



**CAMBRIDGE  
SCHOOL COMMITTEE**

(Official Minutes)

Regular Meeting

September 15, 2020

Called for 6:00 p.m. held in and broadcast from 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, and Mayor Siddiqui

Also Present: Member Vera-Degraff, Member 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., read the call of the meeting and explained this meeting is being televised, votes will be taken and there will be public comment.

The meeting proceeded to the first order of business with the following roll call vote: Member Rojas YEA; Member Rachel YEA; Member Weinstein YEA; Member Wilson YEA; Vice Chair Bowman YEA; Member Fantini YEA; Mayor Siddiqui YEA.

**1. Public Comment:**

The following individuals were heard:

Donielle Buie, Memorial Drive, Health and Safety Protocol  
Shelly Irvin-Kent, Pleasant Street, Framingham, Covid-19 reopening  
Jennifer Healy, Pringle Street, Tewksbury, Arrival at school, coverage for breakfast  
Matt Thoman, Washington Street, Boston, JK-1 Staffing Model  
Noelle Danian, Parker Street, Somerville, JK-1<sup>st</sup> model of 2 classrooms/1 teacher  
Sharon Hamel, May Street, Specialists letter of concern to Dr. Salim sent last Friday  
Elizabeth Hill, Richdale Avenue, #20-205 and #20-210  
Sarah Rosenberg, Putnam Avenue, C20-242  
Yuliya Paylor, Huron Avenue, Covid Reopening  
Isun Malekghassemi, Mass Avenue, Arlington, Covid Re-opening  
Mattingly Wood, Putnam Avenue, #20-236  
Dan Monahan, Lexington Avenue, reopening plans  
Suzanne Russell, Chestnut Street, Stoneham, Reassignment of Literacy Positions K-5

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

**2. Student School Committee Report:**

Member Vera-DeGraff reported that they have been spreading awareness about the School Committee by e-mail and on social medial including a presentation centered on supporting SEL and mental health in CPSD at a School Climate Sub-Committee meeting. They have been collaborating with Member Wilson and Member Rachel to create a Youth Voices Matter forum, and many scholars are also involved in the

sports fall season wanting to move participation forward. It was reported that scholars are frustrated with the lack of communication as it relates to the schedule.

Member Killian reported support of **#20-236**, also in support of **#20-237** and **#20-239** for the use of zoom and is very interested in **#20-238**, there are many questions. How will **#20-238** be equitable to all Cambridge residents?

3. Presentation of the Records for Approval: None

4. Reconsiderations: None

Unfinished Business/Calendar:

**#20-204 Joint Motion by Member Weinstein, Member Rojas and Member Rachel**

Whereas the 2020-21 school year will be unlike any other in the history of schooling; and  
Whereas the School Committee recognizes that the demands on all members of our school community will be unprecedented, especially so for educators who work directly with scholars; and  
Whereas in a typical school year, preparation for and administration of Massachusetts Comprehensive Assessment System (MCAS) accounts for a significant amount of time in classroom communities and educator workloads; and

Whereas standardized tests have been shown to have biases that disproportionately negatively impact scholars of color and scholars with low-incomes, which may be further amplified in the pandemic context; and

Whereas the School Committee is committed to holding all scholars to high academic standards regardless of how scholar proficiency is assessed; and

Whereas teachers have a wide variety of formative and summative assessment tools they can use and there is growing interest in adopting competency-based assessments to assess scholar growth; now therefore be it

Resolved that, by August 15, 2020, the School Committee and Superintendent will send the Commissioner of Elementary and Secondary Education a copy of this resolution urging that the Department suspend MCAS for school year 2020-21; and be it further

Resolved that, if DESE does not suspend MCAS this year, the Cambridge School Committee and Superintendent will discuss how to enable educators to have the capacity to focus on developing pedagogy adapted to this new context and to focus on teaching and other scholar support, rather than test preparation and administration. C20-232, 8/4/2020 (Bowman)

Discussion followed on **#20-204**.

**Member Weinstein** explained that this motion came from a conversation in the Curriculum and Achievement Sub-Committee meeting requesting the DESE suspend MCAS for this year in order to focus on priorities from the pandemic and other problematic areas.

**Member Rojas** supported Member Weinstein's comments.

**Member Rachel** stated that Mr. Monahan mentioned in a School Climate Sub-Committee meeting that veteran teachers are feeling very anxious and they are looking to the School Committee to make their concerns less overwhelming. There is a one-year moratorium because of Covid-19 and we are trying to sustain our educators through this year.

**Dr. Salim** stated that in a conversation with Commissioner Riley, their intent is to not waive any requirements around testing. Superintendent Salim also indicated that this issue will continue to receive a lot of attention and there may be changes later. The DESE intends on rolling out a pilot of more performance based assessments.

**Member Fantini** does not intend to support this motion because of the last resolved that refers to test preparation and the administration. We have been asking for another assessment other than MCAS. He supports the top part of the motion.

**Vice Chair Bowman** offered an amendment to delete the last resolved. She asked for a point of information as to whether or not this motion came from the Curriculum and Achievement Sub-Committee and not the individual Members. It was clarified that this motion came from the Sub-Committee not the individual Members.

**Member Weinstein** responded to Member Fantini's concern on the lack of support to prepare for MCAS testing. They intend to support the scholars in all preparations that are in the students' best interest. He is open to amend the last Resolved.

**Mayor Siddiqui** offered a 2<sup>nd</sup> amendment to which Member Weinstein agreed.

**Member Wilson** stated that more black and brown students fail the MCAS due to the culturally racist content in the test. She is in support of the motion with language change at the bottom.

**Member Rojas** is in favor of amending the 2<sup>nd</sup> resolved, if we are going to have MCAS this year, they need to focus on what is needed to pass it.

**Vice Chair Bowman** does not see this as adding or removing something from someone's plate, she expects that we cannot see the MCAS data because of Covid.

**Member Wilson** added there have been 20 years of data on how MCAS has been failing our black and brown students.

**Mayor Siddiqui** believes that there will be countless issues with MCAS. For the intent of the motion, she believes we need to keep the last resolved

**Member Fantini** agrees with Mayor Siddiqui's amendment to remove the language after the last paragraph.

**Member Weinstein** motioned to amend the date from August 15, 2002 to September 30, 2020  
Member Rachel is worried that this language gives another project to the educators.

**Dr. Salim** stated the core of their work is on teaching and assessing learning and supporting scholars.

On the following roll call vote, **on the three amendments** to Motion **#20-204, the amendments were adopted**: Member Rojas YEA; Member Rachel YEA; Member Weinstein YEA; Member Wilson YEA; Vice Chair Bowman YEA; Member Fantini YEA; Mayor Siddiqui YEA.

On a motion by Member Weinstein, seconded by Member Rojas, on the following roll call vote, motion **#20-204** was removed from the Calendar and adopted as amended: Member Rojas YEA; Member Rachel YEA; Member Weinstein YEA; Member Wilson YEA; Vice Chair Bowman YEA; Member Fantini YEA; Mayor Siddiqui YEA.

**#20-204 Joint Motion by ~~Member Weinstein, Member Rojas and Member Rachel~~ the Curriculum and Achievement Sub-Committee:**

Whereas the 2020-21 school year will be unlike any other in the history of schooling; and  
Whereas the School Committee recognizes that the demands on all members of our school community will be unprecedented, especially so for educators who work directly with scholars; and  
Whereas in a typical school year, preparation for and administration of Massachusetts Comprehensive Assessment System (MCAS) accounts for a significant amount of time in classroom communities and educator workloads; and

Whereas standardized tests have been shown to have biases that disproportionately negatively impact scholars of color and scholars with low-incomes, which may be further amplified in the pandemic context; and

Whereas the School Committee is committed to holding all scholars to high academic standards regardless of how scholar proficiency is assessed; and

Whereas teachers have a wide variety of formative and summative assessment tools they can use and there is growing interest in adopting competency-based assessments to assess scholar growth; now therefore be it

Resolved that, by ~~August 15, 2020~~, **September 30, 2020**, the School Committee and Superintendent will send the Commissioner of Elementary and Secondary Education a copy of this resolution urging that the Department suspend MCAS for school year 2020-21; and be it further

Resolved that, if DESE does not suspend MCAS this year, the Cambridge School Committee and Superintendent will discuss how to enable educators to have the capacity to focus on developing pedagogy adapted to this new context and to focus on teaching, **assessing student progress**, and other scholar support. ~~rather than test preparation and administration.~~

On a motion by Member Wilson, seconded by Member Weinstein, on the following roll call vote, the Rules were suspended to bring Supt. Recommendation **#20-222** forward for discussion and adoption: Member Rojas YEA; Member Rachel YEA; Member Weinstein YEA; Member Wilson YEA; Vice Chair Bowman YEA; Member Fantini YEA; Mayor Siddiqui YEA.

**#20-222, Approval of Private School -Ecole Francaise Greater Boston Elementary School**, that the School Committee approve Ecole Francaise Greater Boston Elementary School, located at 21 Walden Square Road, Cambridge, laws of the Commonwealth of Massachusetts, as a private school, in accordance with the requirements of M.G.L. Chapter 76, Section 1 having been complied with.

The Chair opened the floor for the pleasure of the Committee.

Discussion followed on **#20-222**.

**Member Fantini** asked for a brief introduction for the Members to know what the school is about.

**Dr. Turk** explained that there are three representatives from the School joining the meeting tonight.

**Dr. Turk** also informed the Committee that anytime an organization wishes to have a school adopted there is a requirement through MGL for a review of the school and an approval from the School Committee. She listed all that was reviewed and stated that all of the requirements have been met. Dr. Turk has also been able to tour the school (virtually) and she turned the floor over to Arianna Coleman who spoke on behalf of the administration. There are three locations, and there were three speakers.

**Member Fantini** stated that since Dr. Turk has given the school the green light, he respectfully suggested that we approve this recommendation and move forward.

**Vice Chair Bowman** commented that we have a lot of dual language programs in our school district. We are committed to equity and she is hoping that this private school will make it a priority to include diversity in this private school.

**Member Weinstein** echoed Vice Chair Bowman's comment and feels it will be a wonderful addition to his neighborhood.

On a motion by Member Fantini, seconded by Vice Chair Bowman, on the following roll call vote, Superintendent's Recommendation **#20-222** was adopted: Member Rojas YEA; Member Rachel YEA; Member Weinstein YEA; Member Wilson YEA; Vice Chair Bowman YEA; Member Fantini YEA; Mayor Siddiqui YEA.

The meeting returned to the regular order of business.

**#20-205 Joint Motion by Member Weinstein, Member Rojas and Member Rachel**

Whereas the Cambridge Public School District is committed to a mission of equity, anti-racism, academic rigor, joyfulness, and preparation of all scholars for success in adult life i; and

Whereas during the emergency school building closures last year the Department of Elementary and Secondary Education identified priority standards to teach in the spring; and

Whereas the Cambridge Public School District (CPSD) is developing plans for 2020-21 school year instruction through convening grade level educator collaboratives; and

Whereas the School Committee supports collaboration between educators, scholars, and caregivers to identify CPSD "power standards" for this year that support our district needs and goals; and

Whereas educators, scholars and caregivers have recommended prioritizing skills that support learning across disciplines, such as literacy, critical thinking, social justice, teamwork, and social emotional learning skills; now therefore be it

Resolved that, before scholars resume school this fall, CPSD will establish a set of power standards integrated across the pre K-12 curriculum for the 2020-21 academic year; and

Be it further resolved that the Superintendent will ensure these standards will be established in collaboration with key stakeholders: educators, scholars, caregivers; and

Be it further resolved that these standards will advance our work to be a district of equity, antiracism, and rigorous, joyful and culturally responsive teaching that prepares every scholar for success post graduation; and

Be it further resolved that these standards will be shared with the School Committee and all caregivers and scholars with clarity about what is expected of their scholar to learn in a given year; and

Be it further resolved that these standards will be reviewed during the academic year by the team that collaborated to create them and will be adjusted as necessary; and

Be it further resolved that the Curriculum and Achievement Subcommittee will convene a meeting after the year to review this pilot and make recommendations as to how best to proceed in future years.

C20-233, 8-4-2020 (Bowman)

Discussion followed on Motion **#20-205**

**Vice Chair Bowman** asked for the definition of the power standards.

**Dr. Salim** explained that this is ongoing work between the educators and curriculum coordinators. He asked Dr. Turk to speak on it in greater detail.

**Dr. Turk** hopes to continue to have ongoing conversations on this topic. CPSD follows standards that are set by the state, making sure our curriculum is aligned with the state. In addition, the Power Standards are a way of taking a look at the broader standards in curriculum and finding the areas where there is key learning and the greatest leverage of learning and application across other content as well. Sometimes the same this is said many different ways. Standards are in the general sense, Power Standards are a way of drilling down and then there is the Standard of the Covid-19 world. We need to make sure we are meeting our standards during a year that is ten days shorter, a day that is shorter so that students are not looking at a device six hours a day. This is not work that is done quickly. It is thoughtful and ongoing.

On the following roll call vote, item **#20-205** was adopted: Member Rojas YEA; Member Rachel YEA; Member Weinstein YEA; Member Wilson YEA; Vice Chair Bowman YEA; Member Fantini YEA; Mayor Siddiqui YEA.

**#20-210 Joint Motion by Mayor Siddiqui, Member Rachel and Member Weinstein**

**Whereas** Health and safety, racial equity, and family partnerships are among the guiding principles of the Cambridge Public Schools Department in their planning for reopening; and  
**Whereas** Cambridge Public School educators and many caregivers are essential workers; and  
**Whereas** There cannot be a safe reopening of schools without addressing childcare needs of both families and educators; and  
**Whereas** The lack of childcare options must not be a barrier to scholars' learning; now therefore be it  
**Resolved** That the Cambridge Public School District works with the City of Cambridge Department of Human Services and community partners to determine childcare options and to provide an update to the School Committee on what is possible, to ensure options for Cambridge Public School families and educators as soon as possible. C20-238, 8-4-2020 (Bowman)

The Chair moved to place item **#20-210** on file since much of the work is already being done. Updates will be coming and there has been a lot of discussion on this topic.

On a motion by Member Fantini, seconded by Vice Chair Bowman, on the following roll call vote, item **#20-210** was placed on file: Member Rojas YEA; Member Rachel YEA; Member Weinstein YEA; Member Wilson YEA; Vice Chair Bowman YEA; Member Fantini YEA; Mayor Siddiqui YEA.

**C20-242 Late Order from the floor from Mayor Siddiqui, Member Fantini and Member Rachel**

That the following be referred to a second reading:

**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 (first reading).

On a motion by Member Rachel, seconded by Member Wilson, on the following roll call vote, item **#20-242** was passed to a second reading: Member Rojas YEA; Member Rachel YEA; Member Weinstein YEA; Member Wilson YEA; Vice Chair Bowman YEA; Member Fantini YEA; Mayor Siddiqui YEA.

## 6. Awaiting Reports:

### **#20-99 Joint Motion by Member Fantini and Vice-Chair Bowman**

**Be referred to the Communications and Community Relations Sub-Committee for review**

**WHEREAS**, the Cambridge Public School District is committed to providing families with information that will promote increased family engagement; and

**WHEREAS**, engaging families as a partner with a formal, ongoing feedback mechanism that creates differentiated opportunities for family voice and engagement is a crucial component of the 2017 - 2020 District Plan; therefore

**Be it resolved** that the committee directs the Superintendent to create a Parent University whereby the school department organizes and provides relevant information/courses to parents to allow all parents to become partners in the education of their children.

**Be it further resolved** that the school department works with the two newly created parent engagement leaders and parent liaisons in this work.

On a motion by Member Fantini, seconded by Member Weinstein, on the following roll call vote, item **#20-99** was removed from Awaiting Reports and placed on file: Member Rojas YEA; Member Rachel YEA; Member Weinstein YEA; Member Wilson YEA; Vice Chair Bowman YEA; Member Fantini YEA; Mayor Siddiqui YEA.

## 7. Superintendent's Agenda:

### **7a. Presentations:** -19 Response

Update.....Superintendent Salim

Dr. Salim framed the presentation for the evening.

Back to School Contingencies Update PowerPoint Presentation (on file in the School Committee Office)  
[https://docs.google.com/presentation/d/1coCERk-wwdU\\_aQ1rSGJRUnEmnz-h6xU6uZpw24fA1ig/edit?usp=sharing](https://docs.google.com/presentation/d/1coCERk-wwdU_aQ1rSGJRUnEmnz-h6xU6uZpw24fA1ig/edit?usp=sharing)

The presentation was paused and the Chair opened the floor for the pleasure of the Committee.

Dr. Salim respectfully suggested that Dr. Dobberteen be able to speak to the area of testing:

### **Contingency #1 - Testing**

**Mayor Siddiqui** thanked Dr. Dobberteen for serving double duty by being at City Council last night and being here with School Committee tonight.

- Dr. Dobberteen stated that a robust testing framework will bring us back to a normal mode of learning and teaching. CPS staff will be offered twice a week to all staff including bus drivers, there will be testing for all students and sub-groups of anyone who finds out they have come in contact with anyone that has tested positive for the virus. They gave a lot of consideration to whether or not they should be testing their learners as well, given the situation we are in, the current recommendation from the CDC, American Academy of Pediatrics and DESE have decided against surveillance testing of children. Dr. Dobberteen explained the fact is that we really don't know if testing will help anymore against what we already know works: masks, social distancing and hand hygiene. We would also need an enormous number of staff to test all learners once they came back to school.

**Mayor Siddiqui** responded that she worries about the adult that is around the student that is not getting tested. She is conflicted about that.

**Member Rachel** questions the rationale for testing not being mandatory for adults. She also wonders about the risk of exposure over the few days of testing and getting the results.

- Dr. Dobberteen explained that children and/or staff that test positive will not be coming back until they satisfy the quarantine and isolation requirements in the safety manual. It is not a perfect solution, but it is the most accurate that they can put forward. We do not have any authority over voluntary vs. mandatory testing.
- Dr. Salim responded that a health assistant or aide will be added to each school to work with the school nurse, this person will be a CHA employee. This aide will be at each of our school sites, it will also be the minimally invasive version of the test. We are trying to reduce as many potential hurdles as possible.

**Member Weinstein** asked if we will know how many adults are being tested without violating confidentiality.

- Dr. Dobberstein answered that they will have access to the numbers of testing happening at each site and it will determine whether or not the school is safe to stay open.
- Dr. Crittenden added that having a limited reopening, most staff should be willing to be tested. The Broad test is faster than the turnaround time that MIT had. It is a very sensitive test and it will pick up the virus level even before the person reaches the point of transmission. The kids are all from Cambridge, the adults can be from outside of Cambridge and therefore the teachers and staff are at much higher risk. The kids are in a community with very low positivity levels.
- Dr. Lichtenstein stated that teachers are more likely to bring the virus into a school than students under 10 years of age being more likely to bring the virus into a school.
- Dr. Dobberteen added that when looking at other countries, adults are getting sick from their communities more than they are getting sick from their students.

**Vice Chair Bowman** is curious about the cost estimates associated with testing.

- Mayor Siddiqui answered that it is \$25.00 per person and the City is picking up the cost.
- Dr. Dobberteen stated that we are lucky to have the City pick up the personnel cost and the test supplies cost.

## Contingency #2 - Metrics

**Member Fantini** asked when will the metrics change and when is a good time to examine the metrics. Will there be another set of metrics?

- Dr. Dobberteen responded that we are going to try to keep the same set of metrics. They are going to be watching closely at whether or not the metrics will rise.
- Dr. Jenkins agreed with Dr. Dobberteen. We are looking at the same metrics and possibly looking at different thresholds to bring students back to school and maintain six feet of distancing.

**Member Rachel** asked about the process of refining and communicating the impact of the metrics on disproportionate communities.

- Dr. Jenkins answered that they developed a metric for disproportionate families and it was passed on to the Health & Safety Working Group. She has heard nothing more on this.
- Dr. Lichtenstein reached out to epidemiologist Dr. Michelle Holmes.
- Dr. Salim replied that the Health & Safety Working Group is looking at other ways to determine what thresholds show the disproportionality.

## Contingency #3 - Safety and Security Manual

**Member Wilson** asked about the dry ice experiment. She is in support of using actual people for the experiment rather than science.

- Dr. Lichtenstein stated that the benefit of using dry ice is to see how much is gained by opening the window and what the exchange rate is with the windows closed. With people in the room, are the CO<sub>2</sub> levels getting too high. Dry ice lets you turn the ventilation off to know what is happening. If the preference is to wait until students are in the building and measure CO<sub>2</sub> rates then we will

not know how much we gain from using air scrubbers. We want to make sure we know how much carbon dioxide is in a building and artificial ventilation will let us know that.

**Member Wilson** still wants actual humans to sit in the space.

- Mr. Maloney stated that dry ice is frozen co2. It creates the same atmosphere. It would take hours for us to get the room to the same co2 level that dry ice can get the room too much quicker.
- Dr. Lichtenstein confirmed that dry ice is frozen co2 and as it melts it exudes carbon dioxide into the air. It is not very safe to substitute living human beings instead of the dry ice.

**Member Rojas** appreciates Member Wilson's comments on how we communicate this process so all people can understand the science. The Buildings and Grounds Sub-Committee will be trying to replicate and share the experiment and see the test results.

**Student Member Killian** asked about how many rooms or spaces do not have direct ventilation.

- Mr. Maloney answered that all buildings have some type of ventilation. Even our oldest buildings have a minimal amount of ventilation. The small rooms that are only minimal will not be able to be used. In the newer buildings (anything built in the 90's on). They are working on a plan for buildings build prior to the 90's.

**Member Fantini** asked about balancing the system

- Mr. Maloney answered that it is taking all of the air out of the room and bringing fresh air into the room. The district went out to bid to get the professionals to do this work, they are writing the specifications and the work will happen this winter.

**Mayor Siddiqui** added that there will be a Buildings and Grounds Sub-Committee at 10:30 a.m. on Friday and there will be some answers coming from that meeting.

**Member Wilson** asked Mr. Maloney when will we receive the Balancing Report from the engineering firm

- Mr. Maloney answered that the district did receive the original assessment report back in early August from the engineering firm GGD, however the full report will not be ready before the next seven to eight weeks.

#### **Contingency #4 – Possible Changes to Reopening plans**

**Member Rojas** asked if the working groups will continue to be available or will the sub-committee have to pick up the work alone and take advice from other sources

- Dr. Salim answered that they are going to have to examine the function of the Task Force and the Working Groups. With the beginning of the academic year, additional commitments begin also. He mentioned that the 2<sup>nd</sup> part of Contingency 4 and the scientific basis, which is critically important, will continue to involve the medical/scientific experts, parents, scholars and educators.

**Member Weinstein** asked what are we planning to do to continue focusing on educators, families and scholars of color.

- Dr. Salim responded that they have reiterated on what the Task Force means and exploring what other possibilities are available for different scenarios in upcoming phases.

**Vice Chair Bowman** recommended that since the district hired former Principal Robin Harris, and the core of her work is community engagement, we should bring her into these conversations.

**Mayor Siddiqui** stated that it is important that we move on this work so we can give feedback to whatever Sub-Committee will be taking it up.

#### **Contingency #5 – Plan for Scholars in Substantially Sub Separate Classes**

**Member Rachel** would like to hear about what we have done as a district to recruit the families and staff in our community. Also asked about the students in substantially sub-separate classrooms.

- Dr. Morgan responded that in late August/early September they asked all providers and staff to share their questions and concerns. They highlighted several themes and formed two small



working groups, they connected with CPAC leadership teams. They have been meeting weekly on the Safety Manual to provide clear guidance on what staff should do. Once the document is finalized it will be translated and it will be ensured that all families/caregivers will get it.

**Member Wilson** asked if the dissemination will include our general educators as well

- Dr. Morgan answered that it will apply to all educators.

**Member Wilson** also asked for elaboration on how the safety management of behaviors of students with special needs will take place.

- Dr. Morgan answered that there will be training for everyone to make sure everyone will know how to take care of our students with special needs.

**Member Weinstein** asked if the manual will be incorporated into the big manual and will it be posted online. He is advocating for it if it's not already in the process.

**Member Fantini** asked how many special needs children will actually be coming back in person.

- Dr. Morgan answered that they are still in the middle of collecting data. Dr. Morgan offered to provide more accuracy in a followup.

### **Contingency #6 – Child Care Options**

**Mayor Siddiqui** stated that this contingency is complicated, with the potential of exploring the use of DHSP youth centers, there could be up to two hundred 4<sup>th</sup> to 8<sup>th</sup> graders in groups of ten that can be served. There are a lot of different things that need to be settled before a decision will be made, i.e. who will be providing the staffing in these spaces. It is possible that there will be some type of pilot. More information is forthcoming.

**Member Rachel** is wondering how the School Committee can support the effort of the district. Do we need another Roundtable with City Council?

- Mayor Siddiqui mentioned that the individual Members are welcome to write to the City Manager and let him know what they are hearing from families.

**Vice Chair Bowman** asked how do we get students in front of educators instead of doing the work that other institutions are designed to do? She raised issues of equity.

- Dr. Pinkus recommended that data on family interest and how it is broken down in demographics, student needs, and age should to be examined more closely.

**Member Fantini** suggested that we look at other school districts and see what they are doing.

**Member Vera-DeGraff** built on what Vice Chair Bowman stated. What would the safety requirements be and how will they be regulated when using youth centers?

- Mayor Siddiqui answered that no matter what facility is used; the same level of safety will be required. There are more questions that need to be answered and are under consideration.
- Dr. Jenkins added that we should be looking at other countries as well such as Denmark – public parks were made out of bounds during certain parts of the day to be used for learning.

**Member Wilson** how are we reaching out to those families that need the resources the most. She also wants to know how we are doing outreach to the families about the festivities that are going on this weekend and next week.

- Dr. Salim replied that he doesn't have that information yet, but will update the School Committee when they do.

**Student Member Vera-DeGraff** asked about families and individual supports on the presentation are there workshops for families and scholars?

- Dr. Salim responded that he will follow-up on that also. They are looking into how to prioritize the families with the greatest needs with organizations across the city that relates to this issue of shared management.

**Member Wilson** suggested that someone from the Department of Human Services come in and answer these questions from the body at a Special Meeting.

### **Contingency #7 –Co-Created Social Emotional Learning, Mental & Behavioral Health Plan**

**Member Rachel** commented that we need to attend to our staff and students.

**Member Wilson** agreed with Member Rachel, adding it is critical. Our educators are going through a lot with a little. If our educators are not well, and they don't have the support system they need, it is going to be very hard for them to support our scholars. Member Wilson offered to amend Contingency 7 to include the word educators.

- Superintendent Salim responded that we all are experiencing the pandemic challenges in different and intense ways. The district is trying to normalize the approaches to self and health care, but only so much can be done with so many different variables and uncertainties. They will continue to work with the educators and all other staff and families that reach out for support.

**Member Fantini** added that the testimony we heard from our teachers tonight was heartfelt and we all feel the same way.

**Mayor Siddiqui** suggesting bringing in a motion instead of adding one word into Contingency 7. It would be better to bring in a Motion in more detail about what the educators need.

**Vice Chair Bowman** stated that this Motion has already passed and is no longer debatable, and agrees with the Mayor that bringing in a new Motion regarding the educators will be best.

#### **7b. CPS District Plan: None**

#### **7c. Consent Agenda:**

The Superintendent's Consent Agenda was brought forward for discussion and adoption.

Member Fantini removed **#20-222**. Member Rachel removed **#20-228** and **#20-231**. Member Wilson removed **#20-230**.

On the following roll call vote, items **#20-223** through **#20-227**, **#20-229**, and **#20-231** through **#20-235** were adopted: Member Rojas YEA; Member Rachel YEA; Member Weinstein YEA; Member Wilson YEA; Vice Chair Bowman YEA; Member Fantini YEA; Mayor Siddiqui YEA

**#20-223, Approval of Agreement between the Cambridge School Committee and the Cambridge Education Association Units A&B Regarding Office of Student Services Recovery Team for School Year 2020 – 2021**, that the School Committee approve the Agreement between the Cambridge School Committee and the Cambridge Education Association Units A&B regarding Office of Student Services Recovery Team for School Year 2020 - 2021.

**#20-224, Approval of the Agreement between Cambridge Liaisons Invested in Families and Education, AFSCME/AFL-CIO (LIFE/AFSCME) and Cambridge School Committee**, that the School Committee approve the attached Agreement between the Cambridge School Committee and the Cambridge Liaisons Invested in Families and Education, AFSCME/AFL-CIO (LIFE/AFSCME).

**#20-225, Approval of Incentive Pay for Non – Union Hourly Staff**, that the School Committee approve an incentive pay of an additional \$5.50 (five dollars and fifty cents) per hour for hours actually worked in CPS buildings during the period of March 23, 2020 through June 5, 2020 to CPS non-union, hourly employees.

**#20-226, Approval of Revisions to Inoculations of Students Policy**, that the School Committee approve the revision to the Inoculations of Students Policy as detailed in the document (second reading).

**#20-227, Approval of Title IX/Sexual Misconduct Policy**, that the School Committee approve the Title IX/Sexual Misconduct Policy as detailed in the document (second reading).

**#20-229, Special Needs Contract Award: Day & Residential Program Services not available from the Cambridge**, 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	13	\$ 1,747,929.41
Residential	1	\$ 391,279.10
45 Day Program	<u>1</u>	
Total	15	<u>\$ 2,218,408.51</u>

**#20-232, 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 Kennedy Longfellow School made from HELPSY, in return for items collected in the school's clothing/book collection box. Funds will be used for general support of the school.

**#20-233, Grant Award**, that the School Committee accept and approve the grant award in the amount and for the period indicated:

Coronavirus Relief Fund Grant, for the period March 1, 2020 to December 30, 2020, in the amount of \$1,571,400.00. Project/Grant SC21203

**Description:** this federal grant is allocated based on \$225 per student. Funds will support necessary expenditures for school reopening incurred due to the COVID-19 public health emergency from the period of 3/1/20 to 12/30/20. Expenditures will include stipends for school-based administrators to plan and coordinate over the summer (\$117,674); temporary salaries and benefits for plumbers to install additional sinks in the schools (\$82,080); HVAC testing and cleaning (\$120,000); additional Chromebooks for K-3 students (\$413,680) and Personal Protective Equipment, sanitizing equipment, room dividers, and plexi-glass barriers (\$837,966)..

**#20-234, Grant Award**, that the School Committee accept and approve the grant award in the amount and for the period indicated:

Remote Learning Technology Essentials Grant, for the period July 31, 2020 to December 30, 2020, in the amount of \$169,498.00. Project/Grant SC21202

**Description:** these funds will support the purchase of student devices for remote learning, specifically Chromebooks for students in grades K-2.

**#20-235, Grant Award**, that the School Committee accept and approve the grant award in the amount and for the period indicated:

FY21 Title III: English Language Acquisition for Limited English Proficient (LEP) Students, for the period September 1, 2020 to June 30, 2021, in the amount of \$84,178.00. Project/Grant SC21737

**Description:** This grant will fund four-week supplemental summer enrichment programs for English Language Learners (ELLs) at the elementary and upper school levels. The programs will improve educational performance by assisting these students to learn English and meet state academic content standards. It will also provide support for Ellevation (a software data and professional learning program), Parent ESL classes, field trips for the summer programs, and registration for Sheltered English Immersion (SEI) teachers to attend the annual MATSOL Conference. ELLs at a private school who are assessed for eligibility will receive tutoring services on a proportional basis.

**8. Non-Consent Agenda:**

**#20-228, Approval of Maximum Elementary, Upper School & High School Student Activity Account Balances**, that the School Committee authorize that the maximum balance for each Elementary and Upper School Student Activity Account be \$25,000 and that the maximum balance for the High School Accounts in total be \$350,000 for SY 20-21.

Discussion followed on **#20-228**.

Member Rachel asked why is this needed.

Ms. Spinner answered that this is an annual approval that the School Committee authorizes these amounts. All of the schools have accounts, CRLS has many sub accounts and the other schools have accounts. These accounts are not related to the "Friends of" accounts. The "Friends of" accounts have their own bank account to hold their money.

On the following roll call, item **#20-228** was adopted: Member Rojas YEA; Member Rachel YEA; Member Weinstein YEA; Member Wilson YEA; Vice Chair Bowman YEA; Member Fantini YEA; Mayor Siddiqui YEA

**#20-230, Contract Award**, that the School Committee award a contract to the following vendor for Special Education Services, funds provided from the General Fund Budget, Chapter 30B of the Laws of the Commonwealth of Massachusetts having been complied with:

Cambridge Health Alliance, 1493 Cambridge Street, Cambridge, for the period July 1, 2020 to June 30, 2021 in the original amount of \$27,000 to the revised amount of \$54,000.

Discussion followed on **#20-230**

Member Wilson asked Dr. Salim to explain the service of the Bright program.

Dr. Salim explained that the Bright program is to provide counseling for students that have been in the hospital and are returning back to school from extended hospitalization. It is a strong and successful program for students. They would like to increase funds to support that engagement.

On the following roll call vote, **#20-230** was adopted: Member Rojas YEA; Member Rachel YEA; Member Weinstein YEA; Member Wilson YEA; Vice Chair Bowman YEA; Member Fantini YEA; Mayor Siddiqui YEA.

**#20-231, Contract Award**, that the School Committee award a contract to the following vendor for equipment rental, funds provided from the General Fund Budget, Chapter 30B of the Laws of the Commonwealth of Massachusetts having been complied with:

Sunbelt Rentals 2431 Deerfield Drive, Fort Mill, SC 01545 for the period September 21, 2020 to November 27, 2020 in the amount of \$169,210.65.

Discussion followed on **#20-231**.

Member Rachel expressed her surprise to see a contract for outdoor learning tents and asked for clarification on where and how these will be used.

Mr. Maloney explained that the district has listened to the School Committee's interest to tents for learning as late as Thanksgiving. The principals have identified six spots that may work for larger tents to be installed on closed property to protect them from vandals. Mr. Maloney named the Graham and Parks, the Morse, the Haggarty, The Fletcher Maynard and Tobin schools want tents and some schools do not want them. The science and medical advisors recommended using as much outside eating as possible, there may be tents put up for that purpose only.

On the following roll call vote, **#20-231** was adopted: Member Rojas YEA; Rachel YEA; Member Weinstein YEA; Member Wilson YEA; Vice Chair Bowman YEA; Member Fantini YEA; Member Mayor Siddiqui YEA

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

The School Committee Agenda was brought forward for discussion and adoption. All items were removed.

**#20-236 Joint Motion by Mayor Siddiqui, Member Wilson, and Member Rachel**

**Whereas** anti-racism is a key priority and value of the Cambridge Public Schools, Cambridge School Committee, and the City of Cambridge; and

**Whereas** the old Rindge Tech “Warriors” logo was abolished in 1989 for perpetuating derogatory and harmful stereotypes of indigenous peoples; and

**Whereas** the Rindge Tech Alumni Association (RTAA), while a separate entity from the Cambridge Rindge and Latin High School Alumni Association, produces the alumni directory for the alumni of Rindge Tech, Cambridge High & Latin, and Cambridge Rindge and Latin School (CRLS); and

**Whereas** RTAA continues to prominently feature this discontinued Warriors mascot in its marketing and promotional materials shared with over 20,000 of Cambridge Public High School alumni; and

**Whereas** the alumni directory also includes an official message from the current Cambridge Public Schools Superintendent, announcing “support” for and pride “to be associated with” the publication of this directory; and

**Whereas** CRLS alumni began a petition with over 780 signatures to stop the continued use of this mascot and strenuously objects to the use of the Rindge Tech logo; therefore be it

**Resolved** that the Cambridge Public Schools issue a statement condemning organizations that continue to use, produce, or disseminate this logo; and be it further

**Resolved** that the Cambridge Public Schools issue a statement of apology to all CRLS alumni stating that the juxtaposition of the Rindge Tech Logo and the CRLS Falcon logo was done without the express written consent of the CRLS Alumni Association; and be it further

**Resolved** that the Cambridge Public Schools cease all forms of collaboration, including sharing of alumni lists and entering into any contracts or agreements with any entities that continue to use, produce, or disseminate this logo.

Discussion followed on **#20-236**.

Mayor Siddiqui opened the discussion stating that the Rindge Technical Arts Association is not part of CPS and it needs to be made clear that our district is not associated with this logo. This logo was abolished in 1989.

Member Wilson thanked the student that expressed her harm this logo has caused.

Member Weinstein stated that he feels badly to know that any student of any background feels alone and is being harmed.

On a motion by Vice Chair Bowman, seconded by Member Wilson, the Rules were suspended to extend the meeting one half hour to 10:30 p.m. On the following roll call vote, the meeting was extended for the purpose stated: Member Rojas YEA; Member Rachel YEA; Member Weinstein YEA; Member Wilson YEA; Vice Chair Bowman YEA; Member Fantini YEA; Mayor Siddiqui YEA.

The meeting returned to the regular order of business.

After a discussion of possible amendments, it was agreed that the main motion, **#20-236** shall not be amended. It was acknowledged that Dr. Ananis, the Executive Director of the RSTA Department, has directed his staff not to use the RTAA logo in any RSTA programs.

On a motion by Member Rachel, seconded by Member Weinstein, on the following roll call vote, **#20-236** was adopted: Member Rojas YEA; Member Rachel YEA; Member Weinstein YEA; Member Wilson YEA; Vice Chair Bowman YEA; Member Fantini ABSENT; Mayor Siddiqui YEA.

It was decided to bring both Motion **#20-237** and **#20-239** forward together.

**#20-237 Motion by Member Fantini**

Given that the current functionality of the Google Meet Application does not meet the needs of many of our Cambridge Public Schools Staff; therefore

Be it resolved that the Superintendent make provisions to allow the use of Zoom until such time Google Meet can support the needs of all staff; and

Be it further resolved that the Superintendent recommend a financing plan to support such purchases.

**#20-239 Joint Motion by Member Wilson, Member Weinstein and Mayor Siddiqui** Whereas the Cambridge Public School District is committed to providing equity and access, and; Whereas neighboring districts including Somerville, Watertown, Boston, and Chelsea are using the Zoom platform in addition to Google Classroom and Google Meets, and;

**Whereas** the information from educators regarding the need of efficient technology tools to effectively teach and engage scholars remotely requires tools with multiple features; including breakout rooms for small group and/or independent 1:1 work with an educator, and;

**Whereas** CPS educators have expressed their preference of the Zoom platform based on experience teaching remotely with Zoom and other platforms, and;

**Whereas** CPS caregivers have also indicated the importance to their children's learning of features currently available on Zoom and not on competing platforms; and

**Whereas** Google Meets is scheduled to release the feature of breakout rooms and other important features this October, however, this date was pushed back already, and may be pushed back again, and;

**Whereas** ICTS has been working tirelessly to understand and meet scholar, educator and caregiver technology needs, now therefore be it;

**Resolved** that the Superintendent will conduct a feasibility report to determine the need for and usage of the Zoom platform, and be it further;

**Resolved** that the Cambridge School Committee will support the need for CPSD to obtain Zoom licenses for educators who opt-in to and provide technology support for educators to have access to the best possible tools with the features they need to teach remotely.

Member Wilson asked for clarification on the correspondence from ICTS regarding the basic package zoom offers our educators.

Mr. Steve Smith referred to the correspondence explaining that there was an attachment of the breakdown between Google Meet and Zoom. Zoom outlined their breakdown more clearly, showing what is included with their platform, as opposed to Google Meet, however, they are pretty much the same for paid accounts. The only difference between the paid account and the basic account is polling is not available with the basic account. All functionalities of the breakout rooms are available, 234 educators requested zoom and he feels it will meet their needs. Mr. Smith has concerns about zooms' capability on the chrome books.

Member Fantini asked about See Saw, is there an issue with this platform?

Mr. Smith answered that there is no issue with it, they are still trying to make the connections between students, teachers and classes into the applications – everything has been delayed. They are hoping the student account will be cleaned up. The teacher accounts are all set.

Vice Chair Bowman stated that the educators will have the choice to use which one they want to. There is a concern about using too many different accounts and it can lead to confusion.

Member Rojas asked if individual accounts are still being used, are they still risks?

Ms. Smith explained that the individual accounts the educators had been using were accounts they acquired themselves. Those accounts have been merged and are now under the umbrella of the CPS managed zoom environment.

On a motion by Member Fantini, seconded by Member Wilson, on the following roll call vote, Motion **#20-237** and Motion **#20-239** were both placed on file: Member Rojas YEA; Member Rachel YEA; Member Weinstein YEA; Member Wilson YEA; Vice Chair Bowman YEA; Member Fantini YEA; Mayor Siddiqui YEA

**#20-238 Joint Motion by Member Wilson, Mayor Siddiqui and Member Rachel**

**Whereas** the COVID-19 pandemic has caused a significant challenge to door-to-door outreach for a number of things, and;

Whereas the Census completion helps to direct adequate funding to local communities for schools, roads, and other essential public services, as well as determine the number of seats each state has in Congress and the political representation at all levels of government, and;

**Whereas** the deadline for the completion of the US Census is September 30, 2020, and;

Whereas the City of Cambridge is at 65.6% of self-response completion compared to the 2010 overall self-response completion of 72.8%, now therefore be it;

**Resolved** that the Cambridge Public Schools will join efforts with the City of Cambridge to engage families and scholars in being counted for the 2020 US Census.

Member Wilson spoke to **#20-238** stating that we are slightly off on our census count, since we no longer are able to go door to door; even though we are better off than other districts across the commonwealth.

Dr. Salim informed the assembly that we are adding this information to our families at resource fairs and also on robo calls.

Mayor Siddiqui also supports census teams coordinating with CPS at meal sites.

Member Killian asked if the \$500.00 fines apply to MA if we do not answer the census and are we fined \$100.00 in MA if we answer incorrectly?

It was answered that according to the American Bar Association, there have only been a handful of noncompliance issues of the census, and none since 1970.

On a motion by Member Wilson, seconded by Member Rachel, the following roll call vote, item **#20-238** was adopted: Member Rojas YEA; Member Rachel YEA; Member Weinstein YEA; Member Wilson YEA; Vice Chair Bowman YEA; Member Fantini YEA; Mayor Siddiqui YEA

**10. Resolutions (letters of congratulations, letters of condolence):** None

**11. Announcements:**

Member Wilson announced tomorrow is the first day of school and thanked the admins, the students and the community. Hoping everyone has a great school year.

Member Rojas announced that Governance is having a Sub-Committee meeting tomorrow night at 6:00 p.m.

Superintendent Salim announced that there is Family Resource Fair this Saturday at the Peabody School from 10:00 a.m. to 12:00 p.m. focusing on Kindergarten to first grade families and the following weekend the same thing will be happening at the Haggerty School.

**Late Orders:** None

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

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

- Agenda
- Back to School Contingencies Update PowerPoint Presentation

**E Mails from Public Comment** (copies on file in the School Committee office)

- ✓ Duncan MacLaury
- ✓ Sue Mapel
- ✓ Dan Monahan
- ✓ Suzanne Russell

On a motion by Member Wilson, seconded by Member Rachel, on the following roll call vote the meeting adjourned at (10:25 p.m.): Member Rojas YEA; Member Rachel YEA; Member Weinstein YEA; Member Wilson YEA; Vice Chair Bowman YEA; Member Fantini YEA; Mayor Siddiqui YEA.

Adjourned: 10:25 p.m.

Attest:



Doshia Beard  
Executive Secretary  
to the School Committee