



## CAMBRIDGE SCHOOL COMMITTEE

### (Official Minutes)

#### Regular Meeting

April 1, 2025

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: Member Harding, Member Hudson (REMOTE), Vice Chair Hunter, Member Rachel, Member Rojas, Member Weinstein, Mayor Simmons

Others Present: Student Member Barua; Rae Catchings, Chief People Officer, City of Cambridge; Dr. Heather Francis, Executive Director of Academics; Vedad Konjic, Director of Facilities; David Murphy, Interim Superintendent; Student Member Shimelis; Damian Smith, Chief Operating Officer; Ivy Washington, Chief Financial Officer

**Mayor Simmons** in the Chair.

A quorum of the School Committee being present, the Chair called the meeting to order at 6:02 p.m. and read the call of the meeting.

The meeting proceeded to the first order of business with a roll call vote for the purpose of a soundcheck: Member Rachel, PRESENT; Member Rojas, ~~ABSENT~~; Member Weinstein, PRESENT; Vice Chair Hunter, PRESENT; Member Harding, PRESENT; Member Hudson, PRESENT; Mayor Simmons, PRESENT

**Member Rojas** arrived at 6:25 p.m.

#### 1. Public Comment

The following individuals were heard:

- Karen Engels, Wendell Street, spoke regarding the **FY26 Budget**
- Erin Logan, 6<sup>th</sup> Street, spoke regarding **#25-078**
- Carrie Jung, Standish Street, spoke regarding **#25-076** and **#25-078**
- Dan Monahan, Lexington Ave, spoke regarding the **FY26 Budget**
- Christopher Montero, Warren Road, Framingham, spoke regarding the **FY26 Budget**
- Nina Mitchell, Hilliard Place, spoke regarding **#25-078**
- Gwynneth O'Donnell, Gold Star Road, spoke regarding **#25-079**
- Emily Pollack, spoke regarding **#25-078**

On a motion by Member Hunter seconded by Member Harding public comment was closed on a voice vote.

On a motion by Member Rojas, seconded by Vice Chair Hunter it was voted to suspend the rules on the following roll call vote: Member Rachel, YEA; Member Rojas, YEA; Member Weinstein, YEA; Vice Chair Hunter, YEA; Member Harding, YEA; Member Hudson, YEA; Mayor Simmons, YEA (7-0)

On a motion by Member Rachel, seconded by Vice Chair Hunter it was voted to bring forth **#25-059** on the following roll call vote: Member Rachel, YEA; Member Rojas, YEA; Member Weinstein, YEA; Vice Chair Hunter, YEA; Member Harding, YEA; Member Hudson, YEA; Mayor Simmons, YEA (7-0)

**#24-059, Approval of Fiscal Year 2026 Recommended Budget, be approved as follows:** that the School Committee receive and approve the FY 2025 General Fund Budget of the Cambridge Public Schools in the following Statutory Categories:

Salaries, Wages & Benefits:	\$	234,112,160
Other Ordinary Maintenance:	\$	44,513,370
Travel and Training:	\$	1,524,470
Extraordinary Expenditures:	\$	<u>100,000</u>
Total	\$	280,250,000

**Salaries, Wages & Benefits:** \$234,112,160: Member Rachel, YEA; Member Rojas, YEA; Member Weinstein, YEA; Vice Chair Hunter, YEA; Member Harding, NAY; Member Hudson, NAY; Mayor Simmons, YEA (5-2)

**Other Ordinary Maintenance:** \$44,513,370: Member Rachel, YEA; Member Rojas, YEA; Member Weinstein, YEA; Vice Chair Hunter, YEA; Member Harding, NAY; Member Hudson, NAY; Mayor Simmons, YEA (5-2)

**Travel and Training:** \$1,524,470: Member Rachel, YEA; Member Rojas, YEA; Member Weinstein, YEA; Vice Chair Hunter, YEA; Member Harding, NAY; Member Hudson, NAY; Mayor Simmons, YEA (5-2)

**Extraordinary Expenditures:** \$100,000: Member Rachel, YEA; Member Rojas, YEA; Member Weinstein, YEA; Vice Chair Hunter, YEA; Member Harding, NAY; Member Hudson, NAY; Mayor Simmons, YEA (5-2)

**Mayor Simmons** noted that the budget was adopted.

**Mayor Simmons** entertained a motion to bring forth **#25-073**. The Executive Secretary shared that Ms. Rae Catchings, Chief People Office for the City, could not participate in the vote as she had not yet joined the meeting. Mayor Simmons proceeded to the Student School Committee Report until Ms. Catchings joined the meeting.

## 2. Student School Committee Report:

Student members shared the following highlights:

- The 3rd quarter for CRLS is ending this Friday; students are taking midterms for semester 2 this week.
- Thursday, April 3, a club leaders' roundtable called "Mo Money, No Problems" will be hosted to help student leaders navigate club funding.
- 11th graders will take the SAT in school on Wednesday, April 9 which is the first time CRLS is offering an in-school SAT.
- Level Up TA program, operating for six years, risks discontinuation due to lack of \$3,000 funding for facilitator compensation for the 2025–2026 school year.
- May 20 focus group at VLUS (facilitated by the Students of Color Coalition)
- Student concerns were raised about building facilities, notably maintaining CRLS elevators
- The Student Council at Morris Elementary School voiced a request:
  - 3rd, 4th, and 5th graders hope to have air conditioning installed in their gym.

**Members Rachel** and **Member Weinstein** shared insights regarding the VLUS focus group which they attended along with Vice Chair Hunter. Mr. Murphy addressed the students' concerns regarding Level Up funding sharing that he felt confident that funding issues would be addressed and the program would continue in the same format.

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

- March 12, 2025, Special Meeting
- March 18, 2025, Regular Meeting
- March 19, 2025, Special Meeting

On a motion by Member Rachel, seconded by Member Weinstein the records were accepted on the following roll call vote: Member Rachel, YEA; Member Rojas, YEA; Member Weinstein, YEA; Vice Chair Hunter, YEA; Member Harding, YEA; Member Hudson, YEA; Mayor Simmons, YEA (7-0)

With Ms. Catchings now having joined the meeting, **Mayor Simmons** entertained a motion to bring forth **#25-073** for a vote.

On a motion by Vice Chair Hunter, seconded by Member Rachel, **#25-073** was brought forth on the following roll call vote: Member Rachel, YEA; Member Rojas, YEA; Member Weinstein, YEA; Vice Chair Hunter, YEA; Member Harding, YEA; Member Hudson, YEA; Mayor Simmons, YEA (7-0)

**#25-073** Recommendation: Approval of Memorandum of Agreement Between The Cambridge School Committee & Cambridge Professional Safety Specialists Association for a Successor Collective Bargaining Agreement for the Period of July 1, 2024 through June 30, 2026

On a motion by Member Rachel, seconded by Member Rojas, **#25-073** was adopted on the following roll call vote: Member Rachel, YEA; Member Rojas, YEA; Member Weinstein, YEA; Vice Chair Hunter, YEA; Member Harding, YEA; Member Hudson, YEA; Mayor Simmons, YEA, Ms. Catchings, YEA (8-0)

**Mayor Simmons** entertained a motion suspend the rules to move, reconsideration, hoping the same will not prevail.

On a motion by Mayor Simmons, seconded by Member Hudson, it was voted to suspend the Rules for the purpose of moving reconsideration of the foregoing vote on all budget-related items: Member Rachel, YEA; Member Rojas, YEA; Member Weinstein, YEA; Vice Chair Hunter, YEA; Member Harding, YEA; Member Hudson, YEA; Mayor Simmons, YEA (7-0)

The Rules having been suspended, a motion to reconsider the foregoing vote, hoping the same would not prevail, was adopted: Member Rachel, NAY; Member Rojas, NAY; Member Weinstein, NAY; Vice Chair Hunter, NAY; Member Harding, YEA; Member Hudson, NAY; Mayor Simmons, NAY (1-6)

**4. Reconsiderations:** None

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

**6. Awaiting Reports:** None

**7. 7a. Superintendent's Update:**

*An update on pending matters and highlight various initiatives taking place across CPS school communities.*

Superintendent gave a brief update on the following:

- Expressed gratitude to the school committee and the community for their participation and contributions to the FY26 budget; highlighting the contributions of key CPSD finance administrators including Ms. Washington, Ms. Radley, Mr. Pope and Ms. Rousseau.
- The school district is currently managing the final months of the 2024–25 school year while preparing for the 2025–26 school year.
- Ongoing conversations include the Kennedy-Longfellow School closure and the adoption of the next school year's calendar.

## 7b. Presentation

*An update on the pending release of the district's long term facilities condition assessment as well as the developing capital improvement budgeting priorities for FY 26.*

David Murphy, Interim Superintendent  
Damon Smith, Interim Chief Operating Officer  
Vedad Konjic, Director of Facilities

The group gave the following presentation which can be found on this [website](#).

The report was commissioned to assess infrastructure needs and programmatic implications for Cambridge Public Schools strategic planning over the coming decades. The newly rebuilt Tobin Montessori and Vassal Lane Upper School (opening Fall 2025) mark the completion of a major construction phase. The analysis conducted by the DLR Group and focused on 10 older school buildings (excluding recently renovated/new constructions). No buildings rated as "poor"; most in "good" condition, but some significant deferred maintenance was identified.

The priorities that were identified included:

- Improve educational adequacy (instruction should drive facility needs, not vice versa)
- Focus on sustainability and energy performance.
- Enhance district operations and accommodate projected enrollment shifts.
- Support community use of school facilities.

The presenters emphasized the following:

- The report is a long-term guide (decades), not an immediate action plan.
- Flexibility is essential due to changing demographics, educational needs, and financial conditions.
- Report must be integrated with community input and evolving city/school administration priorities.
- Events like Universal Pre-K implementation and the closure of Kennedy-Longfellow School were not factored into the original analysis.
- The findings will inform future infrastructure investments and scenario planning.

Following the presentation, Committee members shared their thoughts. **Member Hudson** inquired about concrete timelines and the importance of ensuring Spring Street reopens on time. **Member Weinstein** advocated for community involvement in the process, ongoing clear communications and maintaining air quality standards post-COVID. **Member Rojas** noted that programmatic discussions about how buildings will be used will be important. **Member Rachel** advocated for improvements to the High School Extension program space as well as improvements to FMA and Cambridgeport. **Member Harding** stressed that school conditions impact school choice and wanted to ensure equity for low-income and minority families. **Vice Chair Hunter** emphasized that the district should not overcommit space usage at Spring Street to external partners and suggested that it may still be needed for swing space. **Mayor Simmons** highlighted that schools must be clean to students and families regardless of age or condition. Mr. Murphy reaffirmed for the Committee that Spring Street will remain in CPS and its future use would be shaped through a public engagement process. He noted that the Tobin Montessori and

Darby Vassal School was on track to be open in Fall 2025. He stressed that new school construction was unlikely within the next 6 years due to financial constraints and that future major renovations will require prioritization.

7c. **CPS District Plan:** None

7d. **Consent Agenda:**

On a motion by Member Harding seconded by Member Rachel the items **#25-060, #25-061, #25-062, #25-063, #25-064, #25-065, #25-066, #25-067, #25-068, #25-069, #25-071, #25-076** and **#25-077** were adopted on the following roll call vote: Member Rachel, YEA; Member Rojas, YEA; Member Weinstein, YEA; Vice Chair Hunter, YEA; Member Harding, YEA; Member Hudson, YEA; Mayor Simmons, YEA (7-0)

**#25-060 Approval of the Memorandum of Agreement Between The Cambridge School Committee & Cambridge Education Association Regarding Kennedy-Longfellow School Closure be adopted as follows:** That the School Committee approve the [attached agreement](#) between the Cambridge School Committee (the "Committee") and Cambridge Education Association regarding the Kennedy Longfellow School Closure

**#25-061 Approval of Revisions to Free & Reduced Price Food Services Policy (Second Reading) be adopted as follows:** That the School Committee approve the revisions to the School Department's Free & Reduced Price Food Services Policy as detailed in the [attached policy](#) (Second Reading).

**#25-062 Recommendation: Approval of Revisions to Tutoring for Pay Policy (Second Reading) be adopted as follows:** That the School Committee approve the revisions to the School Department's Tutoring for Pay Policy as detailed in the [attached document](#) (Second Reading).

**#25-063 Recommendation: Day & Residential Program Service not Available from the Cambridge School Department be adopted as follows:** 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 laws of the Commonwealth of Massachusetts funds to be provided from the General Fund and/or Grant Fund Budget.

Description: SY24-25 Placement of students in private schools for implementation of educational plans in accordance with Chapter 766.

	#	Amount
Day Program Tuition Contracts:	4	\$150,071.46
Residential Program Tuition Contracts		
45 Day Program Contracts:		
Total	4	\$150,071.46

**#25-064 Recommendation: Contract Award: The Algebra Project: Mathematics Professional Development be adopted as follows:** that the School Committee approve a contract with the following vendor, funds to be provided in accordance with the budget reference listed below. Procurement procedures for this purchase have complied with Chapter 30B of the laws of the Commonwealth of Massachusetts.

The Algebra Project, Inc., 99 Bishop Allen Drive, Cambridge,  
MA for the period of March 17, 2025 to June 30, 2025 in the  
amount of \$33,750.00.

**#25-065 Recommendation: Contract Award: Ricoh USA, Inc.: Multi-function Printer Leases, Maintenance & Supplies (FY26 Contract) be adopted as follows:** that the School Committee approve a contract with the following vendor, funds to be provided in accordance with the budget reference listed below. Procurement procedures for this purchase have complied with Chapter 30B of the laws of the Commonwealth of Massachusetts.

Ricoh USA, Inc, 70 Valley Stream Pkwy, Malvern, PA 19365  
for the period of July 1, 2025 to June 30, 2026 in the amount  
of \$400,000.00.

**#25-066 Recommendation: Contract Award: Sterling Business Products: Printing, Promotional & Mailing Services (FY26 Contract) be adopted as follows:** that the School Committee approve a contract with the following vendor, funds to be provided in accordance with the budget reference listed below. Procurement procedures for this purchase have complied with Chapter 30B of the laws of the Commonwealth of Massachusetts.

Sterling Business Products, PO Box 845, Medford, MA for the  
period of July 1, 2025 to June 30, 2026 in the amount of  
\$260,000.00.

**#25-067 Recommendation: Contract Award: School Specialty: Instructional Materials (FY26 Contract) be adopted as follows:** that the School Committee approve a contract with the following vendor, funds to be provided in accordance with the budget reference listed below. Procurement procedures for this purchase have complied with Chapter 30B of the laws of the Commonwealth of Massachusetts.

School Specialty, PO Box 1579, Appleton, WI for the period of  
July 1, 2025 to June 30, 2026 in the amount of \$350,000.00.

**#25-068 Recommendation: Contract Award: School Specialty: Classroom Furniture (FY26 Contract) be adopted as follows:** that the School Committee approve a contract with the following vendor, funds to be provided in accordance with the budget reference listed below. Procurement procedures for this purchase have complied with Chapter 30B of the laws of the Commonwealth of Massachusetts.

School Specialty, PO Box 1579, Appleton, WI for the period of  
July 1, 2025 to June 30, 2026 in the amount of \$175,000.00.

**#25-069 Recommendation: Contract Award: WB Mason: Classroom & Office Furniture (FY26 Contract) be adopted as follows:** that the School Committee approve a contract with the following vendor, funds to be provided in accordance with the budget reference listed below. Procurement procedures for this purchase have complied with Chapter 30B of the laws of the Commonwealth of Massachusetts.

WB Mason, 647 Summer Street, Boston, MA, School  
Specialty, PO Box 1579, Appleton, WI for the period of July 1,  
2025 to June 30, 2026 in the amount of \$150,000.00.

**#25-071 Recommendation: Contract Award: Lakeshore Learning: Instructional Materials & Classroom Furniture (FY26 Contract) be adopted as follows:** that the School Committee approve a contract with the following vendor, funds to be provided in accordance with the budget reference listed below. Procurement procedures for this purchase have complied with Chapter 30B of the laws of the Commonwealth of Massachusetts.

Lakeshore Learning, 2695 E. Dominguez Street, Carson, CA  
for the period of July 1, 2025 to June 30, 2026 in the amount  
of \$75,000.00.

**#25-076 Recommendation: Grant Award: FY25 Teacher Diversification (SC25162) be adopted as follows:** that the School Committee accept and approve the grant award below in the amount and for the period indicated:

FY25 Teacher Diversification (SC25162) – State - in the amount of

\$87,258.00 for the period of March 12, 2025 to June 30, 2025.

**#25-077 Recommendation: Grant Award: FY25 Cambridge Community Foundation/Biogen (SC25159) be adopted as follows:** that the School Committee accept and approve the grant award below in the amount and for the period indicated:

FY25 Cambridge Community Foundation/Biogen (SC25159) – Private – in the amount of \$45,455.00 for the period of July 1, 2024 to June 30, 2025.

**8. Non-Consent Agenda:**

**#25-070 Recommendation: Contract Award: Nimbello: Invoice Computer Software (FY26 Contract) be adopted as follows:** that the School Committee approve a contract with the following vendor, funds to be provided in accordance with the budget reference listed below. Procurement procedures for this purchase have complied with Chapter 30B of the laws of the Commonwealth of Massachusetts.

Nimbello, 7321 Heritage Square, Suite 2140, Granger, IN for the period of July 1, 2025 to June 30, 2026 in the amount of \$100,000.00.

A brief discussion followed **#25-070. Member Rojas** asked about the status of contract and if it allows vendors to be paid more efficiently. CFO Washington shared that the contract was approximately 1 year old and allowed invoices to be approved more efficiently on the CPSD side before it moves forward to the City for the payment to be process.

On a motion by Member Rojas, seconded by Member Rachel **#25-070** was adopted on the following roll call vote: Member Rachel, YEA; Member Rojas, YEA; Member Weinstein, YEA; Vice Chair Hunter, YEA; Member Harding, YEA; Member Hudson, YEA; Mayor Simmons, YEA (7-0)

**#25-072 Recommendation: Contract Award: Research for Better Teaching: Professional Development (FY26 Contract) be adopted as follows:** that the School Committee approve a contract with the following vendor, funds to be provided in accordance with the budget reference listed below. Procurement procedures for this purchase have complied with Chapter 30B of the laws of the Commonwealth of Massachusetts.

Research for Better Teaching, One Acton Place, Acton, MA for the period of July 1, 2025 to June 30, 2026 in the amount of \$120,000.00.

A brief discussion followed **#25-072. Member Hudson** asked about the evaluation of contract related to professional training. Mr. Murphy shared that contract was a longstanding partnership with the goal of improving educator effectiveness. He agreed with Member Hudson's point that contracts should be evaluated on a more consistent basis.

On a motion by Member Hudson, seconded by Member Rojas **#25-072** was adopted on the following roll call vote: Member Rachel, YEA; Member Rojas, YEA; Member Weinstein, YEA; Vice Chair Hunter, YEA; Member Harding, YEA; Member Hudson, YEA; Mayor Simmons, YEA (7-0)

**#25-074 Recommendation: Approval of the SY2025-2026 Cambridge Public Schools District Calendar be adopted as follows:** that the School Committee Approve the SY2025-2026 Cambridge Public Schools District Calendar.

A brief discussion followed **#25-074. Member Rojas** asked the Committee to review the calendar more closely to help ensure that changes would not be needed at a later date.

On a motion by Member Rojas, seconded by Member Harding **#25-074** was adopted on the following roll call vote: Member Rachel, YEA; Member Rojas, YEA; Member Weinstein, YEA; Vice Chair Hunter, YEA; Member Harding, YEA; Member Hudson, YEA; Mayor Simmons, YEA (7-0)

**#25-075 Recommendation: Gifts/Miscellaneous Receipts be adopted as follows: that the School Committee accept and approve the following donations as described:**

IN-KIND — Three 8th grade civics educators from Amigos, PAUS, and VLUS/DVUS have been accepted to participate in the Democratic Knowledge Project (DKP) Launch MA cohort program, including professional development at a value of approximately \$4,785 over three years per educator to help support DKP curriculum implementation and programming in 8th grade civics.

IN-KIND — The Boston Bruins Foundation donated Bosch tools along with multiple hockey sticks to the RSTA carpentry program. The carpentry students will use the tools and hockey sticks to build Adirondack chairs

which will be auctioned at the last home Bruins game (April 15), and the proceeds from the RSTA created items sold at the auction will be returned to the RSTA carpentry program.

DONATION - \$4,000 to CRLS made from an individual donor through the Cambridge Community Foundation's Larry Aaronson Social Justice Works! Fund for the Kimbrough Scholars Program.

A brief discussion followed **#25-075** with **Member Weinstein** highlighted some of the donations.

On a motion by Member Weinstein, seconded by Member Rachel, **#25-075** was adopted on the following roll call vote: Member Rachel, YEA; Member Rojas, YEA; Member Weinstein, YEA; Vice Chair Hunter, YEA; Member Harding, YEA; Member Hudson, YEA; Mayor Simmons, YEA (7-0)

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

**#25-078 Establishing an Updated Advanced Learning Policy**– Member Weinstein, Member Harding and Member Hudson

WHEREAS: Empowering student excellence necessitates that the Cambridge Public Schools commit to ensuring that students who are ready for advanced learning are identified, challenged, and supported; and  
WHEREAS: Cambridge Public Schools affirms its commitment to identifying and supporting students who demonstrate advanced learning needs across all grade levels and student groups, including students who may need or be receiving additional supports to reach grade-level benchmarks in some areas, with the goal of supporting and challenging every child to reach their full potential without imposing ceilings on their continued growth; and

WHEREAS: It is critical to achieving this goal that student and caregivers be supported to be informed participants in the process of identifying and meeting student needs; therefore be it

RESOLVED: That the Cambridge Public School District (CPSD) shall establish a system for the equitable **identification** of advanced learners and advanced learning needs before the beginning of the 2025-26 school year, to be implemented for the start of the 2025-26 school year. This system must incorporate practices designed to ensure identification of student potential in all communities. Identification will be communicated to each student's teachers and caregivers upon the determination, and again at the start of each successive school year thereafter; and be it further



RESOLVED: That identified students will be **supported** beginning in the 2025-26 school year through a range of existing instructional strategies, including, where appropriate, enrichment, differentiated instruction, and integration into the district's Multi-Tiered System of Supports (MTSS), and new strategies where appropriate. These approaches will be responsive to students' readiness and designed to extend Tier 1 instruction when appropriate; and be it further

RESOLVED: That CPSD will prioritize **caregiver communication and family engagement** when identifying and meeting advanced learning needs by establishing a plan before the beginning of the 2025-26 school year, not later than August 31, to be implemented in the 2025-26 school year to provide clear information to caregivers about identification processes, available supports, and how they can bring concerns forward, and to ensure that caregiver input on decisions about their child's learning will be documented and incorporated into support plans; and be it further

RESOLVED: That before the beginning of the 2025-26 school year, not later than August 31, the Superintendent or designee shall develop procedures to **implement and monitor the implementation** of this policy and ensure ongoing support at the school level to be implemented in the 2025-26 school year, and to include an update to the School Committee no later than January 31, 2026. These procedures will evolve over time to include additional areas such as academic acceleration, expectations for teachers to review and update plans from prior years, processes for incorporating caregiver and student input, and progress monitoring for individual students and system effectiveness; and be it further

RESOLVED: That the School Committee shall receive **semi-annual updates** from the Superintendent no later than August 31 and January 31 of each school year on the implementation of this policy, that will include data on student identification and participation, plans for continued development, any recommendations for changes or additions to this policy and its implementation, updates on budget implications, and quantitative and qualitative assessments of the success of this policy in identifying and meeting student needs.

A lengthy discussion followed **#25-078**.

**Member Weinstein** emphasized the need for greater clarity and consistency in how the district addresses advanced learning, noting that many students may not currently be recognized or supported. He worked directly with Dr. Francis in drafting the motion. **Member Harding** highlighted personal experiences and echoed concerns from families that identification has historically relied too heavily on parent advocacy. **Member Hudson** shared that the policy builds on instructional strategies already in use and does not introduce an undue burden on teachers. Dr. Francis noted that the plan leverages existing structures and timelines and includes measures to strengthen caregiver communication. **Vice Chair Hunter** expressed her concerns about the ambitious timeline.

Following the discussion, amendments were put forth on the following:

*"the Superintendent or designee shall develop procedures..." amended to "the Superintendent or designee will work to develop procedures..." and "...include an update to the School Committee no later than January 31, 2026." amended to "...include an update to the School Committee no later than November 1, 2025."*

**#25-078** was amended on the following roll call vote: Member Rachel, YEA; Member Rojas, YEA; Member Weinstein, YEA; Vice Chair Hunter, YEA; Member Harding, YEA; Member Hudson, YEA; Mayor Simmons, YEA (7-0)

**#25-078** was adopted as amended on the following roll call vote: Member Rachel, YEA; Member Rojas, YEA; Member Weinstein, YEA; Vice Chair Hunter, PRESENT; Member Harding, YEA; Member Hudson, YEA; Mayor Simmons, YEA (6-0-1)

#### **#25-079      Teacher Evaluations and Paraprofessional Staffing – Member Hudson and Member Harding**

WHEREAS: Student-facing positions, including teachers, paraprofessionals, and support staff, are essential to delivering high-quality education and ensuring positive outcomes for all learners; and

WHEREAS: Direct support in the classroom enables teachers to be more effective and responsive, particularly in meeting diverse student needs; and

WHEREAS: Investing in student-facing resources is an investment in immediate educational success, not just long-term planning for potential future success; and

WHEREAS: Meaningful teacher and administrator evaluations are critical tools for professional growth, accountability, and ensuring instructional quality; and allow the district to ensure that every additional dollar invested is spent with purpose and aligned with our educational mission of providing students with critical skills; now therefore be it

RESOLVED: That the Superintendent is directed to add two paraprofessional positions to the District FY26 budget; and be it further

RESOLVED: That the Superintendent is directed to offset the cost of these positions through reductions in areas of the budget that do *not* impact classroom staff or student-facing personnel or critical operations (including transportation and buildings and grounds operations and maintenance); and be it further

RESOLVED: That the Superintendent is directed to ensure full and faithful execution of teacher and administrator evaluations, as outlined in district policy, and to report back on evaluation implementation.

A lengthy discussion followed **#25-070. Member Harding** and **Member Hudson** provided background on their motion. Other members shared their concerns that the motion addressed two distinct subjects – teacher/administrator evaluations and additional paraprofessionals. **Member Rojas** highlighted that the paraprofessional positions should have been addressed in the earlier budget meetings. **Mayor Simmons** tabled the motion until the next meeting. She asked the motion makers to make amendments to their motion should they choose to move ahead in a manner that aligns with the Committee's feedback.

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

##### **#25-080 CRLS DECA Recognition – Vice Chair Hunter**

WHEREAS: The School Store, the RSTA School-Based Enterprise at Cambridge Rindge & Latin School, was among 13 school-based enterprises in Massachusetts achieving Gold Level Certification for the 2024-2025 school year; and

WHEREAS: A school-based enterprise (SBE) is an entrepreneurial operation in a school setting that provides goods and services to meet the needs of the market. SBEs are managed and operated by students as hands-on learning laboratories that integrate National Curriculum Standards in marketing, finance, hospitality and management. SBEs have been an effective educational tool for over four decades, providing students with realistic and practical learning experiences that reinforce classroom instruction, enhance 21st Century skill development, and prepare students for college and careers; and

WHEREAS: The School Store at Cambridge Rindge & Latin School has operated for 11 years and is to be commended for this achievement. Mrs. Jacqui Cesario is in her 6<sup>th</sup> year teaching Business Education and running the School Store and her 30th year teaching at CRLS; and

WHEREAS: In 2023, Mrs. Cesario and Ms. Jennifer Sloan Green started a DECA Chapter at CRLS as part of the Business Club which sponsors an annual Financial Literacy Fair. This year the DECA Chapter had 8 students compete in the district program and 6 students participated in the SBE certification; and

WHEREAS: Christopher Young, CAE, Chief Program Officer at DECA Inc., states "DECA's School-based Enterprise Certification Program is a rigorous process designed to help DECA members demonstrate their classroom learning in a practical, learning laboratory, and then translate that into meaningful outcomes."; and

WHEREAS: DECA's school-based Enterprise Certification Program provides recognition for outstanding achievement by school-based enterprises and motivates SBEs to strive for excellence and growth. SBEs can be certified at three levels: bronze, silver or gold. In order to apply for the certification, SBEs must submit extensive documentation that explains how the SBE demonstrates the practice of various marketing and retail standards; now therefore be it

RESOLVED: That the following CRLS DECA members are acknowledged and commended for their contributions to the certification application and process: Youseff Adel, Jalyjah Davis, Sebastian Dumoulin, Sophya Gedeon, Sulav Ghimire and Kaleb Woldemeskel; and be it further

RESOLVED: That Cambridge Rindge & Latin School DECA will be recognized as an Outstanding School-based Enterprise (SBE) at DECA's International Career Development Conference this April 26-29, 2025 in Orlando, Florida; and be it further

RESOLVED: That the entire Cambridge School Committee congratulates the RSTA CRLS DECA Chapter and advisors Mrs. Jacqui Cesario and Ms. Jennifer Sloan Green, for its Achievement of Gold Level Certification and its recognition at the 2025 National DECA Conference.

**Vice Chair Hunter** shared highlights regarding her resolution and expressed highly positive sentiments regarding the CRLS school store. **Member Rachel** asked that the motion be made on behalf of the entire Committee.

On a motion by Vice Chair Hunter, seconded by Member Rachel, **#25-080** was amended to be made on behalf of the entire Committee and adopted on a voice vote.

**11. Announcements:**

**Member Weinstein**

- Announced North Cambridge Family Opera

**Student Member Barua**

- Announced the Second Annual District Multicultural Night on April 16.

**Member Rojas**

- Promoted the Friends of CRLS Athletics' annual Fresh Pond Run to support athletics.

**Vice Chair Hunter**

- Will meet Citizens of the World group led by Mr. Morris on their HBCU tour in New Orleans.
- Will speak at Xavier University about anti-apartheid activism.

**Mayor Simmons**

- Haitian Affinity Group on April 16
- Cambridge Community Seder on Wednesday, April 9
- Harvard Archaeology Fair on April 6.
- Her Story: Voices of Leadership and Inspiration on April 23 at City Hall

**12. Late Orders: None**

**13. Communications from City Officers: None**

**Email communications:**

- ✓ Caroline Lowenthal
- ✓ Dan Monahan
- ✓ Jennifer Woodfin

On a motion by Member Rachel, seconded by Member Harding the meeting was adjourned on a voice vote. (9:33 p.m.)

Attest:



Katherine Christo

Executive Secretary to the School Committee