

From the Office of the Executive Secretary to the School Committee

School Committee - Regular Meeting

April 1, 2025, 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 the agenda items listed below including a Public Hearing on the FY26 Budget.

Individuals must sign up in advance to provide public comment for the April 1 Regular Meeting: The sign-up window is Friday, March 28 through Tuesday, April 1, 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.

A G E N D A

- 1. Public Comment (3 Minutes)**
- 2. Student School Committee Report:**
- 3. Presentation of Records for Approval:**
 - March 12, 2025, Special Meeting
 - March 18, 2025, Regular Meeting
 - March 19, 2025, Special 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.

7b. Presentations:

An update on the pending release of the district's long term facilities condition assessment as well as the developing capital improvement budgeting priorities for FY 26.

David Murphy, Interim Superintendent
Damon Smith, Interim Chief Operating Officer
Vedad Konjic, Director of Facilities

7c. Consent Agenda:

- #25-059** Recommendation: Fiscal Year 2026 Recommended Budget
- #25-060** Approval of the Memorandum of Agreement Between The Cambridge School Committee & Cambridge Education Association Regarding Kennedy-Longfellow School Closure
- #25-061** Approval of Revisions to Free & Reduced Price Food Services Policy (Second Reading)
- #25-062** Recommendation: Approval of Revisions to Tutoring for Pay Policy (Second Reading)
- #25-063** Recommendation: Day & Residential Program Service not Available from the Cambridge School Department
- #25-064** Recommendation: Contract Award: The Algebra Project: Mathematics Professional Development
- #25-065** Recommendation: Contract Award: Ricoh USA, Inc.: Multi-function Printer Leases, Maintenance & Supplies (FY26 Contract)
- #25-066** Recommendation: Contract Award: Sterling Business Products: Printing, Promotional & Mailing Services (FY26 Contract)
- #25-067** Recommendation: Contract Award: School Specialty: Instructional Materials (FY26 Contract)
- #25-068** Recommendation: Contract Award: School Specialty: Classroom Furniture (FY26 Contract)
- #25-069** Recommendation: Contract Award: WB Mason: Classroom & Office Furniture (FY26 Contract)
- #25-070** Recommendation: Contract Award: Nimbello: Invoice Computer Software (FY26 Contract)
- #25-071** Recommendation: Contract Award: Lakeshore Learning: Instructional Materials & Classroom Furniture (FY26 Contract)
- #25-072** Recommendation: Contract Award: Research for Better Teaching: Professional Development (FY26 Contract)
- #25-073** Recommendation: Approval of Memorandum of Agreement Between The Cambridge School Committee & Cambridge Professional Safety Specialists Association for a Successor Collective Bargaining Agreement for the Period of July 1, 2024 through June 30, 2026
- #25-074** Recommendation: Approval of the SY2025-2026 Cambridge Public Schools District Calendar
- #25-075** Recommendation: Gifts/Miscellaneous Receipts
- #25-076** Recommendation: Grant Award: FY25 Teacher Diversification (SC25162)
- #25-077** Recommendation: Grant Award: FY25 Cambridge Community Foundation/Biogen (SC25159)

8. Non-Consent Agenda:

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

#25-078 Establishing an Updated Advanced Learning Policy– Member Weinstein, Member Harding and Member Hudson

WHEREAS: Empowering student excellence necessitates that the Cambridge Public Schools commit to ensuring that students who are ready for advanced learning are identified, challenged, and supported; and

WHEREAS: Cambridge Public Schools affirms its commitment to identifying and supporting students who demonstrate advanced learning needs across all grade levels and student groups, including students who may need or be receiving additional supports to reach grade-level benchmarks in some areas, with the goal of supporting and challenging every child to reach their full potential without imposing ceilings on their continued growth; and

WHEREAS: It is critical to achieving this goal that student and caregivers be supported to be informed participants in the process of identifying and meeting student needs; therefore be it

RESOLVED: That the Cambridge Public School District (CPSD) shall establish a system for the equitable **identification** of advanced learners and advanced learning needs before the beginning of the 2025-26 school year, to be implemented for the start of the 2025-26 school year. This system must incorporate practices designed to ensure identification of student potential in all communities. Identification will be communicated to each student's teachers and caregivers upon the determination, and again at the start of each successive school year thereafter; and be it further

RESOLVED: That identified students will be **supported** beginning in the 2025-26 school year through a range of existing instructional strategies, including, where appropriate, enrichment, differentiated instruction, and integration into the district's Multi-Tiered System of Supports (MTSS), and new strategies where appropriate. These approaches will be responsive to students' readiness and designed to extend Tier 1 instruction when appropriate; and be it further

RESOLVED: That CPSD will prioritize **caregiver communication and family engagement** when identifying and meeting advanced learning needs by establishing a plan before the beginning of the 2025-26 school year, not later than August 31, to be implemented in the 2025-26 school year to provide clear information to caregivers about identification processes, available supports, and how they can bring concerns forward, and to ensure that caregiver input on decisions about their child's learning will be documented and incorporated into support plans; and be it further

RESOLVED: That before the beginning of the 2025-26 school year, not later than August 31, the Superintendent or designee shall develop procedures to **implement and monitor the implementation** of this policy and ensure ongoing support at the school level to be implemented in the 2025-26 school year, and to include an update to the School Committee no later than January 31, 2026. These procedures will evolve over time to include additional areas such as academic acceleration, expectations for teachers to review and update plans from prior years, processes for incorporating caregiver and student input, and progress monitoring for individual students and system effectiveness; and be it further

RESOLVED: That the School Committee shall receive **semi-annual updates** from the Superintendent no later than August 31 and January 31 of each school year on the implementation of this policy, that will include data on student identification and participation, plans for continued development, any recommendations for changes or additions to this policy and its implementation, updates on budget implications, and quantitative and qualitative assessments of the success of this policy in identifying and meeting student needs.

#25-079 Teacher Evaluations and Paraprofessional Staffing – Member Hudson and Member Harding

WHEREAS: Student-facing positions, including teachers, paraprofessionals, and support staff, are essential to delivering high-quality education and ensuring positive outcomes for all learners; and

WHEREAS: Direct support in the classroom enables teachers to be more effective and responsive, particularly in meeting diverse student needs; and

WHEREAS: Investing in student-facing resources is an investment in immediate educational success, not just long-term planning for potential future success; and

WHEREAS: Meaningful teacher and administrator evaluations are critical tools for professional growth, accountability, and ensuring instructional quality; and allow the district to ensure that every additional dollar invested is spent with purpose and aligned with our educational mission of providing students with critical skills; now therefore be it

RESOLVED: That the Superintendent is directed to add two paraprofessional positions to the District FY26 budget; and be it further

RESOLVED: That the Superintendent is directed to offset the cost of these positions through reductions in areas of the budget that do *not* impact classroom staff or student-facing personnel or critical operations (including transportation and buildings and grounds operations and maintenance); and be it further
RESOLVED: That the Superintendent is directed to ensure full and faithful execution of teacher and administrator evaluations, as outlined in district policy, and to report back on evaluation implementation.

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

#25-080 CRLS DECA Recognition – Vice Chair Hunter

WHEREAS: The School Store, the RSTA School-Based Enterprise at Cambridge Rindge & Latin School, was among 13 school-based enterprises in Massachusetts achieving Gold Level Certification for the 2024-2025 school year; and

WHEREAS: A school-based enterprise (SBE) is an entrepreneurial operation in a school setting that provides goods and services to meet the needs of the market. SBEs are managed and operated by students as hands-on learning laboratories that integrate National Curriculum Standards in marketing, finance, hospitality and management. SBEs have been an effective educational tool for over four decades, providing students with realistic and practical learning experiences that reinforce classroom instruction, enhance 21st Century skill development, and prepare students for college and careers; and

WHEREAS: The School Store at Cambridge Rindge & Latin School has operated for 11 years and is to be commended for this achievement. Mrs. Jacqui Cesario is in her 6th year teaching Business Education and running the School Store and her 30th year teaching at CRLS; and

WHEREAS: In 2023, Mrs. Cesario and Ms. Jennifer Sloan Green started a DECA Chapter at CRLS as part of the Business Club which sponsors an annual Financial Literacy Fair. This year the DECA Chapter had 8 students compete in the district program and 6 students participated in the SBE certification; and

WHEREAS: Christopher Young, CAE, Chief Program Officer at DECA Inc., states “DECA’s School-based Enterprise Certification Program is a rigorous process designed to help DECA members demonstrate their classroom learning in a practical, learning laboratory, and then translate that into meaningful outcomes.”; and

WHEREAS: DECA’s school-based Enterprise Certification Program provides recognition for outstanding achievement by school-based enterprises and motivates SBEs to strive for excellence and growth. SBEs can be certified at three levels: bronze, silver or gold. In order to apply for the certification, SBEs must submit extensive documentation that explains how the SBE demonstrates the practice of various marketing and retail standards; now therefore be it

RESOLVED: That the following CRLS DECA members are acknowledged and commended for their contributions to the certification application and process: Youseff Adel, Jalyjah Davis, Sebastian Dumoulin, Sophya Gedeon, Sulav Ghimire and Kaleb Woldemeskel; and be it further

RESOLVED: That Cambridge Rindge & Latin School DECA will be recognized as an Outstanding School-based Enterprise (SBE) at DECA’s International Career Development Conference this April 26-29, 2025 in Orlando, Florida; and be it further

RESOLVED: That the entire Cambridge School Committee congratulates the RSTA CRLS DECA Chapter and advisors Mrs. Jacqui Cesario and Ms. Jennifer Sloan Green, for its Achievement of Gold Level Certification and its recognition at the 2025 National DECA Conference.

11. Announcements:

12. Late Orders: None

13. Communications and Reports from City Officers: None