



**Regular Business Meeting
November 17, 2020**

**CAMBRIDGE SCHOOL COMMITTEE
(Official Minutes)**

Called for 6:00 P.M. A regular meeting, for the purpose of discussing any and all business that may properly come before the Committee.

Regular Meeting

November 17, 2020

Members Present: Vice Chair Bowman, Member Fantini, Member Rachel, Member Rojas, Member Weinstein, Member Wilson, Mayor Siddiqui

Also Present: Superintendent Kenneth Salim, Dr. Carolyn Turk, Claire Spinner, James Maloney, Maureen MacFarlane, Steve Smith, Shelia Keady Rawson

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

Mayor Siddiqui in the Chair.

Member Weinstein, present, Member Wilson present, Vice Chair Bowman Present, Member Fantini Present, Member Rojas Present, Member Rachel Present, Mayor Siddiqui Present

A quorum of the School Committee being present, Mayor Siddiqui called the meeting to order at 6:00 P.M. and read the call of the meeting.

1. Public Comment (3 Minutes)

Rua	Kelly
Dan	Monahan
Zachary	Cash
Olivia	Lounsbury
Amara	Donovan

- On a motion by Member Wilson and seconded by Member Rachel, Public Closed

Member Weinstein, Yea, Member Wilson, Vice Chair Bowman Yea, Member Fantini Yea, Member Rojas Yea, Member Rachel Yea, Mayor Siddiqui Yea

2. Student School Committee Report:

- Student Member Kilian reports and updates the following:
 - Meet the School Committee event was roughly attended by one hundred students who benefited by this event being viewed as community service. Very successful and look forward to it becoming an annual event.
 - AP Exam registration update, virtual sign up.
 - CRLS Winter Food and Clothing Drive, organized by CRLS student government, this Saturday.
 - NHS Application were recently sent out to juniors and seniors - community service portion not at 20 hours as opposed to 40 hours
 - Mentoring a huge success - 150 mentors from junior and senior class.
- Student Member reports and updates the following:
 - CRLS Teen Health Center - offering flu vaccine from ages 12 to 22, outreach has been done via Instagram.
 - Virtual Family Conferences ongoing
 - Fall Sports concluded and was a great experience for participants - many sports occurring with modifications
 - Metrics: impressive panel, in addition to inclusivity and that it fosters an important conversation. Excited for the planning in person.

Questions -

- Member Wilson - Congratulations to Student Members and students for the Meet the School committee event. NHS, what creative alternatives are out there for community service?
- Student Member Vera-Degraff answered explains recent scenarios
- Student Member Killian explains that mentoring is a form of community service.
- Member Wilson asks about students mentoring CRLS.
- Member Rojas asks clarity about Winter Sports and Member Vera-Degraff answers that November 24 is the registration deadline
- Mayor Siddiqui clarifies that the next meeting will discuss Winter sports

1. Presentation of the Records for Approval:

- September 8, 2020 Roundtable Meeting
- October 20, 2020 Regular Meeting
- On a motion from Member Rachel and seconded by Member Wilson, the records were approved.

Member Weinstein, Yea, Member Wilson, Vice Chair Bowman Yea, Member Fantini Yea, Member Rojas Yea, Member Rachel Yea, Mayor Siddiqui Yea

1. Reconsiderations: None

2. Unfinished Business/Calendar:

Late Order C20-308 Curriculum & Achievement Sub-Committee Motion with respect to outdoor dining for in-person learners - PLACED on FILE

- Mayor Siddiqui gave a brief history of the late order C20-308 and it was referred to the Elementary Roundtable.
- On a motion by Member Fantini and Seconded by Vice Chair Bowman, the motion was placed on file.

Member Weinstein, Yea, Member Wilson, Vice Chair Bowman Yea, Member Fantini Yea, Member Rojas Yea, Member Rachel Yea, Mayor Siddiqui Yea

#20-270 Motion by the Buildings and Grounds Sub-Committee -PLACED on FILE

On a motion by Vice Chair Bowman and Seconded by Member Rachel, Member Weinstein, Yea, Member Wilson, Vice Chair Bowman Yea, Member Fantini Yea, Member Rojas Yea, Member Rachel Yea, Mayor Siddiqui Yea

#20-271 Joint Motion by Member Rachel and Member Rojas

- Mayor Siddiqui gives a brief history to the Calendared Motion 20-283
- Member Rachel moves to suspend the rules, rules suspended on the following vote.

Member Weinstein, Yea, Member Wilson, Vice Chair Bowman Yea, Member Fantini Yea, Member Rojas Yea, Member Rachel Yea, Mayor Siddiqui Yea

- Mayor Siddiqui, yields the floor, Superintendent Salim explains his participation with this motion and his thoughts on its process and how the follow up got the motion here. The Statewide organization often puts forward motions that are shared throughout the Commonwealth - It is hoped that other communities could take similar action.
- Member Rachel and Member Rojas explains the merits and thoughts behind their motion, thanks Mayor Siddiqui for her support. Speaks to the children carrying the burden of COVID. Schools do not seem to be the place where the virus is spreading, references, gyms and dining where maskless participation are prominent. Speaks to the work of the advisory committee and where the virus is spreading and the want and need for Education to be first. Closing business where the spread is known to happen; their hope is that other communities will follow suit.
- Member Rojas, reiterated that it is based on scientist recommendations and the need for this correspondence.
- Member Rachel thanks Mayor Siddiqui and Vice Mayor for their attempt to mirror this on the City side.

Mayor Siddiqui opens the floor for comments and questions.

- Member Fantini thanks the sponsors and wants the letter to be sent to the state delegation
- Member Fantini moves for adoption with Member Wilson seconding
- Mayor Siddiqui speaks to the importance of prioritizing this letter.

- Member Weinstein echoes support for the motion and thanks the sponsors

Member Weinstein, Yea Member Wilson, Yea Vice Chair Bowman, Yea Member Fantini Member Rojas
Yea Member Rachel Yea Mayor Siddiqui Yea

#20-271 Joint Motion by Member Rachel and Member Rojas -ADOPTED

#20-283 Joint Motion by Member Rachel and Member Rojas - ADOPTED

1. **Awaiting Reports: None**

1. **Superintendent’s Agenda:**

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

[Discussion of Proposed Revision of Public Health Metrics](#)

Superintendent Salim ends his presentation and Mayor Siddiqui opens the floor for questions and concerns.

- Member Fantini looks for clarity with one of the metrics, clarity on the dashboard and what point do we switch to the Cambridge Metric? Brings up the issue of planning and the benefit of a consultant, speaks to the anxiety of parents with the hybrid opening of schools for the upper grades. Speaks to the eagerness of parent volunteers in the district.
- Superintendent Salim answers that is it in line with the Cambridge Public Health Department
- Mayor Siddiqui gives an update as to the analysis of the wastewater, data has started to be collected and updates hopefully will be once a week.
- Member Fantini asks about the possibility of school nurses administering the flu vaccine
- Superintendent Salim, brings up the City wide flu clinic and that school nurses assist with that but with COVID testing, they are also working with the district and various schools. Superintendent Salim is open to parent volunteering as a possible substitute for their school. Keeping in mind the balance of having more individuals in the schools.
- Member Rojas, thanks Dr. Salim for his presentation. How long has the planning been taking place? What is the role of the other Sub-Committees?
- Superintendent Salim, answers that they have been seeking advice and experiences from the building leadership of the grades that are currently in person. Building on some of the work that has already been started. Internal questions have been about remote learning, student well-being, which would fall under present Sub-Committees, which could be good forums to share information and speak to what is needed.
- Vice Chair Bowman wants to highlight the survey tool piece, data is crucial, having this is very important as to being continuously updated to family’s needs and then having this survey allows families to know what is happening as well. Multiple demographics of families responding would be incredibly informative. Speaks to the merits of the Sub-Committees and their help with

bringing forth recommendations needed for in person learning. She asked if wastewater testing could it be down at school sites?

- Mayor Siddiqui responded that the question could be addressed at the Buildings and Grounds Sub-committee.
- Member Rachel appreciated the presentation, asked would the scientific advisory group be expanded? Throw out the possibility of a roundtable on remote learning and really pinpoint what is working and what is not. Speaks to more outdoor opportunities for the youth thinking about the isolation and their mental health. What is the possibility offering recess when picking up lunches? Simple things to help our young people feel better.
- Superintendent Salim answers, about including additional advisors on the Health and Safety Working Group. Keeping in mind people's time and livelihood. We are fortunate with the members of our community who can work with us. He deeply appreciates these questions, staffing capacity is an issue. Some Principals have been looking at some scenarios. Speaks to the opportunity of parent volunteers. It has been a long time for some of these kids. There is ongoing conversation with DHSP partners.
- Member Wilson begins with thanks for the presentation, starts with the pilot program for the RSTA? Speaks to the hands on experience of the RSTA program and the clinical hours needed. Would like to speak about the CEA proposal and how are we leveraging more conversation with our educators? Would the SC be able to sit in on the listening sessions?
- Superintendent Salim answers that there will be much more limited students, possibly 6 at a time and would be with carpentry and automotive. In respect to the CEA proposal, how stretched teachers and staff are and have a timeline that is reasonable for getting some of the feedback needed. There are ways to share information, Sub-Committees and data would be shared to the school committee from the listening sessions.
- Member Weinstein appreciates the update and thinks it would be helpful for the public to understand why the numbers are the way they are with in person learning.
- Superintendent Salim answers that reopening the second phase was based on transmission rates and rates of infection of older children. Staffing must be a serious factor with the models that are pursued.
- Student Member Killian asks about the upcoming student survey, for December 7th.
- Superintendent Salim answers it will have a few key questions about what is working and not working with their partner, with the focus on students from grades 4 to 12. Likely to be a 15 minute survey and will be shared with students.
- Student Member thanks Superintendent for the presentation and speaks to the eagerness of the students returning to school. Ask about the flu vaccine and what about reduced cost for children under 12 and the feasibility of having it at the teen health center. Wants clarity on the enrollment form and what chance is there for families to reconsider upon learning what the model entails.
- Member Fantini wants to thank the Superintendent and his leadership team for all their hard work these past months.
- Mayor Siddiqui gives an update on testing capacity and remarks on the positivity rate but reminds people that there are more tests to be administered.

7b. CPS District Plan: None

- On a motion by Member Fantini and seconded by Member Rachel to suspend the rules, rules suspended on the following vote.

Member Weinstein, Yea, Member Wilson, Vice Chair Bowman Yea, Member Fantini Yea, Member Rojas Yea, Member Rachel Yea, Mayor Siddiqui Yea

- Member Fantini speaks of the professionalism of the negotiation process and those that participated in them. Very productive in nature and the collaboration of the parties. Excellent team assembled.
- Vice Chair Bowman adds to Member Fantini's sentiment and thanks Member Fantini for his role. Grateful for both entities and the leadership on both sides. Looking forward to getting to work to serve the students. All members will participate moving forward.

#20-288 Recommendation: Approval of Agreement between the Cambridge School Committee & the Cambridge education Association Units A, B, C, D & E Regarding Reopening of Schools for the 2020-2021 School Year - ADOPTED

Member Weinstein, Yea, Member Wilson, Vice Chair Bowman Yea, Member Fantini Yea, Member Rojas Yea, Member Rachel Yea, Sheila Keady Rawson (City Manager designee) Yea Mayor Siddiqui Yea

7c. Consent Agenda:

On the following roll call vote, items **#20-272, #20-273, #20-275, #20-276, #20-277, #20-287 and #20-289** were adopted: Member Weinstein, Yea, Member Wilson, Vice Chair Bowman Yea, Member Fantini Yea, Member Rojas Yea, Member Rachel Yea, Mayor Siddiqui Yea

#20-272 Recommendation: Day & Residential Program Services not Available From the Cambridge School Department

#20-273 Recommendation: Contract Award: Pitney Bowes: Supplies & Lease Of Postage Machines

#20-275 Recommendation: Contract Award: The Prophet Corp.: Physical Education Supplies

#20-276 Recommendation: Contract Award: Hand 2 Mind: Instructional Materials

#20-277 Recommendation: Gifts/Miscellaneous Receipts

#20-287 Recommendation: Approval of Fiscal Year 2021 General Fund budget Supplemental Appropriation

#20-289 Recommendation: Contract Award: NCS Pearson, Inc.: Assessment Materials & Software

- Member Rojas, pulls motion #20-274 and wanted clarity on the contract

- Chief Operating Officer Jim Maloney and Chief Financial Officer Claire Spinner speak to the history of the contract citing that this is an ongoing contract with this particular vendor that is assisting us with the repairs. There was an increased amount of work to finish off some of the initial work.

#20-274 - ADOPTED

Member Weinstein, Yea, Member Wilson, Vice Chair Bowman Yea, Member Fantini Yea, Member Rojas Yea, Member Rachel Yea, Mayor Siddiqui Yea

1. **Non-Consent Agenda:**
1. **School Committee Agenda (Policy Matters/Notifications/Requests for Information):**

#20-278 Motion by the Governance Sub-Committee

- Mayor Siddiqui from the floor speaks to the description of this motion and that it applies to the School Committee's Code of Ethics. Details the protocol for it and the future steps that are needed for it to become adopted. She yields the floor to Member Rojas.
- Member Rojas thanked his fellow Sub-committee members, Attorney MacFarlane and Chandra Banks for their work and input. Initially, several SC members spoke about bringing restorative justice to the body of the School Committee. At the first retreat the Governance Sub-Committee was asked to revise the Code of Ethics. Currently the Code of Ethics is based on the current text from the MASCC. The Governance Sub-Committee held several meetings and this document brought forth Cape Cod Regional Tech. Opens the floor for questions and concerns.
- Member Weinstein clarifies that the proposed change is incorporating restorative justice practices currently in the district and that there is alignment. We can model this and hold ourselves accountable to the same policies. Opportunity to show leadership to the School Committee and helpful to other School Committees in the Commonwealth.
- Member Wilson, thanks the members for their work. Speaks to creating an atmosphere and culture for restorative justice and its importance. We as leadership should be holding ourselves accountable and be intentional in our practices. Thanks Ms. Banks for her input as well as the Educators of Color Coalition.
- Member Fantini speaks to his concerns and suggests a roundtable for further clarification. Who would manage this process?
- Member Rojas clarifies that this is how a complaint would be addressed, initial action is a conversation and then if necessary an Executive Session.
- Member Fantini follows up with what is the standard for a complaint to be placed. Who will be able to bring complaints against the School committee? Asks for the procedure.
- Member Rojas states this policy is not trying to define what a valid complaint is.
- Maureen MacFarlane, Attorney for CPSD, answers that the way the policy is written any individual can bring a complaint to the attention of the School Committee, by various ways. Attorney MacFarlane goes over procedure.

- Chandra Banks speaks about Restorative Justice and speaks about responsibility for actions in order to heal the harm. If responsibility was denied you cannot take a restorative path.
- Member Wilson, if a complaint was to come in it would be brought forward by whom it was told too.
- Member Fantini asks are School Committee members entitled to legal representation? What about an anonymous report?
- Maureen MacFarlane answers that it would be determined by the City Solicitor's office.
- Chandra Banks answers that a substitute person would be used in the case of an anonymous report
- Vice Chair Bowman wants to know about the merit and process of claims and if there are protections for the staff. Asks for Human Resources input. Where is the process for determining merit? A third party needs to be part of the process. Offers that MASC should be consulted.
- Lisa Richardson, Chief Talent Officer for CPSD, from an administrative perspective an investigation will go forward. The HR department would be involved to be completely divorced and unbiased from the complaint.
- Member Rojas answers as a body there would be a conversation to go forward and look at potential different models. Highlights that Restorative Justice may not solve all.
- Member Rachel thanks all for this proposal. Change is hard and this proposal will disrupt some of the hierarchy of white supremacy systems. It is not about judging, it is about healing. Reflects about past issues. When there is a clear complaint, this is a promising generations old process, we should be adopting.
- Chandra Banks wants to clarify and define restorative as opposed to policy fractures. Criminal Justice asks what law was broken and Restorative Justice asks who was harmed and how can we fix it? Two different philosophies being blended together.
- Vice Chair Bowman would like to have an outside entity to weigh in on this proposal. Are we creating a conversation that could have our decision making processes that could be interpreted as causing harm?
- Member Fantini exercised his Charter right, conversation ceased.
- Mayor Siddiqui explains the protocol that has just happened, by Member Fantini exercising his charter right.

Member Fantini #20-279

- Motion by Member Fantini to be placed on file.
- Member Wilson requests to pull Motion #20-280

Subsequent vote on the remaining motions.

Member Weinstein, Yea, Member Wilson, Vice Chair Bowman Yea, Member Fantini Yea, Member Rojas Yea, Member Rachel Yea, Mayor Siddiqui Yea

#20-281 Motion by Mayor Siddiqui - ADOPTED

#20-282 Joint Motion by Member Rachel, Member Wilson and Mayor Siddiqui. - ADOPTED

#20-280 Motion by Vice Chair Bowman - PLACED ON CALENDAR

- Vice Chair Bowman explains the thought process that went into this motion and speaks to the Buildings and Grounds Sub-Committee influence and the conversation on metrics and how that connects to the evaluations of data and the disproportionate impacts it has on communities of color. Speaks to the stigma of that. Based on these public health perspectives, she wanted to make sure any stigma should be avoided and ask why we have metrics. How then do we connect that to disproportionate communities to have access to the best testing and care? Relates to data collection. With certain metrics people may identify a disease by their ethnic cohort. It creates a space for unintended bias.
- Member Wilson begins with talking about the mental health and trauma aspects. Supports the spirit of the motion and reminds that there is a roundtable scheduled for tomorrow.
- Mayor Siddiqui offers that DPH will be at the roundtable tomorrow and potentially add a mental health amendment to the motion.
- Member Rachel asks the Vice Chair for clarity on whether there might not be a fourth metric. Why would we leave it with DPH and not have our community and the District be involved? We have the DPH at the table advising the district, if we approve this motion, what changes?
- Vice Chair Bowman acknowledges the district does not have the bandwidth for this and separate these conversations out. The DPH would be separating these conversations out and guide the district more by families that are disproportionately affected by COVID 19.

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

#20-284 Joint Resolution by Member Wilson and Mayor Siddiqui - PASSED

- Member Wilson explains the history of her resolution, co-sponsored with Mayor Siddiqui. Continues with thanking Member Fantini for all that he does and acknowledges his contribution to the district.
- Vice Chair Bowman seconds what Member Wilson said. The Committee is very fortunate to have his ability and guidance.
- Member Rachel wants to add her voice to the chorus of praise. Thankful for all facets of his advice and hopes his legacy will be rewarded with implementing early college for the students.
- Member Weinstein speaks of Member Fantini's generosity and gives thanks.
- Member Rojas - thank you

- Student Members value his experience and appreciate it.
- Student Member Killian echoes the sentiments expressed.

#20-285 Joint Resolution by Member Wilson and Mayor Siddiqui - ADOPTED

- Member Wilson speaks on behalf of her Motion of Rick Jarvis' passing expounding on all that he accomplished professionally and personally.
- Chandra Banks speaks on Rick Jarvis' impact on the City

#20-286 Joint Resolution by Member Wilson and Mayor Siddiqui - ADOPTED

- Member Wilson speaks on behalf of Nae Jae Joseph's passing and describes the tragedy and the loss to the CRLS community. Condolences are offered to his family.
- Member Weinstein, Yea, Member Wilson, Yea, Vice Chair Bowman, Yea, Member Fantini, Member Rojas, Yea, Member Rachel Yea, and Mayor Siddiqui, Yea

1. Announcements:

- Member Wilson speaks about attending the MASC Delegate meeting and announcement and congratulations to Andrea Wadsworth, Lee School committee as the new President. Remarks on resolutions about the following topics; lowering the voting age to 16, scholars missing from MCAS. Increasing federal monies for public education and absenteeism.

1. Late Orders:

Connie McGrath, ADOPTED

- Superintendent Salim and the School Committee offered condolences and stories to the McGrath Family while praising Connie's commitment and dedication to her work for the Cambridge Public Schools.

Member Weinstein, Yea Member Wilson, Yea Vice Chair Bowman, Yea Member Fantini Member Rojas Yea Member Rachel Yea Mayor Siddiqui Yea

- Motion to adjourn by Member Rachel seconded by Member Wilson, Member Weinstein, Yea, Member Wilson, Vice Chair Bowman Yea, Member Fantini Yea, Member Rojas Yea, Member Rachel Yea, Mayor Siddiqui Yea -9:44pm

Next meeting scheduled will be a virtual special roundtable meeting on Wednesday, November 18th, 2020, 6PM.

Respectfully submitted,
Jennifer Dever Wood
School Committee