



Regular Business Meeting
 May 19, 2020

CAMBRIDGE SCHOOL COMMITTEE
 (Official Minutes)

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

Regular Meeting

May 19, 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, Barbara Allen, Lindsay Pinkus, Dr. Alexis Morgan, Dr. Michelle Madera, Steve Smith

Student School Committee: Ms. Green, Mr. Kanner Student

Mayor Siddiqui in the Chair

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. She also read that the Open Meeting Law that has been approved for remote participation.

Public Hearing on State School Choice

On a roll call vote was called to close out the Public Hearing on State School Choice

Member Fantini YEA; Member Rojas YEA; Member Rachel YEA; Member Weinstein YEA; Member Wilson YEA; Vice Chair Bowman YEA Mayor Siddiqui YEA.

1. Public Comment:

Frank	Barnes	151 Clark Street	Remote Learning
Amara	Donovan	775 Cambridge st	Budget/COVID
Emanuel	Antunes	775 Cambridge st	Budget and COVID
Kathryn	Fennema	11 Eddy Street	COVID-19 response

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

Mayor Siddiqui expresses thanks to everyone who signed up for public comment this evening and the past few weeks. Speaks upon the importance of these upcoming votes and how circumstances have changed dramatically. Looks forward to a productive meeting.

1. Student School Committee Report:

Member Kanner CRLS announced Digital Graduation - possible June 11, 2021. CRLS talent show and that it is digital.

Speaks to the Superintendent about a potential controlled quiet environment for testing as opposed to being at home?

Superintendent Salim introduces Dr. Turk for follow up - Hopefully there can be something done for retake and future testing. It will be addressed for the future.

Member Green Working on virtual Graduation and the movement for it.

Vice Chair Bowman asks that the Student School Committee member be able to get their name plates.

3. Presentation of the Records for Approval: None

4. Unfinished Business/Calendar:

#20-46 That the School Committee receive and approve the Fiscal Year 2021 Recommended General Fund Budget of the Cambridge Public Schools in the following Statutory Categories:

Salaries, Wages & Benefits	\$	175,833,917
Other Ordinary Maintenance:	\$	36,303,133
Travel and Training:	\$	1,147,380
Extraordinary Expenditures:	\$	<u>430,300</u>
Total	\$	213,714,730

Member Rachel - thanks the Superintendent for the added positions for OIEB, asks about the 50K for program review, and is it RISTA?

Superintendent Salim - no

Member Wilson - thanks the Superintendent for the equity positions - asks about the data management position. Grant funding the 100k for mental health resources, will it be there?

Superintendent Salim answers that Split funded position -will be still hired, supporting the work in ICTS. They are still anticipating that the grant funding will be there and hopefully not repurposed.

Member Kanner asked if the budget is voted down.

Mayor Siddiqui the district budget will still get forwarded to the City Council and the City Manager has bottom line authority.

Vice Chair Bowman clarifies that dollars still need to be allotted within the district even if the budget is voted down.

Member Rojas thanked the Superintendent for the positions. Would like a priority list of the position that will be on hold.

Claire Spinner, Chief Financial Officer, remarks as the year progresses there will be a number of conversations about priorities and needs.

Budget Co Chairs reflect on the budget process.

Member Fantini moves for of 20-46 to be brought forward

Roll Call on a motion by Member Fantini and seconded by Vice Chair Bowman for #20-46 to be brought forward: Vice Chair Bowman YEA; Member Fantini YEA; Member Rojas YEA; Member Rachel YEA; Member Weinstein YEA; Member Wilson YEA; Mayor Siddiqui YEA.

Member Fantini thanked the Superintendent, Claire Spinner, Mayor Siddiqui and the members for all their efforts, their time, thoughts and hard work that went into the construction of the FY21 budget. The budget reflects what the entire school committee needs. Budget reflects the district's plans with generosity and additional positions - 57.

Vice Chair Bowman echoes the thanks to the administrative team. Stresses how the whole orientation shifted because of COVID. Appreciates the one on one interactions and input from families. Thinks the way they handle the budget implications because of COVID sincerely and looks forward to the future. Emphasizes her gratitude and thinks voices heard.

Member Weinstein thanks Budget Co chairs, the District, Community and feels the budget reflects all input. Be creative in new ways to respond to this moment and keep a focus on not only meeting all of the needs that we are now faced with but exceeding where we were before. Continue the goals of the School Committee.

Member Rachel acknowledges that this budget season is like no other. Thanks all involved with this process. Look forward to the Summer Plans, the 3 year district plan and a post COVID reality.

Member Rojas thanks the Co-Chair and the District as well as the community with this people are better informed and that leads to better responsibility.

Member Green and Kanner thanked the members and remarked how great it was to listen to the public. Wishes budget sessions focused on the students.

Member Wilson thanks everyone for the great conversations regarding their priorities and was very grateful for the community's input. Equity and access are very important. As a new member this endeavor is an extremely challenging situation, one that is not taken lightly.

Member Wilson states that she will recuse herself from voting on the line item of 180K for the Workforce segment as she is employed by them through the Cambridge Housing Authority.

Mayor Siddiqui reflects on engagement for the budget, we don't hear from enough families the effort is there however we must do better. More than excellence should be the goal. Cambridge has many uncertainties in the year ahead however the City as a whole is in a better position. The work is still there for our families and students. Thanks to the Co-Chairs and educators and all involved.

Superintendent explains the process for Member Wilson's abstaining because of Workforce Partners Budget which comes from Other Ordinary Maintenance

Salary, Wages and Benefits \$175,833,917

Roll Call on a motion by Member Fantini and seconded by Vice Chair Bowman: Vice Chair Bowman YEA; Member Fantini YEA; Member Rojas YEA; Member Rachel YEA; Member Weinstein YEA; Member Wilson YEA; Mayor Siddiqui YEA.

Other Ordinary Maintenance in the amount of \$36,112, 808

Roll Call on a motion by Member Fantini and seconded by Vice Chair Bowman: Vice Chair Bowman YEA; Member Fantini YEA; Member Rojas YEA; Member Rachel YEA; Member Weinstein YEA; Member Wilson YEA; Mayor Siddiqui YEA.

Other Ordinary Maintenance: \$190,325

Roll Call on a motion by Member Fantini and seconded by Vice Chair Bowman: Vice Chair Bowman YEA; Member Fantini YEA; Member Rojas YEA; Member Rachel YEA; Member Weinstein YEA; Member Wilson abstain; Mayor Siddiqui YEA.

Travel and Training: \$1,147,380

Roll Call On a motion by Member Fantini and seconded by Vice Chair Bowman, Vice Chair Bowman YEA; Member Fantini YEA; Member Rojas YEA; Member Rachel YEA; Member Weinstein YEA; Member Wilson YEA; Mayor Siddiqui YEA.

Extraordinary Expenditures: \$430,300

Roll Call On a motion by Member Fantini and seconded by Vice Chair Bowman, Vice Chair Bowman YEA; Member Fantini YEA; Member Rojas YEA; Member Rachel YEA; Member Weinstein YEA; Member Wilson YEA; Mayor Siddiqui YEA.

Roll Call On adoption of FY 21 Budget motion by Member Fantini and seconded by Vice Chair Bowman: Vice Chair Bowman YEA; Member Fantini YEA; Member Rojas YEA; Member Rachel YEA; Member Weinstein YEA; Member Wilson abstain; Mayor Siddiqui YEA.

Member Fantini moves for suspension of the rules for the budget process and explains the reconsideration later.

Explanation ensues on the process of reconsideration. Standard operating procedure, enables the district to begin the process for preparation and presentation to the City Council.

Roll Call on suspension of the rules by Member Fantini and seconded by Vice Chair Bowman: Vice Chair Bowman YEA; Member Fantini YEA; Member Rojas YEA; Member Rachel YEA; Member Weinstein YEA; Member Wilson abstain; Mayor Siddiqui YEA.

Member Fantini moves for reconsideration seconded by Vice Chair Bowman: Vice Chair Bowman No; Member Fantini No; Member Rojas Nay; Member Rachel YEA; Member Weinstein YEA; Member Wilson YEA; Mayor Siddiqui No 4 to 3 vote.

5. Awaiting Reports: None

6. Superintendent's Agenda:

7. **Superintendent's Agenda:**

7a. Presentations: [COVID-19 Response Update](#)

Superintendent Salim and CPSD administrators presented and discussed the following:

- Summer 2020 Planning Update
- Engagement Data Update
- Discussion

Discussion occurs during the presentation of the elementary schools.

Member Rachel asks if there will be a program and a curriculum for each school. The students this summer. Ask about Site Managers and their roles.

Assistant Superintendent MacDonald, for elementary education, as answers that Curriculum will be provided and developed centrally. As well a small group individualized instruction based on needs and learning gaps.

Site managers are the go to people for troubleshooting and integral to outreach.

Member Rojas expresses that if the enrollment is not there the monies should be reallocated for better planning.

Vice Chair Bowman was interested in what support there will be for the families and the engaging parents as educators.

Assistant Superintendent MacDonald - yes that will be a factor in going forward that support is there for the families.

Member Weinstein what is the rationale for not including rising Kindergarteners? What about needs of families that are not apparent? Triage? Looking to continue to engage with College Students, who could benefit from the experience themselves.

Assistant Superintendent MacDonald -Prioritizing the older children, however they of course are in the equation. Developing a plan to have conversation and exit interviews, appropriate for the child and offer additional support. Acknowledges the need to engage with college students, have spoken to Lesley who works with the district with COMPASS.

Member Wilson how can we incorporate our High School students this summer for the elementary level and follows up with what are the individual school numbers

Assistant Superintendent MacDonald answers that there could be fifty or sixty students per school. The students will be invited personally.

Member Fantini remarks that personal invitations are great and students will be prioritized based on need. Is the City involved?

Assistant Superintendent MacDonald the needs are different for each school. Have had conversations with Ellen Semenoff. Wants an engaging program. Programs will be remote and run through the month of July. Superintendent Salim Social distancing and leveraging outdoor spaces is a factor for summer programming.

Vice Chair Bowman there will be phases for the Commonwealth, what is the capacity for the City helping working parents?

Mayor Siddiqui asks for clarity with targeted family recruitment. Family liaison is critical to the outreach. How many families have we reached?

Assistant Superintendent MacDonald, Personal outreach to families through various staffing and outlets in order to gauge interest. There will be a meeting with the Family Engagement specialists.

Member Wilson reminds the district to incorporate the CEPAC.

Presentation continues with Dr. Turk and the secondary schools

Member Wilson asks about outreach and how will it be done and the models.

Dr. Turk information goes out to all families, the capacity is based on four weeks. Goes through the options that are on the table for the students. Best model is the one to best benefit the student. The August program is a school base.

Member Weinstein asks about collaborators and working with college students, Rise Up, Innovators or purpose. Who is the target group and how many students? There needs to be a discussion about August.

Principal Coplin Neufield answers in agreement. The team is a listening vessel and he can speak about recent activity teams. They are spending all of our time pivoting towards what the start of the school year looks like. Thinking about how to modify what we do with our incoming sixth grade. The thing he is most worried about, if fully remote- how we open the school year for current seventh and eighth or sixth and seventh grade students, because they at least know the incoming sixth grade in general, because they're ready, and it's a hard transition. And we know developmentally, they're ready for it and also not ready for it at the same time. But coming to a virtual school, when you don't know them, and the routines and all of that it's something we're spending a lot of time thinking about already.

Superintendent Salim plans to continue the work of the middle school network on building partnerships. Dr. Turk will work with the upper school teachers.

Member Rachel remarks that we need to continue to target and outreach to our kids who are the most hard to reach and most disengaged, with some are programming and planning and then try to get them involved. Multiple stakeholders are needed for many conversations. What is going to happen when the four week program is over?

Superintendent Salim, briefly responds - he made reference to the Middle School Network earlier. And so a large part of their work is figuring out and working with partners, what capacity exists and different programs to engage in some of the matches. Certainly the work of the agenda for children is about making those connections between out of school time programs, and the whole out of school time sector and the Cambridge public schools, in partnership through the city. The piece that all the different partners are trying to figure out also is that is the virtual question? There are a number of programs that have scaled back their capacity, because knowing that you need to have even smaller ratios to really have an effective kind of connection, in a virtual setting. So that is something that is something we continue to connect with people on.

Member Fantini, Remarks on the Former Mayor Galicia's hard work establishing the Cambridge Harvard Summer Program. Concerned about children not being in place yet for the summer program. Worries about capacity and wants more residents to be connected with summer programming. Speaks about advance placement. Open to paying for an already existing program, if it is a worthwhile endeavor for the children.

Vice Chair Bowman, wants to affirm what all the other members have said. If we are positioning ourselves with the mindset of being flexible about approaching resources. If there are opportunities there then we can pivot out resources with other institutions.

Mayor Siddiqui, requests to Dr. Turk to include data regarding students and teachers for the next meeting. Commenting on that is an involved process.

Dr. Salim continues the presentation with Dr. Morgan and Dr. Madera.

Member Fantini asks about the High School are you working with in the End Route Program.

Dr. Madera - answers not at this time, however it could happen as they make their schedule.

Member Weinstein thanked Dr. Morgan for her presentation, questions about OSS Summer learning opportunities and how they can be adapted. What additional resources will be needed?

Dr. Morgan answers with the following information: The 11 month program will be present for the younger learner, OSS will continue with parent's conferences and there will be live and asynchronous lessons. An enrichment component will be present. Will continue with a parental survey. Support staff members with resources and webinars.

Member Weinstein, reiterates about important resources if they are needed.

Member Rachel, thanks the Dr.'s for their presentation. Echoes Member Fantini and his hope for the End Route to be present.

Beth Kirschner, ELL coordinator, answers about 10% of the population of Cambridge public schools, but that doesn't include the former English learners and that is monitored for four years. Possibly another 500. We have about 562, it's a little less than 10%

Member Wilson asks about OSS how many students are being targeted

Dr. Morgan answers Special start, we have 60 students, we have seven teachers 21 pairs, one behavior specialist for ASD, and we have approximately 60 students, 18 teachers, including paraprofessionals. That's about 48. For a comprehensive project we are projecting again, this is a rolling base because of IEP meetings that are still being held. But we are projecting about 170 students and based upon our looking at how we're going to structure the class size, that'll determine the number of staff for our tutoring and therapies. We have about 50 students who are receiving OT this is independent of our 11 month program. We have 25 students who will receive Physical Therapy. Approximately we still have to check on these numbers but approximately about 100 students for speech and for academics about 50 students. We have eight speech language pathologists who will be working with us for OTS and one full time physical therapist and one part time physical therapist.

Member Wilson How are we ID'ing children and what will that look like?

Dr. Morgan answers that those are services that are documented on the IEP. So those are decisions made at IEP meetings. If there's a concern either from those are just all school based decisions, that is not single handedly or picking out students who will be taught, we come into these programs. It's, it's me with that child's team and with that child's parent we're in or caregiver.

Vice Chair Bowman reminds the members there is still the agenda to be heard.

Member Wilson moves for extending the meeting by an hour seconded by Member Rachel: Vice Chair Bowman Yes; Member Fantini No; Member Rojas Yes; Member Rachel YEA; Member Weinstein YEA; Member Wilson YEA; Mayor Siddiqui Yea -6 to 1 in the affirmative.

Member Rojas -what is the most difficult piece in programming for summer?

Dr. Morgan and Dr. Salim answered that it is staffing and recruitment.

Presentation continues with Dr. Pinkus who discusses engagement and outreach

Member Rachel is very concerned about how we are tracking the emotional and mental welfare of our children. Engagement and wellbeing are not synonymous. Reminds what the role is oversight and accountability. The Check in is the important piece we are missing. Reporting on levels of engagements is insignificant - we need meaningful two way contact. Consider renewing and opening motion #20-71

Mayor Siddiqui agrees with Member Rachel's sentiments and reiterates the disconnect. Suggests more special meetings. How the data is conveyed is very important.

Member Wilson remarks that there are families following through the cracks and the importance of reaching out to our students and families. Acknowledges all the hard work being done by the district.

Superintendent Salim responds that it is our expectation that teachers are having a meaningful two way connection with every student that's on their caseload. And if that's not happening, that's something that, I know that schools are trying to work with, with their teams to, to have that happen. The purpose of the engagement tracker is very much to surface what those barriers are, just try to figure out How at a systems level, we can bring, you know, additional resources to students that are falling through the cracks

that schools are not hearing back from, and to figure out how to have additional supports. O be a classroom teacher. It can be a coach, it can be a paraprofessional.

Vice Chair Bowman would like to offer a recommendation to troubleshoot as well as balance the conversation. And remarks that students and families that have been engaged were over 90% early on. Recognizing that that infrastructure was in place, and that there could be just some continuous reporting from that. There's a framework or process that we can put that in place, I think that would be really helpful moving forward. The second piece, people reach out to me and say that my child or I'm not getting the service, I go directly to the individuals within our school district that you would have authority and power to fix that situation. I have a lot of people that reach out to me and I and a lot of people say that there's some good things happening in the district. There could be both and around the infrastructure by which the superintendent gives us information, as well as maybe the committee, directing people to the people that can solve the problem within the district.

Member Fantini wants to acknowledge Principal Newfield and that when meetings are long they can be counterproductive and that brings emotion.

Dr. Pinkus responds to the members with a few clarifying answers to some of what was described. Acknowledges the time and what are the right and appropriate mechanisms for deepening this conversation. It was not the intent to confuse or to not answer sufficiently. The second piece is just wanted to differentiate between a few different things, terms that we've been hearing, and what we were trying to enact on. So we had heard, we want information about the extent to which staff are communicating with and educating students and families, the extent to which students are engaging, right, those are different things as described, engaging in distance learning activities, which is a different thing as well. And this notion of wellbeing. So those thinking about those different types of experiences and things we care about and want to both ensure are happening and want information about. This was our attempt to get at those things with the measures that are available, which to some extent are about what we are, what educators are reaching out and doing and then what degree to which students are facing. Employees are engaging. Sometimes we struggle with how much information to put on the slides. It's not enough. The definitions not being on a slide there is a definition for high, medium, low and zero. High is students participating in most or all distance learning activities? Medium is students participating in some distance learning activities low is students not participating or minimally participating in distance learning activities, but the family and students have been in communication. And then none is that students are not participating in the learning activities and there's no communication. So we've been trying, to get at the nuance of some of the new ones that you described about the difference between engaging in learning activities and having other meaningful connections. I will not pretend that this set of four descriptors characterizes or measures the educator sense of Students wellbeing. I'm not exactly sure. But I'm happy. And our team is happy to brainstorm what that might look like to measure that and report that in a consistent and aggregate way. But from a measurement perspective, a lot of our tools just **Principal Coplin Neufield** - how do you define what is meaningful contact when determining checking in? Their teams are meeting weekly and having difficult conversations about case management. There is no version of 'ok' because there is no version to calibrate this too. Acknowledges the anxiety that is out there.

Mayor Siddiqui continues the meeting and offers to schedule more meetings to follow up on this subject.

Superintendent Salim suggested a follow up subcommittee meeting.

7b. CPS District Plan: None

7c. Consent Agenda:

#20-72 Approval-SY2020- 2021 State School Choice Program-

Recommendation for Non-Participation

On a motion by Member Fantini, for the adoption of the balance of the Consent agenda and seconded by Vice Chair Bowman, on the following roll call vote, Member Rachel, Member Weinstein, Member Wilson, Vice Chair Bowman, Member Fantini and Mayor Siddiqui, voted in the affirmative.

#20-73 Approval of the Appeal to Massachusetts Department
Of Elementary & Secondary Education Regarding 185th School Closure Date
For the 2019-2020 School Year

Mayor Siddiqui remarked on the range of distant learning and functionality around the district.

The recommendation is to approve the appeal letter to the Department of Elementary and Secondary Education.

Superintendent Salim thanks the members for their feedback.

On a motion by Member Fantini, for adoption and seconded by Vice Chair Bowman, on the following roll call vote, it was voted to approve the appeal letter to DESE: Member Rachel, Member Weinstein, Member Wilson, Vice Chair Bowman, Member Fantini and Mayor Siddiqui, voted in the affirmative.

#20-74 Approval- Day & Residential Program Services not Available
From Cambridge Public Schools

Vice Chair Bowman would like more information on this contract.

Order was adopted on a roll call vote 7-0; Member Rachel, Member Weinstein, Member Wilson, Vice Chair Bowman, Member Fantini and Mayor Siddiqui, voted in the affirmative.

#20-75 Contract Award: That the School Committee award a contract to the following vendor: J.S.C.
Transportation: Vocational School Transportation Services-Amendment

#20-76 Contract Award: That the School Committee award a contract to the following vendor: PJ
Systems d/b/a HiQ Computers

#20-77 Contract Award: That the School Committee award a contract to the following vendor: MD Stetson
Company: Custodial Supplies-Amendment

#20-78 Approved: Grant Award: FY20 Influence 100 (SC20167)

1. **Non-Consent Agenda:** -None

9. **School Committee Agenda (Policy Matters/Notifications/Requests for Information):** none

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

Member Rachel Would like a condolence letter on behalf of the School Committee to Allison Wade on the loss of her brother.

Member Wilson acknowledged Member Green as a Superior Senior of CRLS.

11. Announcements:

Member Rojas announce that the Buildings and Grounds and Governance Sub Committee will be meeting on May 22, 2020. Mayor Siddiqui congratulated all the scholarship recipients as well as Member Wilson.

12. Late Orders: None

13. Communications from City Officers: None

Motion to adjourn by Member Fantini, and seconded by Vice Chair Bowman on a roll call vote, the meeting adjourned at 10:59 P.M. Mayor Siddiqui (YEA), Ms. Bowman (YEA), Mr. Fantini (Nay), Mr. Rojas (YEA), Mr. David Weinstein (YEA), Ms. Rachel (YEA), Ms. Wilson (YEA).

Next meeting scheduled will be a virtual special meeting on Thursday, May 28h, 2020, 6PM.

Respectfully submitted,
Jennifer Dever Wood
Executive Secretary to the School Committee (temporary)