



## CAMBRIDGE SCHOOL COMMITTEE

### (Official Minutes)

#### Virtual Special Meeting

April 29, 2025

Called for Wednesday, April 29, 2025 at 5:00 p.m. broadcast from the Media Arts Studio, 454 Broadway for the purpose of discussing the superintendent search.

Members Present: Member Harding, Member Hudson, Vice Chair Hunter, Member Rachel, Member Rojas, Member Weinstein, Mayor Simmons

Others Present: Elizabeth Unger, Director of Purchasing, City of Cambridge  
Ashley Pierre, Executive Director of Human Resources, CPSD  
Dr. Carolyn Turk, Director of Education Policy, Mayor's Office

#### Mayor Simmons in the Chair

A quorum of the School Committee being present, **Mayor Simmons** called the meeting to order at 5:00 p.m. **Mayor Simmons** read the call of the meeting and explained that the meeting was being televised and recorded. Votes may be taken.

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

**Member Harding** and **Vice Chair Hunter** joined the meeting at 5:20 p.m.

Following introductory remarks, **Mayor Simmons** opened the floor to public comment.

Jessica Goetz, CPS caregiver, expressed in disappointment in the pace of the superintendent search. She urged the Committee to post the job description and widely share the information on relevant website. She also urged the Committee to take a lead role in community engagement. Lilly Havstad, CPS caregiver, questioned if the current search timeline was realistic and ethical given the timing of a November election for the School Committee.

On a motion by Member Rojas, seconded by Member Rachel, public comment was closed on the following roll call vote: Member Harding, ~~ABSENT~~; Vice Chair Hunter, ~~ABSENT~~; Member Rachel, YEA; Member Weinstein, YEA; Member Hudson, YEA; Member Rojas, YEA; Mayor Simmons, YEA

Ms. Pierre joined the meeting and gave the group an update their most recent meeting. She shared her commitment to undertaking a transparent and high-quality superintendent search process. As a member of the Cambridge community, she is notably committed to a high-level search process that actively engages community members. She advocated for sharing the community engagement survey by May 1. She has connected with her peers from other districts to share best practices and resources of possible vendors to assist in search efforts. She suggested partnering with an outside agency to management recruitment. In reference to the timeline, she noted that semi-finalist interviews (confidential) could take place in June, followed by finalist interviews (public session) in late June or early July. She advocated for accomplishing as many tasks during the school year as opposed to the summer. She stressed that given her extensive recruitment experience, she knows that it is imperative to respond to applicants soon after their applications are submitted.

Committee members shared their feedback with Ms. Pierre regarding the process of adjusting the timeline to ensure that the momentum of a search was maintained. Ms. Pierre noted that the job posting would be based on a standard MASC job description and that the feedback from the community survey could inform the interview questions.

Ms. Pierre, **Mayor Simmons** and **Member Harding** shared their sentiments regarding the importance of engaging community members who might not attend an community event or respond to a survey. **Member Harding** cautioned the group that the search process may experience unexpected challenges/roadblocks and that the Committee should be prepared with a backup plan.

At 5:55 p.m., on a motion by Vice Chair Hunter, seconded by Member Rachel, the meeting was extended 10 minutes on the following roll call vote: Member Harding, YEA; Vice Chair Hunter, YEA; Member Rachel, YEA; Member

Weinstein, YEA; Member Hudson, YEA; Member Rojas, YEA; Mayor Simmons, YEA

At 5:57 p.m., **Mayor Simmons** left the meeting due to a prior commitment and handed the meeting over to **Vice Chair Hunter**.

On a motion by Member Rojas, seconded by Member Weinstein, the superintendent search process was amended on the following roll call vote: Member Harding, YEA; Vice Chair Hunter, YEA; Member Rachel, YEA; Member Weinstein, YEA; Member Hudson, YEA; Member Rojas, YEA; Mayor Simmons, ABSENT.

On a motion by Member Rachel, seconded by Member Hudson, the Committee gave permission to the superintendent search community engagement working group and Ashley Pierre, Executive Director of Human Resources, to review community engagement firms and award a direct contract on the following roll call vote: Member Harding, YEA; Vice Chair Hunter, YEA; Member Rachel, YEA; Member Weinstein, YEA; Member Hudson, YEA; Member Rojas, YEA; Mayor Simmons, ABSENT

On a motion by Member Rojas, seconded by Member Rachel the meeting was adjourned on the following roll call vote: Member Harding, YEA; Vice Chair Hunter, YEA; Member Rachel, YEA; Member Weinstein, YEA; Member Hudson, YEA; Member Rojas, YEA; Mayor Simmons, ABSENT. (6:03 p.m.)

Attest:

A handwritten signature in cursive script, reading "Katherine Christo".

Katherine Christo  
Executive Secretary to the School Committee