for instructional and family engagement materials, conference attendance, and professional learning on inclusive and culturally responsive practices in early childhood.

8. Non-Consent Agenda: None

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

Member Fantini moved, seconded by Member Rachel, to bring the School Committee Agenda forward for discussion and adoption. Member Rachel pulled **#20-250** and **#20-251**.

On the following roll call vote, items **#20-248**, **#20-252**, **#20-253**, and **#20-254** were adopted: Member Wilson YEA; Vice Chair Bowman YEA; Member Fantini YEA; Member Rachel YEA; Member Rojas YEA; Member Weinstein YEA; Mayor Siddiqui YEA.

#248 Whereas equity and access are top priorities for the Cambridge Public Schools and the Cambridge School Committee; and

Whereas crucial discussions around school reopening are happening in subcommittee meetings, and **Whereas** it is integral that all Cambridge Public School scholars, families and staff can easily access this information; and

Whereas the School Committee amended the rules to record and post subcommittee meetings online this spring; and

Whereas public participation in subcommittee meetings has reached an all-time high;

Therefore be it

Resolved that the rules are amended to allow subcommittee meetings to be live-streamed on Cambridge Educational Access TV Channel 99 (second reading).

#20-252 Be it resolved that the School Committee work in collaboration with the Cambridge Health Alliance to provide Flu clinics at designated CPSD school facilities.

#20- 253 Whereas the Cambridge Public Schools is planning for in-person learning on Oct 13, 2020, and **Whereas** many CPSD facilities will need to provide more natural air into the building by adjusting windows according to recommendations in the COVID-19 Safety & Facilities Manual; and

Whereas ensuring the physical safety of our students is of great importance as we adjust to the new reality of COVID -19; therefore be it

Resolved that the administration limit access to CPSD playground areas to only student and childcare providers during school hours be it further resolved;

That the CPSD administration works with the city to explore the feasibility of designating space in city parks for educational purposes during school hours.

#20-254 Approval of Invoice for \$4,165.00 from the National School Board Association (NSBA) for 2020-2021 annual dues.

#20-250 Whereas the Cambridge Public Schools are dedicated to culturally responsive education, to dismantling structures of white privilege, and to becoming an actively anti-racist district; and

Whereas Cambridge Public School Equal Employment Opportunity policy commits the district to making, "all reasonable efforts to ensure an environment free of discrimination or harassment on account of race, color, national origin, ethnicity, ancestry, religion, age, disability, genetic information, veteran status, marital status, sex, gender identity, sexual orientation, pregnancy, or pregnancy-related condition and encourage all members of our community to support and foster the acceptance and inclusion of all individuals;" and

Whereas elected School Committee Members share the district's values and believe that our silence when there is harm in our school community can be experienced as complicity; now therefore be it

Resolved that the Governance Subcommittee bring to the Committee of the Whole for consideration a policy on how the Committee will address harm by Members to one or more of the groups listed in our Equal Employment Opportunity policy by November 15, 2020.

Discussion on **#20-250** followed.

Member Rachel offered a motion to amend item **#20-250** by adding the language **a complaint of** in front of the word harm in the Resolved paragraph.

Vice Chair Bowman stated she is confused by the language and challenges allowing the word harm to be legally connected to language used in a Code of Ethics.

Mayor Siddiqui explained that the Governance Sub-Committee will have a discussion on what it means. She supports letting the Governance Sub-Committee do its job.

Member Rojas stated that the discussions have already been taking place, that the word harm is not in the language of the Code of Ethics that is being worked on in the Governance Sub-Committee. The Sub-Committee is more focused on how to handle a Committee Member that falls short of the expectation of the Rules the Committee is following and what is expected by the body.

Member Rachel made a statement of accidentally causing harm and how the restitution will be handled.

On a motion by Member Rachel, seconded by Member Rojas, on the following roll call vote, the amendment to **#20-250** was adopted: Member Wilson YEA; Vice Chair Bowman YEA; Member Fantini YEA; Member Rojas YEA; Member Rachel YEA; Member Weinstein YEA; Mayor Siddiqui YEA.

On the following roll call vote, item **#20-250** was adopted as amended: Member Wilson YEA; Vice Chair Bowman YEA; Member Fantini YEA; Member Rachel YEA; Member Rojas YEA; Member Weinstein YEA; Mayor Siddiqui YEA.

#20-250 as amended

Whereas the Cambridge Public Schools are dedicated to culturally responsive education, to dismantling structures of white privilege, and to becoming an actively anti-racist district; and

Whereas Cambridge Public School Equal Employment Opportunity policy commits the district to making, “all reasonable efforts to ensure an environment free of discrimination or harassment on account of race, color, national origin, ethnicity, ancestry, religion, age, disability, genetic information, veteran status, marital status, sex, gender identity, sexual orientation, pregnancy, or pregnancy-related condition and encourage all members of our community to support and foster the acceptance and inclusion of all individuals;” and

Whereas elected School Committee Members share the district’s values and believe that our silence when there is harm in our school community can be experienced as complicity; now therefore be it

Resolved that the Governance Subcommittee bring to the Committee of the Whole for consideration a policy on how the Committee will address **a complaint of** harm by Members to one or more of the groups listed in our Equal Employment Opportunity policy by November 15, 2020.

#20-251 Whereas the Cambridge Public School District’s remote learning has been in session since September 16, 2020, and;

Whereas CPS is working towards opening our schools to our youngest and most vulnerable learners on October 13, 2020, and;

Whereas educators and administrators report working harder than they have ever in their careers, and it is critical that policy makers and the public understand what is working well and what changes would be helpful; and;

Whereas we value the leadership and expertise of all members within our school buildings, and;

Whereas transparency and accountability is extremely important to building a community, now therefore be it;

Resolved that a special roundtable meeting to discuss the opportunities and challenges of this exceptional year with all elementary school principals be called by October 23, 2020.

Discussion on **#20-251** followed.

Member Wilson asked for clarification to amend the October 23, 2020 date. It was agreed to strike the language October 23, 2020 and replace it with the language **October 30, 2020**.

Vice Chair Bowman offered an amendment to add language to include the high school and the upper schools’ leadership. It was agreed to add the language **and engage upper and high school principals before the end of December**.

On the following roll call vote, the two amendments to item **#20-251** were adopted: Member Wilson YEA; Vice Chair Bowman YEA; Member Fantini YEA; Member Rachel YEA; Member Rojas YEA; Member Weinstein YEA; Mayor Siddiqui YEA.

On the following roll call vote, item **#20-251** was adopted as amended: Member Wilson YEA; Vice Chair Bowman YEA; Member Fantini YEA; Member Rachel YEA; Member Rojas YEA; Member Weinstein YEA; Mayor Siddiqui YEA.

#20-251 as amended

Whereas the Cambridge Public School District’s remote learning has been in session since September 16, 2020, and;

Whereas CPS is working towards opening our schools to our youngest and most vulnerable learners on October 13, 2020, and;

Whereas educators and administrators report working harder than they have ever in their careers, and it is critical that policy makers and the public understand what is working well and what changes would be helpful; and;

Whereas we value the leadership and expertise of all members within our school buildings, and;

Whereas transparency and accountability is extremely important to building a community, now therefore be it;

Resolved that a special roundtable meeting to discuss the opportunities and challenges of this exceptional year with all elementary school principals be called by ~~October 23, 2020~~ **October 30, 2020, and engage upper and high school principals before the end of December.**

On a motion by Vice Chair Bowman, seconded by Member Weinstein, the Rules were suspended to vote on extending the meeting to 11:10 p.m. On the following roll call vote, the Regular Meeting was extended for the purpose stated: Member Wilson YEA; Vice Chair Bowman YEA; Member Fantini YEA; Member Rachel YEA; Member Rojas YEA; Member Weinstein YEA; Mayor Siddiqui YEA.

The Meeting returned to the Regular Order of business.

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

#20-255

Standing in Solidarity with Asian Americans

WHEREAS: Anti-racism is a key priority and value of the Cambridge Public Schools, Cambridge School Committee, and the City of Cambridge; and

WHEREAS: Twelve percent of the scholars and families in Cambridge Public Schools identify as Asian and Pacific Islander; and

WHEREAS: Two of our elementary schools focus on Mandarin language and Chinese culture; and

WHEREAS: The COVID-19 pandemic has led to a flood of anti-Asian racism in the United States, ranging from derogatory slurs, to blaming the outbreak on Chinese people, to violent physical attacks; and

WHEREAS: On September 21, 2020, a coalition of Asian American students submitted an open letter to school educators and superintendents in Boston, Malden and Quincy urging them to address the surge of anti-Asian racism that followed the COVID-19 outbreak; and

WHEREAS: Since the beginning of the pandemic, Stop AAPI Hate has recorded about 2,500 incidents of anti-Asian discrimination across the United States, with 61 such incidents in Massachusetts; and

WHEREAS: Stop AAPI Hate released a report that looks at 341 incidents reported by youth, with 24 involving physical assault. In 56% of these cases, perpetrators employed anti-Chinese hate speech, including blaming China and Chinese as the source of the virus and mocking Chinese dietary habits; and

WHEREAS: As our students return to school, it is important to protect and keep our students safe from racist attacks; now therefore be it

RESOLVED: That the School Committee and Superintendent go on record supporting the high school students' open letter requesting leadership to protect Asian American students from this onslaught of racial bullying and abuse; and be it further

RESOLVED: That the School Committee and Superintendent go on record supporting and protecting Asian American students from any acts of anti-racism in the Cambridge Public School system.

On a Motion by Vice Chair Bowman, seconded by Member Weinstein, on the following roll call vote item **#20-255** was adopted: Member Wilson YEA; Vice Chair Bowman YEA; Member Fantini YEA; Member Rachel YEA; Member Rojas YEA; Member Weinstein YEA; Mayor Siddiqui YEA.

11. Announcements:

Member Weinstein announced the Curriculum & Achievement Sub-Committee will meet on Wednesday, October 14, 2020 at 6:00 p.m. for the purpose of discussing outdoor learning.

Mayor Siddiqui announced that as schools reopen it does not mean the end of trying to improve on what has been accomplished. We will continue to meet with Roundtables and Specials meetings and keep discussions going for questions that are not answered as we move forward.

12. Late Orders: None

13. Communications from City Officers: None

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

- ☐ Agenda
- ☐ Covid-19 Response Update PowerPoint Presentation (on file in the School Committee office).

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

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| ✓ Catherine Reilly | Sarah Figge Hussain | Kirsten Wright-Cirit |
| ✓ Janet Forte | Jo Quest-Neubert | CFCC |
| ✓ Dan Monahan | Yuliya Goncharov | Sarah Figge Hussain |
| ✓ Andrew Groh | Jane Hirschi | Karen Engels |

E-Mail communications:

- | | | |
|----------------------------|------------------------|--------------|
| • Moritz Armbruster | Keith Marzilli Ericson | Paola Grandi |
| • Jill Self | Jennifer Klahn | Elsie Huang |
| • Sarah Cole | Alexandra D. Thaler | Alice Kung |
| • Vanessa Azzone Dhanji | Giulia Fulci | Andrew Groh |
| • Kevin Wilson & Minnan Xu | Kelly Dolan | John Solman |

On a motion by Vice Chair Bowman, seconded by Member Fantini, on the following roll call vote, the meeting was adjourned at 11:05 p.m.: Member Wilson YEA; Vice Chair Bowman YEA; Member Fantini YEA; Member Rachel YEA; Member Rojas YEA; Member Weinstein YEA; Mayor Siddiqui YEA.

Attest:



Dosha Beard
Executive Secretary
to the School Committee