

School Committee - Regular Meeting

October 7, 2025 at 6:00 p.m.

A G E N D A

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 the agenda items listed below.

Individuals may sign up in advance to provide public comment for the October 7 Regular Meeting: The sign-up window is Friday, October 3 through Tuesday, September 7 at 12:00 PM (by phone) and 5:30 PM (online).

To register for public comment during the sign-up times:

- Visit the School Committee online portal: https://secure1.cpsd.us/school_committee.
- Or contact the School Committee office at 617.349.6620.

Regular Meetings will be live-streamed at www.cpsd.us and broadcast on Cambridge Educational Access TV (CEATV) Channel 26, as usual. The meeting can also be viewed on Zoom at <https://zoom.us/j/96081106637>. This meeting will be video and audio recorded which may include third party devices.

1. Public Comment

2. Student School Committee Report:

3. Presentation of Records for Approval:

- September 16, 2025 Regular Meeting

4. Reconsiderations: None

5. Unfinished Business/Calendar: None

6. Awaiting Reports: None

7. 7a. Superintendent's Update

An update on pending matters and highlight various initiatives taking place across CPS school communities that have occurred since the last meeting of the school committee and/or are anticipated to be taking place in the coming weeks across the Cambridge Public Schools.

7b. Presentation

The Interim Superintendent and members of the central administration will present on the student achievement, growth and accountability data recently released by the Massachusetts Department of Elementary and Secondary Education, including specific highlights and points of pride in specific CPS school communities.

7c. District Plan None

7d. Consent Agenda

- #25-258** Recommendation: Approval of Interdepartmental Agreement Between the Cambridge Public School Department & the Cambridge Public Health Commission

- #25-259** Recommendation: Approval of Cambridge Public Schools Middle School Pathway Exploration Policy (First Reading)
- #25-260** Recommendation: Approval of Revisions to Rindge School of Technical Arts Program Recruitment, Admissions & Retention Policy Formerly Known as Rindge School of Technical Arts Program Admissions Policy (First Reading)
- #25-261** Recommendation: Approval of Revisions to the Bullying Prevention and Intervention Plan (Second Reading)
- #25-262** Recommendation: Contract Award: Breakthrough Greater Boston: Educational Services
- #25-263** Recommendation: Contract Award: Trustees of Boston College: Professional Development
- #25-264** Recommendation: Contract Award: Mary Grace Kelemanik: Professional Development
- #25-265** Recommendation: Contract Award: 1722 Behavior & Consulting: Special Education Services
- #25-266** Recommendation: Contract Award: Facility Management Corp.: Facility Rental
- #25-267** Recommendation: Grant Award: FY26 Circuit Breaker Allocation (SC26776)

8. Non-Consent Agenda:

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

#25-268 Positive Youth Engagement with Law Enforcement – Mayor E. Denise Simmons

WHEREAS: The Cambridge School Committee is committed to the safety, well-being, and informed civic participation of all students; and

WHEREAS: There is a recognized need for young people to receive age-appropriate, accessible education about their rights, responsibilities, and best practices when engaging with law enforcement; and

WHEREAS: The Cambridge Public Schools and City agencies share a responsibility to ensure that students are equipped with the knowledge and tools to de-escalate interactions with police and navigate those situations safely; and

WHEREAS: The Committee believes that providing proactive guidance in these areas—particularly through schools, afterschool programs, and workforce development initiatives—may help prevent minor incidents from escalating and may foster greater trust between youth and public safety personnel; now therefore be it

RESOLVED: That the Superintendent be and hereby is requested to consult with the relevant School personnel to assess what programs, curricula, or messaging currently exist to educate students on how to engage with law enforcement in a safe and respectful manner; and be it further

RESOLVED: That the School Committee requests a report back identifying any such existing efforts within the Cambridge Public Schools or affiliated programs, and recommending what additional programming, partnerships, or best practices might be introduced if current efforts are insufficient; and be it further

RESOLVED: That this report include feedback from students, educators, youth workers, and public safety officials on how to most effectively deliver this messaging to young people, with the goal of reducing the risk of escalation and promoting positive community relations.

#25-269 Policy Protecting Gender Nonconforming and Transgender Staff at CPS

– Member Rachel and Member Weinstein

Purpose

This policy should be interpreted consistently with the goals of becoming an antiracist and equitable district, and in accordance with the School Committee's Non-Discrimination on the Basis of Gender Identity Policy, as well as the City of Cambridge's Sanctuary City Resolution to "take active steps to ensure that transgender and gender diverse individuals have access to healthcare, housing, education, and employment without fear of discrimination."

Definitions

These definitions are provided not for the purpose of labeling employees, but rather to assist in understanding this policy.

Information: Data accumulated in the normal course of business for the purpose of administering an individual's employment with the district and consistent with normal business practices of employee record keeping as contemplated by the G.L. c. 149 §52C.

Gender Identity: A person's particular gender or non-gender, which may or may not correspond with the sex assigned at birth. A person's innate, deeply felt sense of being male, female, both, or neither. A person's gender identity may or may not match the sex they were assigned at birth.

Gender Expression: The way in which a person expresses gender through clothing, appearance, interests, and more.

Transgender: An umbrella term for a person whose gender identity is different than what they were assigned at birth.

Gender Nonconforming: An umbrella term for those who expand ideas of gender expression or gender identity.

Nonbinary: People who do not subscribe to the gender binary. They might exist between or beyond the man-woman binary. Some use the term exclusively, while others may use it as an umbrella term for identities like genderqueer, genderfluid, gender non-conforming, gender diverse, or gender expansive.

Scope

This policy pertains to the school district at large, both in the schools and also inclusive of the usage of electronic technology and electronic communication that occurs in the school as well as to the entire school system, including educators, school and district staff, students, caregivers, partner organizations and volunteers.

General Policy Statement

It is our policy to protect all employees from discrimination, including on the basis of gender identity and expression.

In accordance with the School Committee's Non-Discrimination on the Basis of Gender Identity Policy, information about an employee's transgender status, assigned birth name and sex, name change for gender identity purposes, gender transition, medical information related to gender identity or other information of a similar nature, if such information exists, shall be maintained in a separate, confidential file and shall be kept confidential in accordance with applicable federal, state and local privacy laws and regulations. The fact that a staff member chooses to disclose their transgender status to staff or students does not authorize school staff to disclose this information, or other information as detailed above, including without limitation, medical information, about the staff member to others. Information that may reveal a staff member's transgender status to others will not be disclosed to others unless the school is legally required to do so, or unless the disclosure has been authorized in writing by the staff member.

In accordance with the School Committee's Non-Discrimination on the Basis of Gender Identity Policy, staff may access restrooms that correspond to the staff member's gender identity. All staff shall have access to all-gender/gender neutral, physically accessible restrooms at all times.

In accordance with the School Committee's Non-Discrimination on the Basis of Gender Identity Policy, every staff member has the right to be addressed by a name and pronouns that correspond to the staff member's gender

identity. Regardless of whether a transgender or gender nonconforming staff member has legally changed their name or gender, the school system will allow such staff members to use a chosen name and gender pronouns that reflect their identity. The district will create and disseminate a protocol for name and gender changes, to be enacted within 10 business days of initiation by the staff member. It is expected that staff members will make reasonable efforts to consistently use colleagues' chosen names and pronouns. The employee's preferred name shall appear on all unofficial records (e.g. staff ID, classroom rosters, telephone directory, Student Information Systems, email and other electronic accounts and District-related applications). Official records, such as payroll and benefits, may require documentation demonstrating a legal name and gender change.

11. Announcements:

12. Late Orders:

13. Communications and Reports from City Officers: