



FINANCE COMMITTEE

COMMITTEE MEETING

~ MINUTES ~

Tuesday, May 13, 2025

6:00 PM

Sullivan Chamber

The Finance Committee will conduct a public hearing on the City and School budgets covering the fiscal period July 1, 2025 to June 30, 2026.

Attendee Name	Present	Absent	Late	Arrived
Burhan Azeem	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Marc C. McGovern	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Patricia Nolan	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Sumbul Siddiqui	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Jivan Sobrinho-Wheeler	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Paul F. Toner	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Ayesha M. Wilson	<input type="checkbox"/> Remote	<input type="checkbox"/>	<input type="checkbox"/>	
Catherine Zusy	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
E. Denise Simmons	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

A public meeting of the Cambridge City Council's Finance Committee was held on Tuesday, May 13, 2025. The meeting was Called to Order at 6:00 p.m. by the Chair, Councillor Nolan. Pursuant to Chapter 20 of the Acts of 2025 adopted by Massachusetts General Assembly and approved by the Governor, this public meeting was hybrid, allowing participation in person, in the Sullivan Chamber, 2nd Floor, City Hall, 795 Massachusetts Avenue, Cambridge, MA and by remote participation via Zoom.

At the request of the Chair, Deputy City Clerk Crane called the roll.

Councillor Azeem – Absent

Vice Mayor McGovern – Present/In Sullivan Chamber

Councillor Nolan – Present/In Sullivan Chamber

Councillor Siddiqui – Present/In Sullivan Chamber

Councillor Sobrinho-Wheeler – Present/In Sullivan Chamber

Councillor Toner – Absent

Councillor Wilson – Present/Remote

Councillor Zusy – Present/In Sullivan Chamber

Mayor Simmons – Present/In Sullivan Chamber

Present – 7, Absent – 2. Quorum established.

The Chair, Councillor Nolan offered opening remarks and noted that the Call of the meeting was to hold a public hearing on the School budget covering the fiscal period of July 1, 2025 to June 30, 2026. Present at the meeting was Acting Superintendent David Murphy, Chief Financial Officer, Ivy Washington, School Committee Vice Chair, Caroline Hunter, School Committee Member Elizabeth Hudson, School Committee Member David Weinstein, and School Committee Member Rachel B. Weinstein.

The Chair, Councillor Nolan opened Public Comment.

Dan Monahan, 229 Lexington Avenue, urged the Committee not to approve the school budget until there is assurance of teachers being paid fairly.

Banke Oluwole, 73 B Bolston Street, urged the Committee not to approve the school budget until there is assurance of teachers being paid fairly.

Kyla Braggs, 7 Moore Street, Waltham, MA, urged the Committee not to approve the school budget until there is assurance of teachers being paid fairly.

Marilyn Madden Walsh, 361 Railroad Avenue, Norwood, MA, urged the Committee not to approve the school budget until there is assurance of teachers being paid fairly.

Patricia Duggan, 175 Chestnut Street, urged the Committee not to approve the school budget until there is assurance of teachers being paid fairly.

Jeffrey Jardin, 61 Northbridge Street, urged the Committee not to approve the school budget until there is assurance of teachers being paid fairly.

The Chair, Councillor Nolan recognized Councillor Zusy who made a motion to close public comment. Deputy City Clerk Crane called the roll.

Councillor Azeem – Absent

Vice Mayor McGovern – Yes

Councillor Nolan – Yes

Councillor Siddiqui – Yes

Councillor Sobrinho-Wheeler – Yes

Councillor Toner – Absent

Councillor Wilson – Yes

Councillor Zusy – Yes

Mayor Simmons – Yes

Yes – 7, No – 0, Absent – 2. Motion passed.

The Chair, Councillor Nolan recognized Mayor Simmons who provided opening remarks and acknowledged the hard work that was put into the budget under the guidance of the Chief Financial Officer and the outreach and feedback received from members of the community and members of the School Department.

The Chair, Councillor Nolan recognized School Committee Vice Chair Hunter who offered opening remarks and shared how the budget is a community and child centered process which was thoughtfully and carefully planned. In addition, Vice Chair Hunter shared that the budget would be supporting new math and ELA curriculum which will involve training for teachers and support staff.

The Chair, Councillor Nolan recognized Acting Superintendent of Schools Murphy who gave a presentation titled “FY26 Adopted Budget”. The presentation was provided in advance and included in the Agenda Packet. Members of the School Department were available to respond to questions or concerns brought forward during the presentation.

The Chair, Councillor Nolan recognized Vice Mayor McGovern who thanked the School Committee, administration, and teachers for their work. The Vice Mayor asked how the budget will aid in helping those students who are not performing as well as they should. Acting Superintendent Murphy shared that he hopes the entire budget is a collective effort to address and support student needs while using the tools and resources that are available to help align with the core curriculum. The Vice Mayor asked if there was anything in the budget to address the emotional needs of students. Acting Superintendent Murphy provided examples of what is currently being used in the school system to help those students and the success associated with it. The Vice Mayor shared strong support for teachers being paid fairly and compensated for their work as well as the School Department’s Budget process as it relates to outreach with the community.

The Chair, Councillor Nolan recognized Councillor Sobrinho-Wheeler who asked for more information on how the budget is considered with the closure of the Kennedy Longfellow School. Acting Superintendent Murphy shared how school choice is a fundamental component on how the Department runs, while also taking into consideration the many variables within that school that were neglected in the long-term. Acting Superintendent Murphy shared that the funding that would have gone to the Kennedy Longfellow will be used in the school district and noted that almost all the teachers from the school have been placed elsewhere. Councillor Sobrinho-

Wheeler shared support for teacher contracts and being paid fairly and hopes that the budget includes an increase for funding additional teachers in expanding learning time.

The Chair, Councillor Nolan recognized Councillor Zusy who shared concerns about not getting better results with students even with the budget increasing over the last decade. Councillor Zusy asked about what could be done differently to improve the results and provided suggestions on ways to possibly achieve that success. Acting Superintendent Murphy pointed out that he frequently brings up at meetings what needs to be done better, but it's also important to highlight the number of things that CPS does well. Acting Superintendent Murphy provided examples of some of the achievements and stressed that the schools are a very welcoming environment. Active Superintendent Murphy explained how important it is to address areas where there is no improvement and create well intentioned plans that roll out over time, while looking at what can be done differently. Acting Superintendent Murphy shared that it is important for the students to be successful in and outside of school. Councillor Zusy asked for more information on the number of Special Education Teachers. Acting Superintendent Murphy shared that the amount within CPS is a good number for Cambridge standards and pointed out that the amount of support staff is more than what is suggested by the State. Councillor Zusy asked if the School Department believes they are still seeing the after effects of COVID. Acting Superintendent Murphy shared that there continues to be a developmental impact on students due to the Pandemic.

The Chair, Councillor Nolan recognized Councillor Siddiqui who thanked the Administration for their presentation and shared that she had similar questions that have already been brought forward by Committee members. Councillor Siddiqui asked how funding for the School Improvement Plan and how it actively works. Acting Superintendent Murphy shared how the school system continues to use the resources that are available and added how family engagement and reorganized school improvement plans have been prioritized to help create situations where success is more likely to occur. Councillor Siddiqui asked for more information on family engagement and caregiver engagement as they relate to the budget and an update on tutoring. Acting Superintendent Murphy shared that funding for engagement is to help to create and establish expectations in each school community. In addition, Acting Superintendent Murphy provided an update on tutoring and how funding for it has rolled over into the operating budget and that it will be expanding to provide more opportunities for students.

The Chair, Councillor Nolan recognized Councillor Wilson who shared how important it is to get to a place where administration is assuring academic achievement. Councillor Wilson pointed out that it is important to look at funding and investments to make sure initiatives are being evaluated and working for the school community. Acting Superintendent Murphy stressed how academic achievement is fundamental in the efforts and priorities of the School Department and how the budget reflects that. Acting Superintendent Muphy shared how important it is to create partnerships, collect data, create initiatives, and recognize current achievements to be successful. Councillor Wilson added that evaluations and model programming are also tools in being successful.

The Chair, Councillor Nolan stressed how important it is to see academic success in all schools and how valuable it is to continue professional development for teachers and staff to provide more opportunities for student success. Acting Superintendent Muphy shared that he believes the budget is geared in that direction and creates conditions to be successful, and over time there will be evidence that shows the increase in success and how it can be sustainable over the years. Councillor Nolan offered comments related to teacher salaries, and noting it is important for teachers to be compensated. Councillor Nolan shared concerns about the School Department budget being high and not seeing results, pointing out that other school districts with half the budget are seeing success with their students, she noted that even with concerns she would be voting in favor of the budget.

**The Chair, Councillor Nolan recognized Mayor Simmons who made a motion to forward the School Department FY26 Budget to the full City Council with a favorable recommendation.
Deputy City Clerk Crane called the roll.**

Councillor Azeem – Absent

Vice Mayor McGovern – Yes

Councillor Nolan – Yes

Councillor Siddiqui – Yes

Councillor Sobrinho-Wheeler – Yes
Councillor Toner – Absent
Councillor Wilson – Yes
Councillor Zusy – Yes
Mayor Simmons – Yes
Yes – 7, No – 0, Absent – 2. Motion passed.

**The Chair, Councillor Nolan made a motion to adjourn the meeting.
Deputy City Clerk Crane called the roll.**

Councillor Azeem – Absent
Vice Mayor McGovern – Yes
Councillor Nolan – Yes
Councillor Siddiqui – Yes
Councillor Sobrinho-Wheeler – Yes
Councillor Toner – Absent
Councillor Wilson – Yes
Councillor Zusy – Yes
Mayor Simmons – Yes
Yes – 7, No – 0, Absent – 2. Motion passed.

Attachment A – Communications from the public.

The Finance Committee adjourned at approximately 8:09p.m.

Clerk's Note: The City of Cambridge/22 City View records every City Council meeting and every City Council Committee meeting. The video for this meeting can be viewed at:
https://cambridgema.granicus.com/player/clip/1026?view_id=1&redirect=true

A communication was received from Taha Jennings, Budget Director, transmitting the FY26 Budget hearing schedule.

A communication was received from Ivy Washington, Chief Financial Officer Cambridge Public Schools, transmitting a presentation related to the School Department FY26 Budget.

Attachment A

Banke Oluwole
CEA Vice President Community Relations
73 Bolton Street
Cambridge, MA 02140

Greetings Madam Mayor, Members of the City Council
and the Superintendent's Executive Leadership Team.

Identifying the budgetary needs for FMA's 8 hour day
should have been addressed prior the superintendent's
presented a proposed budget. Attention to programming at
FMA was brought to the previous Supers attention last
Spring and to the current Super's attention this Fall.
Superintendent Murphy has been responsive, however,
with the focus on the closing of the Kennedy Longfellow
School, the needs of the children at FMA were put on the
backburner.

I have one ask:

Ensure students at FMA receive the education they need
by providing adequate funding in the FY26 budget for the
changes to be implemented at the school.

**Please find attached the non-verbatim transcript for the
May 13, 2025 Budget Hearing**

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>> THERE HAD BEEN AN ISSUE WITH
MIGRATION INTO THE SYSTEM BUT
THAT HAS BEEN SETTLED.
GOOD EVENING, EVERYONE.
I'M CALLING TODAY'S FINANCE
COMMITTEE MEETING TO ORDER.
THE CALL OF TODAY'S MEETING IS
TO HOLD A PUBLIC HEARING ON THE
CITY SCHOOL BUDGET COVERING THE
FISCAL PERIOD OF JULY 1, 2025 TO
JUNE 30, 2026.
FIRST ORDER OF BUSINESS IS A
ROLL CALL OF MEMBERS PRESENT.
>> Clerk: COUNCILLOR AZEEM.
ABSENT.
VICE MAYOR McGOVERN.
PRESENT.
COUNCILLOR NOLAN.
PRESENT.
COUNCILLOR SIDDIQUI.
PRESENT.
COUNCILLOR SOBRINHO-WHEELER.
PRESENT.
COUNCILLOR TONER.
ABSENT.
COUNCILLOR WILSON.
PRESENT.
COUNCILLOR ZUSY.
PRESENT.
MAYOR SIMMONS.
PRESENT.
AND YOU HAVE SEVEN MEMBERS
RECORDED IN THE AFFIRMATIVE AND
TWO ABSENT.
>> THANK YOU.
PURSUANT TO CHAPTER 2 OF THE

ACTS MUCH 2023, ADOPTED BY THE MASSACHUSETTS GENERAL COURT AND APPROVED BY THE GOVERNOR. THE CITY IS AUTHORIZED TO USE REMOTE PARTICIPATION OF MEETINGS OF THE CAMBRIDGE CITY COUNCIL. IN ADDITION, MEMBERS OF THE COUNCIL PARTICIPATE REMOTELY AND CAN DO THAT THROUGH OUR ZOOM TELECONFERENCE. WE ALSO HAVE ZOOM TELECONFERENCE FOR PUBLIC COMMENT CAN ALSO VIEW THE MEETING VIA THE CITY'S OPEN MEETING PORTAL OR ON CABLE CHANNEL 22. TO SPEAK DURING PUBLIC COMMENT YOU MUST SIGN UP AT WWW.CAMBRIDGEMA.GOV YOU CAN ALSO E-MAIL WRITTEN COMMENTS FOR THE RECORD TO THE CITY CLERK AT CITYCLERK@CAMBRIDGEMA.GOV. WE WELCOME YOUR PARTICIPATION AND YOU CAN SIGN UP FOR PUBLIC COMMENT UNTIL 6:00 P.M. PLEASE NOTE THE CITY OF CAMBRIDGE AUDIO AND VIDEO RECORDS THEIR MEETINGS AND MAKES IT AVAILABLE FOR FUTURE VIEWING. IN ADDITION, THIRD PARTIES PLAY ALSO BE AUDIO AND VIDEO RECORDING OUR MEETINGS. PUBLIC COMMENT MAY BE MADE IN ACCORDANCE WITH MASSACHUSETTS GENERAL LAW CHAPTER 30A SECTION 20G AND CITY COUNCIL RULES 23D AND 37. ONCE YOU FINISHED SPEAKING THE NEXT SPEAKER WILL BE CALLED. INDIVIDUALS ARE NOT PERMITTED TO ALLOCATE THE REMAINDER OF THEIR TIME TO ANOTHER PERSON. WHEN YOU COME TO THE MIKE OR COME TO TESTIFY, PLEASE STATE YOUR NAME AND ADDRESS FOR THE RECORD AND THE ITEM YOU'RE SPEAKING TO.

I'LL START WITH A PUBLIC SERVICE ANNOUNCEMENT FOR THOSE WHO THOUGHT COVID WAS GONE MY HUSBAND HAS COVID SO I'M WEARING A MASK AND BE QUITE AWARE AND LET'S KEEP US ALL SAFE BY ENSURING IF YOU HAVE SYMPTOMS GET TESTED AND TAKE CARE OF YOURSELF.

SO WHAT WE DO IS START OPENING THE MEETING WITH PUBLIC COMMENT AND THEN TURN IT OVER TO SUPERINTENDENT MURPHY AND CFO WASHINGTON AND THE VICE CHAIR OF THE SCHOOL COMMITTEE AND BUDGET CO-CHAIR HUNTER AND OF COURSE THE MAYOR IS CHAIR OF THE SCHOOL COMMITTEE.

I'LL TURN IT OVER IF YOU WANT TO MAKE REMARKS BEFORE WE GET INTO COUNCIL QUESTIONS.

THAT'S WHAT WE'LL DO.

RIGHT NOW I THINK I'D LIKE TO START WITH PUBLIC COMMENT.

>> Clerk: THE FIRST SPEAKER IS DAN MONOHAN FOLLOWED BY BANKE. YOU HAVE THREE MINUTES.

>> THANK YOU FOR THE OPPORTUNITY TO GIVE COMMENT.

I ASK YOU TO NOT APPROVE THE SCHOOL BUDGET UNTIL YOU HEAR THERE'S ADEQUATE FUNDS TO PAY TEACHERS.

SUBSTITUTES ARE BEING PAID PROPORTION FLATLY AND TEACHERS SHOULD AND THEY WERE DESIGN AND NEGOTIATED AS A RESPONSE TO THE FAILURE OF THE CONTROLLED CHOICE SYSTEM.

AT THAT TIME BOTH SCHOOLS LAD HIGH PERCENTAGES OF HIGH NEED SCHOLARS AND OUTSIDE THE INTENDED GUARDRAILS OF CONTROLLED CHOICE.

WHILE ELT DID NOT FIX THE SYSTEM IT ALLOCATES MORE RESOURCES TO OUR HIGH NEED SCHOLARS.

SINCE 2006 THERE'S BEEN
SUBSTANTIVE CHANGES AND THE
PROGRAMS HAVE CHANGED THE
DEMOGRAPHIC OF THE SCHOOL AND
PROJECTED TO BE THE THIRD LOWEST
PERCENTAGE OF HIGH NEED
SCHOLARS, 34% AND THE HIGH NEED
SCHOLARS A FULL 20 PERCENTAGE
POINTS MORE AND THEY DISCUSSED
THE FUTURE OF THE SPRING AND
FALL AND THE THEY NEGOTIATE THE
TERMS AND CONDITIONS OF
EMPLOYMENT OF TEACHERS OF
E.L.T. SCHOOLS AND OVER TIMES
THE PARTNERS LEFT AND THE
PROGRAM IS NOW INDISTINGUISHED
FROM THE REST OF THE SCHOOL AND
COMPENSATION HAS REMAINED
STAGNANT AND FAIR IN 2006 AND
UNCHANGED 2013 DESPITE
COMPOUNDED COSTS AND BOTH
OUTDATED STRUCTURE OF THE
STIPEND THE WORK IS THE SAME.
IT'S NOT MORE DIFFICULT OR IF
NOT MORE DIFFICULT THAN THE
REGULAR SCHOOL DAY AND SHOULD BE
PART OF THEIR SALARY NOT A
STIPEND AND SHORT OF
PROPORTIONAL PAY.
EXPANDED DAYTIME IS MORE WORK
AND THERE'S NO REASON TO PAY
THEM LESS.
THE ADDITIONAL SUPPORT FOR A
HIGH NEED SCHOLARS SHOULD NOT
COME ON THE BACKS OF TEACHERS.
THIS SHOULD HAVE BEEN ADDRESSED
MONTHS AGO BEFORE THE
SUPERINTENDENT PROPOSED THE
BUDGET.
MAKE SURE THERE'S ADEQUATE
FUNDING IN THE BUDGET TO PREPARE
FAIR COMPENSATION FOR THE
TEACHERS AND TOTAL COSTS IS A
FEW HUNDRED THOUSAND DOLLARS.
A SMALL PORTION BUT SIGNIFICANT
TO THE TEACHERS WORKING WITH THE
HIGHEST NEED SCHOLARS.

THANK YOU.

>> Clerk: OUR NEXT SPEAKER IS
BANKE FOLLOWED BY KYLA BRAGS AND
THEN MARILYN.

>> FOR THOSE WHO AREN'T FAMILIAR
WITH THE CHAMBER, THE PROTOCOL
IS CLAPPING, CHEERING, JEERING
IS NOT SOMETHING THAT HAPPENS SO
EVERY SINGLE SPEAKER FEELS
COMFORTABLE AND WELCOME AND ABLE
TO DELIVER THEIR REMARKS WITHOUT
CONCERN.

THANK YOU.

>> GOOD EVENING I LIVE ON BOLTON
STREET.

I'M HERE TO ASK YOU NOT TO PASS
THE SCHOOL DEPARTMENT BUDGET AT
THIS TIME DUE TO THE INADEQUATE
FUNDING OF THE EIGHT HOUR DAY AT
THE ACADEMY.

IDENTIFYING THE BUDGETARY NEEDS
FOR THE EIGHT HOUR NEEDS SHOULD
HAVE BEEN ADDRESSED PRIOR TO THE
SUPERINTENDENT'S PRESENTED
BUDGET.

AND SUPERINTENDENT MURPHY HAS
BEEN RESPONSIVE HOWEVER DUE TO
THE FOCUS ON THE CLOSING OF THE
KENNEDY LONG FELLOW SCHOOL THE
NEEDS OF THE CHILDREN AT FMA
WERE PUT ON THE BACK BURNER.

I HAVE ONE ASK FOR YOU THIS
EVENING, ENSURE STUDENTS AT FMA
RECEIVE THE EDUCATION THEY NEED
BY PROVIDING ADEQUATE FUNDING IN
THE FY26 BUDGET FOR THE CHANGES
TO BE IMPLEMENTED AT THE SCHOOL.

>> THANK YOU.

THE NEXT SPEAKER IS KYLA BRAGS.
IF YOU CAN UNMUTE YOU HAVE THREE
MINUTES.

PLEASE GO AHEAD.

>> HI.

THANK YOU FOR HEARING ME
TONIGHT.

MY NAME IS KYLA BRAGS.

I LIVE AT 7 MOORE STREET IN

WALTHAM.

I'M A TEACHER AT FMA AND WANT TO
ADDRESS THE MOST RECENT E.L.T.
PROPOSAL.

SIMPLY PUT IT STATES THE
TEACHERS WORKING E.L.T. AT
FLETCHER MAIN MAYNARD ACADEMY
WILL NOT RECEIVE THE SAME PAY AT
TEACHERS AFTER M.L.K.

THIS IS NOT FAIR.

IT WAS STATE THE DISTRICT
DOESN'T HAVE ENOUGH TO PAY THE
TEACHERS AT FMA.

I'M HERE TO FAIRLY COMPENSATE
OUR TEACHERS.

IF YOU ARE UNABLE TO COME UP
WITH ENOUGH MONEY IN THE BUDGET
TO DO SO, THEN PLEASE CONSIDER
MODIFYING YOUR CURRENT PLAN AND
REDUCE THE NUMBER OF TEACHERS
BEING REQUIRED TO WORK THE
EXTENDED DAY.

THIS WILL ENSURE F.M.A. TEACHERS
ARE TREATED FAIRLY AND SEEN AS
VALUED MEMBERS OF THIS
COMMUNITY.

THANK YOU FOR YOUR TIME.

>> I'M MARILYN MADELINE WALSH IN
MASSACHUSETTS AND I'M A TEACHER
AT THE FLETCHER MAYNARD ACADEMY.
I'M HERE TO SPEAK ABOUT THE
BUDGET AND ASK YOU TO VOTE NO ON
THE BUDGET.

I'M A DEDICATED TEACHER WHO HAS
BEEN THERE MANY YEARS AND THIS
NEW PROPOSAL IS REQUIRING
TEACHERS TO WORK AN ADDITIONAL
16.4% OF THEIR DAY FOR PAY THAT
DOES NOT MATCH THAT.

I DON'T THINK THE TEACHER SHOULD
BE PAID UNFAIRLY FOR ADDITIONAL
WORK.

THE PLAN FOR E.L.T. AT F.M.A.
SHOULD HAVE BEEN COMPLETED
MONTHS AGO BEFORE ADOPTING THE
BUDGET.

THEY ADOPT THE IT.

THE PLAN IS REQUIRING ALL
TEACHERS TO WORK THE 16.14% MORE
TIME.

I RESPECTFULLY ASK THAT YOU VOTE
NO ON THIS BUDGET AND ANY FUTURE
PROPOSED BUDGET THAT DOES NOT
ADEQUATELY COMPENSATE EXTENDED
LEARNING TIME TEACHERS.

THANK YOU.

>> Clerk: OUR NEXT SPEAKER IS
PATRICIA DUGGAN FOLLOWED BY
JEFFERY.

YOU HAVE THREE MINUTES.

PLEASE GO AHEAD.

>> HELLO.

MY NAME IS PATRICIA DUGGAN AT
175 CHESTNUT STREET AND SPEAKING
ABOUT THE BUDGET AND
SPECIFICALLY HOW IT RELATES TO
THE EXTENDED LEARNING TIME AT
FLETCHER MAYNARD ACADEMY GOING
TO AN 8 HOUR 25 MINUTE DAY.

WHILE IT'S BEEN PART OF THE
F.M.A. FOR YEARS THERE'S
SIGNIFICANT CHANGES BEING
PROPOSED THAT IMPACT STAFFING
AND PAY FOR PERSONNEL THE
PRESENTS A TEACHER AT THE TOP OF
THE PAY SCALE AT THE MARTIN
LUTHER KING SCHOOL WOULD MAKE
MORE THAN THE ONE AT THE
FLETCHER MAYNARD ACADEMY.

THAT SENDS A MESSAGE THAT SEEMS
AS THOUGH STAFF AT F.M.A. ARE
LESS VALUED AND PAID LESS AND
WELL BELOW WHAT SHOULD BE AT
EITHER SCHOOL.

IF YOU'RE ASKING PEOPLE TO WORK
MORE THEY SHOULD BE PAID
PROPORTIONATELY.

A TEACHER AT THE TOP OF THE
SCALE HAS A MASTER'S AND SHOULD
BE COMPENSATED THE SAME AS A
FIRST YEAR TEACHER WITH THE
STIPEND.

AND WITH THE DIFFERENTIAL IN PAY
AS THE THOUSANDS WHEN YOU

COMPARE THE FLAT STIPEND AND
WHEN IT PROPOSES TO ONE REQUIRED
TO DO SO WITH A STIPEND NOT
COMMENSURATE WITH THEIR
EXPERIENCE AND IF NOT THEY CAN
TRANSFER.

I KNOW THE STAFF AT F.M.A. AND
JUST TRANSFERRING NOT WHAT ONE
WANTS TO DO.

THEY WANT TO STAY INVESTED IN
THE SCHOOL THEY WORK HARD FOR.
A TURNOVER IN STAFF WILL NOT
IMPROVE THE OUTCOMES OF FLETCHER
MAYNARD ACADEMY AND IS A SERIOUS
CONCERN FOR THOSE WHO UNDERSTAND
THE INNER WORKINGS OF A SCHOOL.
IT'S BEEN STATED THE DISTRICT
DOESN'T HAVE ENOUGH MONEY TO PAY
ALL THE STAFFING AS TO THEY WILL
EXTENDED LEARNING TIME.

I'M HERE TO ASK YOU TO FAIRLY
COMPENSATE OUR TEACHERS.
IF YOU ARE UNABLE TO COME UP
WITH ENOUGH IN THE BUDGET
CONSIDER MODIFYING YOUR CURRENT
PLAN, REDUCE THE NUMBER OF STAFF
BEING REQUIRED TO WORK THE
EXTENDED DAY AND THIS WILL
ENSURE F.M.A. TEACHERS ARE BEING
EQUALLY AND FAIRLY AND VALUED
MEMBERS OF THE COMMUNITY.
THANK YOU FOR YOUR TIME.

>> Clerk: OUR NEXT SPEAKER IS
JEFFERY JARDIN.

YOU YOU HAVE THREE MINUTES.
PLEASE GO AHEAD.

>> GOOD EVENING.

MY NAME IS JEFFERY JARDIN.
I LIVE AT 61 NORTH BRIDGE ROAD
IN MENDON, MASSACHUSETTS.
I'M SPEAKING REGARDING THE
BUDGET FOR THE SCHOOL
DEPARTMENT.

I'VE BEEN TEACHING AT FLETCHER
MAYNARD ACADEMY FOR 18 YEARS.
I WAS THE ORIGINAL SCALED
PROGRAM TEACHER AND CONTINUE TO

WORK CLOSELY WITH THAT PROGRAM.
WHEN I WAS HIRED IT WAS A SIX
HOUR AND THEN SEVEN HOURS WHEN
THE SCHOOL WAS EXTENDED.
MY HUSBAND AND I CURRENTLY OWN A
HOME IN MIDLAND, MASS.
I DRIVE 80 MILES A DAY ROUND
TRIP AND SPEND TWO AND A HALF
HOURS COMMUTING.
THE FORCED EXTENSION OF MY
WORKDAY TO EIGHT AND A HALF
HOURS IS FORCING US TO SELL OUR
HOME AND MOVE INTO CAMBRIDGE
BECAUSE THE ALREADY CHALLENGING
COMMUTE WILL BECOME UNBEARABLE.
THIS MOVE NEEDS TO HAPPEN IN AN
INCREDIBLY SHORT PERIOD OUR TIME
AND LIST OUR HOUSE AND DOWN SIZE
AND MOVE ALL BEFORE SEPTEMBER.
A FEW OF THE IMPLICATIONS
RELATED TO THIS EMERGENCY MOVE
INCLUDE CANCELLING A FAMILY
REUNION WE WERE PLANNING TO HOST
IN HONOR OF MY FATHER WHO IS
SUFFERING FROM DEMENTIA,
CANCELLING A VACATION
CELEBRATING MY 50th BIRTHDAY
THAT'S BEEN IN THE WORKS FOR A
YEAR AND MAKING SIGNIFICANTLY
LESS FROM THE SALE OF OUR HOUSE
THAN IF WE SOLD IT SEVERAL YEARS
FROM NOW.
MEANWHILE THE COST OF AN
APARTMENT IN CAMBRIDGE WILL AND
I ASK YOU PROVIDE THE NECESSARY
FUNDING OF THIS PROGRAM.
THANK YOU.
>> Clerk: MADAME CHAIR, THAT'S
ALL SIGNED UP TO SPEAK.
>> THANK YOU.
IS THERE ANYONE IN THE CHAMBER
WHO WANTED TO SPEAK AND DID NOT?
BEFORE I ENTERTAIN A MOTION TO
CLOSE PUBLIC COMMENT BY
COUNCILLOR ZUSY.
ROLL CALL.
>> Clerk: COUNCILLOR AZEEM.

ABSENT.
VICE MAYOR McGOVERN.
YES.
COUNCILLOR NOLAN.
YES.
COUNCILLOR SIDDIQUI.
YES.
COUNCILLOR SOBRINHO-WHEELER.
YES.
COUNCILLOR TONER.
ABSENT.
COUNCILLOR WILSON.
YES.
COUNCILLOR ZUSY.
YES.
MAYOR SIMMONS.
YES.
YOU HAVE SEVEN MEMBERS RECORDED
IN THE AFFIRMATIVE WITH TWO
RECORDED AS ABSENT.
>> THANK YOU TO THOSE WHO SPOKE
AND I SEE THERE ARE SEVERAL
SCHOOL COMMITTEE MEMBERS HERE.
>> I WOULD LIKE TO NOW TURN IT
OVER TO SUPERINTENDENT MURPHY
AND THE MAYOR AND THE WHOLE
SCHOOL DEPARTMENT TEAM IN CASE
YOU WANT TO GET TO COUNCIL
QUESTIONS.
THERE'S A MATTER OF PUBLIC
RECORD WE ALL RECEIVED A LETTER
FROM THE SUPERINTENDENT THAT
WILL BE HELPFUL TO AT LEAST
REVIEW SO THAT IF ANY COUNCIL
MEMBERS HAD QUESTIONS ABOUT IT,
WE'VE ALREADY REVIEWED IT.
SO --
>> Mayor Simmons: MADAME CHAIR.
>> MAYOR SIMMONS AND
SUPERINTENDENT MURPHY.
>> Mayor Simmons: THANK YOU,
MADAME CHAIR IF I CAN LAUNCH US
AND FOLLOWED BY THE CHAIR AND
THE SUPERINTENDENT BECAUSE OF
HIS PRESENTATION WILL BE IN CFO
I KNOW IT STANDS FOR CHIEF
FINANCIAL OFFICER IVY WASHINGTON

BECAUSE THEY'LL HAVE THE
BALANCE.

I WANT TO PUBLICLY ACKNOWLEDGE
THE WORK OF THE SCHOOL
COMMITTEE.

UNDER THE GUIDANCE OF OUR
EXTRAORDINARY CHIEF FINANCIAL
OFFICER MS. IVY WASHINGTON WE
HAD A RICH PROGRESS.

AS MY COLLEAGUES WILL REMEMBER
WE LAUNCHED THIS APRIL 18, 2004
WITH A JOINT MEETING OF THE
SCHOOL COMMITTEE TO DISCUSS THE
MACRO ECONOMIC TRENDS AND WE'RE
NOW FACING SOME THINGS WE WERE
FORECASTING THEN.

WE ARE WEATHERING THE STORM.
I CAN'T SAY WE WEATHERED THE
STORM BUT WE ARE WEATHERING THE
STORM AND IT'S DIFFICULT.

ONE OF THE THINGS I'VE ADMIRERD
FROM THE SCHOOL COMMITTEE IS
THEY TAKE TIME TO LISTEN TO
PEOPLE ACROSS THE DISTRICT,
TEACHERS, COMMUNITY MEMBERS.

THEY DO ENGAGE EVERYONE.

WE HAD 16 BUDGET MEETINGS.

TWO JOINT ROUNDTABLES.

ONE OCTOBER 18 AND THEN FEBRUARY
24.

WE HAD AT LEAST FIVE COMMUNITY
MEETS.

ONE VIRTUAL MEETING AND A
STUDENT BUDGET MEETING AND THEN
SAYING MEETING.

I WANT TO BRING THAT FORWARD AND
PUT IT INTO THE RECORD BECAUSE
IT SPEAKS TO THE COMMITMENT OF
THE BODY.

NOT ONLY DID THROUGH MS.

WASHINGTON WE HAD THE MEETINGS,
MOST PARTICIPATED AND THERE WAS
CHILDCARE AND WE WANTED TO MAKE
SURE PEOPLE WAITED AND FELT LIKE
THEIR VOICES WERE HEARD.

AND THEN OF COURSE ON 4/1 WE
ADOPTED THE BUDGET.

I CANNOT SAY ENOUGH.
IT'S DIFFICULT WORK, THOSE OF US
WHO SERVED ON THE SCHOOL
COMMITTEE UNDERSTAND THAT.
CHAIR NOLAN AND VICE MAYOR AND
COUNCILLOR SIDDIQUI AND
COUNCILLOR NOLAN NO SHADE TO
COUNCILLOR SOBRINHO-WHEELER OR
COUNCILLOR ZUSY BUT WE KNOW HOW
MUCH WORK GOES INTO IT AND I
JUST WANT TO ACKNOWLEDGE THAT
WORK BECAUSE I KNOW IT'S HARD
BUT ALSO INTENTIONAL AND IT'S
THE RIGHT THING TO DO BECAUSE WE
REALLY BELIEVE IN SA COMMUNITY
ENGAGEMENT AND VOICES IN FRONT
OF YOU AND WE ADOPT THE BUDGET
ON 4/1/2025 AND EVERYONE HAD A
CHANCE TO SPEAK NO MATTER WHERE
THEY CAME FROM AND THAT'S
IMPORTANT TO HONE IN ON.
I WANT TO ACKNOWLEDGE
DR. CAROLYN TURK WHO GUIDED MY
FEET AND MY WAY AS WE NAVIGATED
THE BUDGET PROCESS.
I DON'T WANT TO HOLD THE FLOOR
ANY LONGER I JUST WANT TO
ACKNOWLEDGE THE WORK OF MY
COLLEAGUES, THANK THEM FOR
STAYING THE COURSE AND PUTTING
THE CHILDREN FOREMOST AS PART OF
OUR BUDGET DISCUSSION.
WITH THAT, MADAME CHAIR, I YIELD
THE FLOOR.
>> THANK YOU FOR YOUR LEADERSHIP
AND COMMITMENT WITH SCHOOL
COLLEAGUES AND CHAIR OF THE
BUDGET COMMITTEE CO-CHAIR.
>> GOOD EVENING, COUNCILLORS AND
FINANCE COMMITTEE.
THANK YOU FOR HOSTING US.
I WANT TO ECHO AND THANK THE
MAYOR FOR HER REMARKS.
IT WAS A COMMUNITY AND
CHILD-CENTERED.
YOU HEARD ABOUT THE ENGAGEMENT
IN MULTIPLE FORMS AND IT WAS

CAREFULLY PLANNED AND WE
RESOLVED SEVEN CONTRACTS THIS
YEAR.

ALL WHICH HAVE BEEN PLANNED INTO
THE BUDGET.

I WANT TO ACKNOWLEDGE THE HARD
WORK OF THE SUPERINTENDENT AND
CFO AND HER STAFF IN TERMS OF
PREPARING THE BUDGET AND
RESPONDING TO ALL THE CHALLENGES
WE FACE.

THIS INVOLVES THE SUBSTANTIAL
ATTENTION TO MULTI-CENTERED
LEARNING AND FAMILY ENGAGEMENT.
I'LL YIELD AND TURN IT OVER TO
THE SUPERINTENDENT AND CFO.

>> Mayor Simmons: MADAME CHAIR,
I FORGOT TO ACKNOWLEDGE THE
INTERIM SUPERINTENDENT THAT
WORKED SHOULDER TO SHOULDER AND
WANT THAT ON THE RECORD.

>> THANK YOU TO THE VICE CHAIR
AND MEMBERS OF THE SCHOOL
COMMITTEE.

WITH US THIS EVENING, CHAIR
NOLAN AND CFO WASHINGTON AND I
ARE LOOKING FORWARD TO
DISCUSSING WITH YOU NOT ONLY THE
BUDGET PROCESS BUT WHAT WE SEEK
TO FULFILL AND ADVANCE IN THE
25-26 SCHOOL YEAR REPRESENTING
FISCAL 26.

THERE'S A PRESENTATION THAT
WE'VE PREPARED THAT IS ON THE
SCREEN NOW.

CHAIRWOMAN, I'D BE INCLINED TO
MOVE THROUGH AT A BRISK PACE TO
MOVE ON TO QUESTIONS IF THAT
WORKS FOR YOU AND THE BODY.

WE CAN MOVE TO THE NEXT SLIDE
AND IS THE OBJECTIVE WILL
PROVIDER A QUICK OVERVIEW.

>> Chair Nolan: WE ALL HAVE A
COPY ON OUR DESK SO IF YOU HAVE
QUESTIONS WRITE THEM DOWN AND WE
WON'T STOP DURING AND CAN GO
BACK TO ANYTHING IF THAT MAKES

SENSE.

THAT'S AN EFFICIENT WAY TO GET THROUGH THIS.

THANK YOU, SORRY TO INTERRUPT.

>> WE'LL TALK ABOUT THE TECHNICAL COMPONENTS AND I'LL MOVE THROUGH FAIRLY RAPIDLY AND WE'VE BEEN IN THIS FORUM AS THE MAYOR NOTED TWO MEETINGS BETWEEN THE SCHOOL COMMITTEE AND COUNCIL AND WHEN I SAY SOMETHING'S REPEATING AND THERE'S A PURPOSE TO ADVANCE THE INTEREST OF STUDENTS AND CREATE OPPORTUNITIES FOR THEM.

HERE, WHAT WE'VE IDENTIFIED IS AN ATTEMPT TO SHOW CONTINUITY FROM THE FISCAL YEAR TO 25 TO 26.

WE'VE RENEWED EDUCATOR EFFECTIVENESS AND PROFESSIONAL LEARNING AS A PRIMARY STRATEGIC PRIORITY NUMBER ONE.

AND WE HAVE IDENTIFIED IN LARGE MEASURE I WOULD SAY BECAUSE OF THE STRONG CONSENSUS REPRESENTED IN THE PUBLIC ENGAGEMENT PROCESS AS PART OF THE DEVELOPMENT OF THE BUDGET THE MAYOR WAS SPEAKING TO, FAMILY ENGAGE THE AS OUR SECOND PRIMARY AREA OF STRATEGIC FOCUS IN THE 25-26 SCHOOL YEAR.

AND SO AT THIS POINT AS WE PREPARE FOR THE NEW SCHOOL YEAR AND LIKE ANY DISTRICT ADMINISTRATION BY MAY WE ARE LARGELY IN A PLANNING STAGE RIGHT NOW.

WE'RE MEETING DAY IN AND DAY OUT, TALKING WITH OUR LEADERSHIP TEAM AND OTHER STAKEHOLDERS ABOUT THE SPECIFIC WAYS WE CAN PRIORITIZE FAMILY ENGAGEMENT AND PARTNERSHIP TO IMPROVE OUR PRACTICE IN THE AREA. OUR FACILITIES PLANNING ARE

FOCUSSED ON EARLY CHILDHOOD
PLANNING WILL CONTINUE INTO THE
NEW SCHOOL YEAR.

JUST LOOKING BACK QUICKLY TO
FY25, THE VICE CHAIR REFERENCED
THE CONTINUED IMPLEMENTATION OF
OUR ALIGNED E.L.A. AND MATH
CURRICULUM.

THAT'S VERY MUCH A WORK IN
PROGRESS AND REPRESENTS A
SIGNIFICANT INVESTMENT ON THE
PART OF THE COMMUNITY IN
IMPROVING OUR CURRICULUM AND
INSTRUCTION PRACTICES.

I WANT TO SAY PARTICULARLY FOR
OUR EDUCATORS WATCHING OUR
ADMINISTRATION RECOGNIZES THE
GROWING PAINS THAT COMES WITH
ANY IMPLEMENTATION AS AN ALIGNED
CURRICULUM PROGRAM.

THERE'S A NUMBER OF POINTS OF
EQUILIBRIUM WE NEED TO REACH AND
SOMETHING WE'LL BE STRIVING FOR
AS WE CONTINUE IN THE NEW SCHOOL
YEAR.

WITH THAT WE CAN KEEP MOVING AND
HAS TO ARE AREAS WITH MORE
EXPLANATION.

THESE ARE SPECIFIC TASKS FROM
EARLIER BUDGET WORKSHOPS WITH
THE SCHOOL COMMITTEE IN WHICH WE
WERE GETTING TO A MORE GRANULAR
LEVEL THAN AT THIS POINT IN THE
BUDGET PROCESS.

WE CAN KEEP MOVING FORWARD.
WE COVERED OUR COMMUNITY
ENGAGEMENT PROCESS AND IT WAS
EXTENSIVE.

WE'LL GET TO THE MORE SENSITIVE
PARTS OF OUR BUDGET.

THIS IS THE POINT IN OUR
PRESENTATION WHERE WE POINT OUT
OUR BUDGET IS -- HOW OUR BUDGET
IS CONSTRUCT THE.

I KNOW THE COUNCIL IS FAMILIAR
WITH THIS AND I WOULD SAY THAT
FOR THOSE OF US WHO WORKED IN

OTHER SCHOOL SYSTEMS, WE'RE KEENLY AWARE OF HOW FORTUNATE WE ARE TO BE IN A SCHOOL SYSTEM AND COMMUNITY THAT PRIORITIZES PUBLIC EDUCATION TO THE EXTENT WE DO HERE IN CAMBRIDGE.

THESE ARE NOT NUMBERS THAT WOULD BE COMMON PLACE AND WHILE THE REVENUE MAY MAKE IT POSSIBLE IT'S THE VALUES OF THE PEOPLE IN THE COMMUNITY THAT MADE THE NUMBERS REAL.

AS I SAID IN MY CORRESPONDENCE TO THE COUNCIL THIS EVENING, WITH THE HEIGHTENED INVESTMENT COMES HEIGHTENED STANDARDS AND EXPECTATIONS AND WILL WORK IN THE IN THE FISCAL YEAR TO FULFILL THOSE EXPECTATIONS. WE CAN KEEP MOVING FORWARD.

>> GOOD EVENING, EVERYONE. THROUGH YOU, CHAIR NOLAN A FEW WORDS ON FEDERAL FUNDING BECAUSE IT'S TOP OF MIND FOR SO MANY FOLKS.

SOME MAY HAVE HEARD ME TALK ABOUT THIS BEFORE.

WE HAVE VERY LIMITED EXPOSURE IN TERMS OF FUNDING THAT WE RECEIVE FROM THE FEDERAL GOVERNMENT AT C.P.S. BUT THERE ARE SOME POTS THAT NEED TO BE DISCUSSED.

AT THE TOP YOU SEE OR MAJOR GRANTS THAT WILL FEDERAL AND THEY'RE ENTITLEMENT GRANTS AND IT'S THE SAME EVERY YEAR WITH A BIT OF SHIFT BUT KNOW WHAT WE'LL RECEIVE.

THAT'S WHAT WE'RE ANTICIPATING AND SIMILAR TO THIS YEAR.

HOWEVER, OF COURSE IF THEY SHIFT IT WOULD MAKE A DIFFERENCE IN THOSE AREAS AND THE TOTAL OF THE GRANTS COMES TO \$4.7 MILLION.

AND THEN AS FOLKS ARE AWARE OUR MEAL SERVICE FOR LUNCH AND BREAKFAST IS ANOTHER 2.6 MILLION

IN FEDERAL FUNDING AND THROUGH
STATE FUNDING AS SPECIALLY AS
WE'VE GONE TO UNIVERSAL MEALS
THERE'S SIGNIFICANT MONEY FROM
THE STATE.

TOGETHER THE POTS COME TO 2.4%
OF OUR TOTAL BUDGET FOR THE
YEAR.

IT'S NOT INSIGNIFICANT.

IT'S \$7.3 MILLION BUT IT'S A
SMALL PROPORTION OF OUR BUDGET.
WE HAVE PLANS, IDEAS, THINKING
IN PLACE.

OUR GRANTS PERSON IS VERY ON TOP
OF THIS AND STAYING ON TOP OF
THE NEWS AND WHAT OPPORTUNITIES
ARE NOT FEDERALLY FUNDED.

AND I WAS REMINDED THAT WE DO
RECEIVE MEDICAID REIMBURSEMENT
AS WELL.

THAT FUNDING GOES DIRECTLY TO
THE CITY SO IT'S NOT HERE
BECAUSE IT DOESN'T GO INTO OUR
BUDGET BUT IT'S IMPORTANT TO
NOTE AS WELL.

IT'S ABOUT A BILLION A YEAR IN
MEDICARE REIMBURSEMENT FOR THE
SERVICE WE PROVIDE STUDENTS.

>> THANK YOU, MS. WASHINGTON.
AS WE MOVE FORWARD WE'LL GET
INTO FOUR LARGE BUCKETED AREAS
OF BUDGETARY PRIORITY FOR US.
STARTING WITH THE SUPPORT OF THE
KENNEDY LONG FELLOW SCHOOL
COMMUNITY WHO OF COURSE WILL BE
TRANSITIONING TO NEW SCHOOL
COMMUNITIES WITHIN THE CAMBRIDGE
PUBLIC SCHOOLS.

AS YOU SEE HERE BULLETED OUT,
SOME EF FLUCTUATIONS THAT ARE A
CONSEQUENCE OF THE DECISION TO
TRANSITION OUT THE KENNEDY LONG
FELLOW SCHOOL AND AS WE SAID AT
THE TIME WE WOULD PRIORITIZE
STUDENT INTEREST THROUGH THE
COURSE AND I WANT TO EXTEND MY
GRATITUDE TO THE CAMBRIDGE

ASSOCIATION FOR THE AGREEMENT
REACHED A COUPLE MONTHS AGO
AROUND THE WORKING CONDITIONS
THAT WILL HELP GOVERN THAT
TRANSITION.

I WANT TO SAY CLEARLY THAT IN
THE DEVELOPMENT OF THE BUDGET
AND THEN IN THE ADMINISTRATION
OF IT, I THINK WE HAVE FULFILLED
OUR COMMITMENT WITH RESPECT TO
PRIORITIZING CONTINUITY FOR
STUDENTS AS BEST POSSIBLE.
THAT IS CERTAINLY -- I ALSO
RECOGNIZE THIS HAS BEEN A VERY
DIFFICULT YEAR FOR THE KENNEDY
LONG FELLOW SCHOOL COMMUNITY AND
A TESTAMENT TO THE EDUCATORS AND
STAFF IN THE BUILDING BUT THE
TRANSITION HAS MOVED THUS FAR AS
SMOOTHLY AS IT HAS AND ARE
CAREGIVERS AND STAFF AT THE
BUILDING AND DISTRICT LEVEL
CONTINUING TO MONITOR THE
EXECUTION OF THIS TRANSITION TO
MAKE SURE STUDENTS FIND
SUPPORTIVE AND EDUCATIONAL HOMES
COME THE 25-26 SCHOOL YEAR.
WE CAN MOVE TO THE NEXT
PRIORITY.

SO, THIS IS AN AREA FOR THOSE
WHO FOLLOW OUR WORK THROUGH THE
SCHOOL COMMITTEE FORUM, YOU'LL
KNOW THAT OVER THE COURSE OF
THIS YEAR AND GOING INTO THE
NEXT SCHOOL YEAR, WE'VE
IDENTIFIED STRENGTHENING
EDUCATOR EFFECTIVENESS AS
ESSENTIALLY THE FIRST POLICY
PRIORITY OF THE ADMINISTRATION
WITH SUPPORT FROM THE SCHOOL
COMMITTEE.

THIS IS A LARGE COMPLEX TOPIC
THAT REQUIRES BOTH BUDGETARY
PRIORITIZATION AS WELL AS SOUND
EXECUTION.

I'M NOT GOING TO GO INTO DETAIL
ABOUT IT HERE BUT I WILL SAY

THERE'S A LENGTHY DISCUSSION FROM THE MOST RECENT SCHOOL COMMITTEE MEETING THAT YOU CAN WATCH PROVIDED YOU HAVE ENOUGH TIME TO WATCH IT AND I WANT TO AGAIN EXTEND AS I DID THAT NIGHT REITERATE MY GRATITUDE FOR THIS TO THE SCHOOL COMMITTEE FOR TAKING THIS AS SERIOUSLY AS THEY ARE AND SUPPORTING OUR WORK IN TRYING TO IMPROVE OUR PRACTICE IN THIS AREA.

OUR OTHER MAJOR AREA OF FOCUS GOING IN THE 26-27 SCHOOL YEAR WITH FAMILY ENGAGEMENT AND OUR CHIEF ACCOUNTABILITY OFFICER WERE MEETING EARLIER ATTEMPTING TO FINALIZE OUR SLATE OF ADMINISTRATORS PARTICIPATING AND THE LARGE CONTINGENT WILL THEN BE TASKED WITH BUILDING OUT OUR PROFESSIONAL LEARNING AND THE TRAINING ALL LEADERSHIP STAFF WILL PARTICIPATE IN AT THE START OF THE SCHOOL YEAR AND THAT'S ONE OF SEVERAL INITIATIVES WE'LL BE UNDERTAKING TO IMPROVE IN HOW WE ENGAGE IN FAMILY PARTNERSHIPS AS WELL AS HOW WE MEASURE OUR PROGRESS IN THAT AREA.

AND WHAT IS REPRESENTED ON PAGE 19 OF THE BUDGET BOOK THAT WAS PRESENTED TO THE SCHOOL COMMITTEE IN RECENT MONTHS AND APPROVED AND THEN CITY GOVERNMENT FOR YOUR CONSIDERATION, THAT REPRESENTS ONE COMPONENT OF HOW WE HAVE PRIORITIZED FUNDING AND ORGANIZATIONAL CAPACITY.

TO DOING THE WORK THAT SEVERAL OF THE INDIVIDUALS WHO COMMENTED RIGHTFULLY AND THOUGHTFULLY AND IN GOOD FAITH IDENTIFIED A RESPONSIBILITY OF THE SCHOOL DISTRICT.

SO JUST BY WAY OF BACKGROUND AND

FOR MEMBERS OF THE COMMUNITY WHO MIGHT BE WATCHING, THE M.L.K. AND F.M.A. SCHOOLS COMING UP ON CLOSE TO TWO DECADES HAVE BEEN WHAT I REFERRED TO AS OUR E.L.T. SCHOOLS.

DEF E.L.T. EXPANDED LEARNING TIME FOUR OUT OF FIVE DAYS IN A TYPICAL WEEK LENGTHENED BY 90 MINUTES.

THIS WAS A PROGRAM INITIATED BY THE STATE DEPARTMENT OF EDUCATION SOME TIME AGO IN CAMBRIDGE.

THANKFULLY AND I THINK STRATEGICALLY ENGAGED IN THAT WORK AND THERE'S BEEN SIGNIFICANT DIVIDENDS PAID TO THE STUDENT WHO HAVE PARTICIPATED IN THAT PROGRAM OVER TIME.

IN THE FALL WE COLLECTIVELY, MYSELF AND THE SCHOOL COMMITTEE DETERMINED WE WOULD CONTINUE THE E.L.T. PROGRAM BEYOND THE SCHOOL YEAR AND THERE WAS A QUESTION BECAUSE IN RECENT YEARS THE STRAIGHT FUNDING FOR THIS PROGRAM HAS BEEN ELIMINATED AND SO IT'S NOW ESSENTIALLY A LOCALLY FUNDED INITIATIVE AND I THINK IN THE FUTURE, THE SCHOOL DEPARTMENT AND THE SCHOOL COMMITTEE WILL NEED TO DELIBERATE OVER THE CONTINUITY OF THE PROGRAM AT LEAST AT ONE OF THE TWO SCHOOLS AND WE NEED TO THINK ABOUT THAT BECAUSE EVERY DECISION WE MAKE INCLUDING THE DECISIONS THAT WE'RE TALKING ABOUT HERE TONIGHT HAVE A RIPPLE EFFECT ACROSS OUR OPERATING BUDGET AND WE HAVE A RESPONSIBILITY TO ENSURE WE'RE PRIORITIZING OUR RESOURCES TO ADVANCE OUR MISSION AS FAST AS POSSIBLE.

SOME OF THE SPECIFIC ASSERTIONS
TO HOW WE PRIORITIZE THE WORK
AND WHAT OUR INTENTS ARE BEHIND
SOME OF THE PROPOSALS THAT GO TO
THE C.D.A.

I WOULDN'T AGREE WITH THE
ACCURACY OF EACH OF THOSE
STATEMENTS BUT I'LL BE HAPPY TO
ANSWER ANY SPECIFIC QUESTIONS
YOU MIGHT HAVE.

I DO TEND TO PREFER TO START
IDENTIFYING THE AREAS OF
AGREEMENT WHICH IS EDUCATORS
WHEN THEY'RE WORKING MORE NEED
TO BE PAID MORE AND NEED TO BE
PAID FAIRLY.

HOW COMPENSATION FOR EMPLOYEES
THAT ARE NON-HOURLY WORKERS IS
CALCULATED IS SOMETHING THAT I
DO THINK THERE'S A DEGREE OF
NUANCE TO.

I DON'T THINK MY ACKNOWLEDGEMENT
OF THE NUANCE OR THE THE
BUDGETARY REALITIES WE NEED TO
OPERATE IN AS A PUBLIC SCHOOL
SYSTEM, I WOULD HOPE NO ONE
WOULD INFER FROM THAT MYSELF OR
ANYONE ON OUR TEAM THINK THAT
EDUCATOR COMPENSATION SHOULD NOT
BE PRIORITIZED OR THE EDUCATOR
SHOULD NOT BE PAID FAIRLY.

I THINK IT'S EXTREMELY IMPORTANT
EDUCATORS ARE PAID FAIRLY AND I
THINK AS A COMMUNITY CAMBRIDGE
SHOULD TAKE GREAT PRIDE IN THE
FACT OUR COMPENSATION SYSTEM IS
AS COMPETITIVE AS ANY SCHOOL
DISTRICTS IN THE STATE.

THAT IS WHEN WE TALK ABOUT THE
INVESTMENT THE COMMUNITY HAS
MADE IN PUBLIC EDUCATION THAT
FACT IS ATTRIBUTABLE TO THAT AND
I'M GRATEFUL TO THE COMMUNITY
FOR THE SERIOUSNESS WITH WHICH
YOU ALL HAVE TAKEN PUBLIC
EDUCATION AND I THINK IT'S
REFLECTED IN BOTH OUR COLLECTIVE

BARGAINING AGREEMENT IN A NUMBER OF WAYS.

I'LL COMMENT QUICKLY BECAUSE OBVIOUSLY WHEN WE IDENTIFY HALF A MILLION DOLLARS AND FRANKLY I THINK IT'S A SOMEWHAT CONSERVATIVE IDENTIFICATION OF WHAT THIS PROGRAM ACTUALLY COSTS BECAUSE THIS IS ESSENTIALLY REPRESENTING THE INCREASE FROM FY25 TO FY26.

AND MS. WASHINGTON CAN DETAIL WHAT THE TOTALITY OF THE COST IS BUT I'LL ADVISE IT'S NORTH OF HALF MILLION DOLLARS.

THE PROPOSAL IN THE COLLECTIVE BARGAINING DISCOURSE IN GENERAL I THINK SHOULD REMAIN AT THE BARGAINING TABLE BUT IN GIVEN HOW IT'S BEEN PUBLICALLY COMMENTED ON I WANT TO ACKNOWLEDGE IT.

THE PROPOSAL MADE HAD TO DO WITH THE TWO SPECIFIC SCHOOLS AND OUR ANALYSIS THAT A FLAT STIPEND VERSUS A TIERED STRUCTURE WOULD IN FACT COMPENSATE THE TEACHERS AT THE RESPECTIVE SCHOOLS AT A HIGHER RATE.

SO AS WE EXPLAINED IN THE CONVERSATION, WE WERE MAINTAINING THE TIERED STRUCTURE CLOSE TO 20 YEARS BUT THERE WERE INCREASE THE RATES OF PAY AT THE TIME.

WE MADE THE PROPOSAL BECAUSE IF ONE OF THE TWO SCHOOLS DOES NOT CONTINUE AS AN E.L.T. PROGRAM THEN WE FEEL GIVEN HOW MUCH WORK HAD GONE IN OVER THE PERIOD OF TIME THEY WERE IN THE E.L.T. PROGRAM IT WAS REASONABLE TO IDENTIFY A PAY STRUCTURE TO COMPENSATE THE TEACHERS AT THE TWO SCHOOLS AT THE HIGHER RATE FOR EACH ONE.

BASED ON THE STAFF AND WHERE

THEY WILL IN THE WAGE SCALE THE F.M.A. TEACHERS WOULD BE PAID MORE IF WE WENT TO THE STIPEND WAS THE RATIONALE AND AT THE M.L.K. SCHOOL THE PROPOSAL WAS TO MAINTAIN THE TIERED SYSTEM. IT'S ON TOP OF THE CONTRACTUAL RATE OF PAY WHICH IS TIERED ACCORDING TO SENIORITY.

IT'S NOT TRUE THERE WOULD BE NO REFLECTION OF SENIORITY BECAUSE THE EXISTING CONTRACTUAL SCALE IS THERE.

I DON'T WANT TO SAY TOO MUCH ABOUT THAT BECAUSE I THINK THE CONVERSATION IS BETTER HAD IN A DIFFERENT FORUM AND ALSO BECAUSE IT DOESN'T REFLECT OUR LATEST PROPOSAL.

IT'S AN EXAMPLE OF WHY TO HAVE THE COMPENSATION IN ANOTHER VENUE AND EDUCATORS NEED TO BE PAID FAIRLY AND COMPETITIVELY AND WHEN THEY'RE DOING THE TYPE OF DIFFICULT AND NECESSARY WORK AND THERE'S A BUDGETARY REALITY WE HAVE TO OPERATE WITHIN.

AS I SAID, I'LL BE HAPPY TO ANSWER ADDITIONAL QUESTIONS ON THE TOPIC.

THERE'S ONE MORE PRIORITY I THINK WE DISCUSSED PREVIOUSLY. THERE'S A LIST OF THEM HERE. THESE ARE GOING TO BE ALL TOPICS REFERENCED IN SCHOOL COMMITTEE MEETINGS.

AT THIS POINT, CHAIR NOLAN THERE MAY BE A NUTS AND BOLTS SLIDE AT THE END HERE.

AND WE CAN INDICATE HOW THE SHIFT OCCURRING FOR THE ORGANIZATIONAL NECESSITIES OPPOSED TO SPECIFIC BUDGETARY PRIORITIES.

I THINK THAT'S OUR LAST SLIDE. AND AS A TEAM WE'RE HAPPY TO ANSWER YOUR QUESTIONS AT THIS

TIME.

>> Chair Nolan: WE'LL GO TO
COUNCILS, COMMENTS, QUESTIONS.
WE'RE OPEN.

VICE MAYOR McGOVERN.

>> Vice Mayor McGovern: HAS TO
GO FIRST.

THANK YOU, CHAIR, THROUGH YOU.
FIRST, I WANT TO THANK THE
SCHOOL COMMITTEE AND SCHOOL
ADMINISTRATION.

THE TEACHERS BEING REPRESENTED
HERE.

AS A FORMER SCHOOL COMMITTEE
MEMBER AND GRADUATE AND FATHER
OF FOUR.

TWO ARE OUT AND TWO ARE FRESHMEN
AT THE HIGH SCHOOL, I WANT TO
THANK YOU AS A PARENT FOR DOING
WHAT YOU DO AND WHAT YOU HAVE
DONE FOR MY KIDS.

I APPRECIATE THAT.

ONE QUESTION I HAVE IN TERMS OF
THE BUDGET, WE KNOW OBVIOUSLY
WHAT OUR SCHOOL DISTRICT ARE
WHERE SOME KIDS DO WELL AND SOME
STRUGGLE AND DON'T DO AS WELL AS
THEY COULD DO OR WE WOULD LIKE
THEM TO DO.

AND FOR A SCHOOL DISTRICT OUR
SIZE, YOU HAVE TEACHERS FROM
EVERY SCHOOL TOGETHER THEY KNOW
THE KIDS BY NAME WHO ARE MAYBE
HAVING A MORE DIFFICULT TIME.
AND SO WE DO A LOT OF BIG
INITIATIVES THAT GO DISTRICT
WIDE AND CURIOUS TO THE DIRECT
INTERVENTIONS WE'RE DOING FOR
THOSE SPECIFIC KIDS THAT AREN'T
DOING AS WELL AS WE'D LIKE TO
DO.

I SEE A LOT OF BIG PICTURE STUFF
BUT CURIOUS AS TO HOW DOES THAT
TRICKLE DOWN TO MARK McGOVERN
WHO ISN'T DOING QUITE AS WELL AS
WE'D LIKE HIM TO DO AND HOW DO
YOU SEE THAT PLAYING OUT IN THE

BUDGET?

>> SURE.

THANK YOU, CHAIR NOLAN AND
THROUGH YOU TO, COUNCILLOR
McGOVERN.

I HOPE THE ENTIRELY OF THE
BUDGET REFLECTS THE EFFORT TO
ENSURE NO STUDENTS ARE LEFT
BEHIND AND USING THE ABUNDANCE
OF RESOURCES AT OUR DISPOSAL TO
MAKE SURE THAT WE ARE EXECUTING
THAT WORK IN A WAY THAT PROVIDES
THE INDIVIDUALIZED SUPPORT THAT
IS REALLY THE ONLY WAY WE'RE
GOING TO MAKE SURE EACH CHILD
HAS WHATEVER THEY NEED AT
WHATEVER STAGE THEY'RE AT THEIR
ACADEMIC CAREER.

BECAUSE THE REALITY IS THIS WORK
IS DONE BY SCHOOL SYSTEMS WITH
SIGNIFICANTLY FEWER RESOURCES.
IT WOULD BE A PROBLEM FOR US IF
THE ONLY ANSWER TO THE QUESTION
THAT YOU'VE ASKED IS A SPECIFIC
BUDGETARY PROVISION BECAUSE WHAT
YOU'RE TALKING ABOUT IS
ESSENTIALLY AT THE CORE OF OUR
WORK AND HAS TO TRANSCEND EACH
AND EVERY PART OF OUR EFFORTS
AND OF THE BUDGET.

HAVING SAID THAT, BECAUSE YOU
ASKED FOR SOME SPECIFIC
PROVISIONS I'M HAPPY TO IDENTIFY
A FEW.

ONE, WE ARE -- I TALKED ABOUT
THE ALIGNMENT OF CURRICULUM WITH
RESPECT TO MATH AND THAT WAS
IMPLEMENTED OVER THE LAST TWO OR
THREE BUDGET CYCLES AND THERE'S
AN INVESTMENT IN THE RELATIVE
AMOUNT OF INVESTMENT POSITIONING
TO BE MORE RESPONSIVE TO THE
IMMEDIATE AND LONG-TERM NEEDS OF
OUR STUDENTS.

I CALL THE SPECIFIC FUNDING
PRIORITY OUT IN PARTICULAR
BECAUSE AS WE TRY TO ATTAIN

GREATER FUNCTIONALITY AS AN ORGANIZATION AND OUR ALIGNED CURRICULUM AND MORE COORDINATED AND STRATEGIC PROFESSIONAL LEARNING WE ARE BUILDING AS PART OF THAT I THINK IT'S CRITICALLY IMPORTANT FOR THE UNDERLYING REASONS BEHIND YOUR QUESTION THAT WE UNDERSTAND ALL ACADEMIC ACHIEVEMENT IS BUILT ON A FOUNDATION OF WELLNESS AND OF MENTAL HEALTH.

IF WE DON'T PRIORITIZE THAT APPROPRIATELY AND PRIORITIZE MEANS NOT JUST PAYING FOR IT BUT MAKING SURE AS WE BUILD OUR PROFESSIONAL LEARNING WE'RE BUILDING COMMUNITIES OF PRACTICE THAT RECOGNIZE THAT FACT THAT WITHOUT THAT FOUNDATION, EVERYTHING ELSE WE STRIVE TO DO WE'RE NOT GOING TO BE SUCCESSFUL IN DOING.

I THINK INVESTMENTS REPRESENT A STRENGTHENING CONSENSUS WITHIN OUR ORGANIZATION THAT THAT'S SOMETHING THAT HAS TO HAPPEN. FRANKLY WE HAVE A NUMBER OF SCHOOLS THAT MOVED TO THIS LINE AND AS WE DO THAT AS AN ORGANIZATION I THINK THE BENEFITS OF THAT WILL PROLIFERATE.

BEYOND THAT, WHAT I WOULD SAY GOING BACK TO THE POINT THAT EVERY DOLLAR HAS TO MOVE IN THAT DIRECTION, WHAT YOU'RE ASKING ABOUT REQUIRES BETTER EXECUTION ON OUR PART AND I THINK THE PROFESSIONALIZATION OF THE WORK THAT WE'RE DOING AND THE ATTEMPT TO BE MORE COORDINATED IN THE TRAINING WE PROVIDE OUR EDUCATORS AND IN THE STRENGTHENING OF THE SCHOOL SETTING CONTRIBUTES TO THE EFFORT YOU'RE RIGHTFULLY

IDENTIFYING.

>> THROUGH YOU, MADAME CHAIR.
THANK YOU.

I THINK KIDS CAN'T PERFORM AT
THEIR BEST IF THEY'RE
EMOTIONALLY STRUGGLING.

>> I CAN FOLLOW-UP.

I'M HAPPY TO FOLLOW-UP AND
EXPAND UPON IT BUT IT'S THE
INVESTMENT IN WAY FINDER
CURRICULUM WHICH IS A PROGRAM
THAT A NUMBER OF OUR SCHOOLS
HAVE SEEN AND HAVE BEEN
UTILIZING AND SEEN SUCCESS IN
AND THEN THE COORDINATION OF
PROFESSIONAL LEARNING AROUND
THAT.

THERE'S ALSO SOME STAFFING
SHIFTS THAT HAVE OCCURRED AND TO
ADDRESS THE NEEDS YOU'RE
IDENTIFYING IN RIGHT SIZING THE
FOOT PRINT IN SOME SCHOOLS AS
WELL AS MAKING SURE THAT SOME OF
THE STAFFING SURPLUS THAT WAS
REALIZED THROUGH THE KENNEDY
LONG FELLOW CLOSURE IS BEING
REDEPLOYED SPECIFIC TO STUDENT
NEEDS.

I'M HAPPY TO FOLLOW-UP AND
COMMUNICATE WITH GREATER DETAIL
IF YOU'D LIKE.

>> SURE, THANK YOU.

THROUGH YOU MADAME CHAIR, UP
TERMS OF THE CITY COUNCIL AND
THE FIRST I HEARD ABOUT THIS WAS
TWO DAYS AGO THIS WAS AN ISSUE.

I DON'T REALLY THINK FOR US TO
JUMP IN AND MAKE A DETERMINATION
ABOUT THIS I DON'T THINK WE'RE
QUALIFIED TO DO THAT NOR DO I
THINK IT'S OUR ROLE.

BUT I HEAR THERE'S A COMMITMENT
TO MAKE AN AGREEMENT AND YOU
SAID THE TEACHERS SHOULD BE PAID
FAIRLY AND ALL OF OUR STAFF.
WE WANT EVERYBODY TO BE PAID
FAIRLY.

I THINK IN TERMS OF THE OVER ALL PICTURE, I DON'T KNOW -- I ASSUME FOLKS HAVE BEEN FOLLOWING SOME OF THE DISCUSSIONS GOING ON IN THE CITY AROUND FINANCES RIGHT NOW.

WE'VE BEEN TALKING QUITE A BIT ON THE CITY SIDE THINGS WILL BE TIGHTER FOR THE NEXT FEW YEAR. THE DAYS OF SAYING JUST ADD MONEY ARE GONE.

WE'RE STRUGGLING ON THE CITY SIDE AND DECIDING WHETHER WE'RE PUTTING FOOD ON PEOPLE'S TABLES AND KEEPING ROOFS OVER PEOPLE'S HEADS.

EVEN IF THE CITY HAD AND WAS WILLING TO PROVIDE ADDITIONAL FUNDING TO THE SCHOOL DEPARTMENT, THE CITY COUNCIL HAS NO AUTHORITY TO DESIGNATE WHERE THE MONEY GOES OR WHAT IT GOES TO.

AND I THINK I DON'T KNOW MONEY HAS EVER BEEN OUR PROBLEM OR THE SCHOOL DEPARTMENT'S PROBLEM. THERE'S BEEN LOTS OF MONEY IN A \$280 MILLION BUDGET A LOT OF MONEY TO MEET THE NEEDS.

YOU KNOW, THE CALL TO -- I'LL SAY THIS, MADAME CHAIR, WE'LL GET TO THE VOTE EVENTUALLY BUT THE SCHOOL DEPARTMENT AND COMMITTEE AND UNION HAS GONE THROUGH A -- I'M MORE ENVIOUS OF OUR BUDGET PROCESS THAN OURS ON THE CITY SIDE BECAUSE YOU'RE MUCH MORE INCLUSIVE WITH THE PUBLIC IN HOW YOU DO IT.

WE GET THE BUDGET AND IT'S 99% COOKED AND WE HAVE A COUPLE BUDGET HEARINGS AND THAT'S IT. WHERE YOU GUYS DO A LOT OF MORE OUTREACH THAN WE DO.

THAT'S YOUR ROLE.

SO I'M VERY RESPECTFUL OF THAT.

DON'T THINK THAT VOTING THE

BUDGET DOWN, FIRST OF ALL, I
RNTH
RESPECT THE WORK THAT INTO THE
BUDGET BUT GOING TO A MONTH TO
MONTH BUDGET WHERE EVERYTHING
AROUND MONEY IS UNCERTAIN RIGHT
NOW IS NOT A WAY TO ADD
STABILITY TO THE CITY OR SCHOOL
STABILITY AND AT THE END OF THE
DAY THERE'S A LOT OF GOOD THINGS
IN THE BUDGET AND THE SCHOOL
DISTRICT HAS TO HAPPEN AND GOING
MONTH TO MONTH WHERE THINGS
WOULD BE UNCERTAIN OVER THIS ONE
PARTICULAR ISSUE IS NOT GOOD
OVER ALL.

I'M NOT GOING TO VOTE AGAINST
THE BUDGET BUT I DO HOPE AND
EXPECT AND SUGGEST AND HAVE
CONFIDENCE THAT YOU ALL WILL
FIGURE THIS OUT AS YOU TYPICALLY
DO BECAUSE AGAIN, I DO AGREE
PEOPLE SHOULD BE PAID FOR THEIR
WORK.

SO, THAT'S KIND OF WHERE I STAND
AT THIS POINT, MADAME CHAIR BUT
HOPE IT GETS FIGURED OUT SOONER
RATHER THAN LATER TO MOVE ON
WITH THE WORK WE NEED TO DO.
THANK YOU, I YIELD.

>> Chair Nolan: WHO'S NEXT?
SOBRINHO-WHEELER?

>> Councillor Sobrinho-Wheeler:
I COUPLE QUESTIONS.
I WANTED TO ASK A VERSION LAST
TIME WE MET AT ROUNDTABLE AND
NOW THAT WE HAVE THE FINAL
NUMBERS CURIOUS TO HEAR HOW THE
BUDGET TAKES INTO ACCOUNT THE
CLOSURE OF THE
KENNEDY-LONGFELLOW AND THE
TRANSITION OF THE STUDENTS THERE
AND STAFF AS WELL AS ADDRESSING
SOME ISSUES AROUND CONTROLLED
CHOICE THAT LED TO THE CLOSURE
AND THINKING HOW WE SUPPORT ALL
THE SCHOOLS.

IF SOMEONE CAN TALK A LITTLE BIT ABOUT THAT.

>> SURE.

THE SCHOOL CHOICE ISSUE WAS COMMENTED ON AND IT'S SUCH A FOUNDATIONAL COMPONENT OF HOW OUR ORGANIZATION FUNCTIONS THAT IT WOULD BE PECULIAR FOR SOMETHING AS CONSEQUENTIAL AS A SCHOOL CLOSURE TO OCCUR AND FOR ALL OF US PARTICULARLY NOT REFLECTING ON THE IMPLICATIONS OF THOSE FUNDAMENTAL COMPONENTS LIKE SCHOOL CHOICE.

I DO THINK THAT -- I DON'T THINK IT'S ACCURATE TO SAY IN A VACUUM THAT SCHOOL CHOICE LED TO THE CLOSURE OF THE KENNEDY-LONGFELLOW.

I THINK IT'S ONE VARIABLE IN A COMPLICATED FORMULA AND IN ORDER TO UNDERSTAND THE TRAJECTORY OF THE KENNEDY-LONGFELLOW SCHOOL AND THE TRAJECTORY OF THE CAMBRIDGE PUBLIC SCHOOLS, IT'S NECESSARY TO TAKE INTO ACCOUNT ALL THE VARIABLES AND HOW THEY INTERACT WITH ONE ANOTHER.

I WOULD SAY THAT IN THE CONTEXT OF SCHOOL CHOICE PROGRAM, I THINK THE OTHER VARIABLES THAT HISTORICALLY WERE NEGLECTED TO A DEGREE AND THE KENNEDY-LONGFELLOW COMMUNITY I THINK UNFORTUNATELY BORE THE BRUNT OF THAT FRANKLY.

I THINK TO YOUR QUESTION ABOUT HOW DOES THIS BUDGET REFLECT THE PRIORITIZATION OF THAT DECISION. ESSENTIALLY, WHEN WE PRESENT THE BUDGET TO THE SCHOOL COMMITTEE WE CREATED OR WE TOOK A SCHOOL SUPPORT BUCKET AND THE FUNDING THAT WOULD HAVE OTHERWISE FLOWED THROUGH THE KENNEDY-LONGFELLOW AND REPRESENTS POSITIONS BECAUSE FUNDING THAT FLOWS TO SCHOOL

BUDGETS ARE ESSENTIALLY ALMOST ENTIRELY THE POSITIONS. THOSE WERE LARGELY RETAINED. SO, AS WE WORK THROUGH THE PROCESS OF REASSIGNING STAFF, IDENTIFYING VACATION IS -- VACANCIES AND THE TRANSITIONS OF ASSIGNMENTS AND WHATNOT THERE'S A HANDFUL OF I TRY TO ONLY SPEAK IN TERMS OF POSITIONS BUT I UNDERSTAND WE'RE TALKING ABOUT INDIVIDUALS WHO ARE VALUED EMPLOYEES, THERE ARE A HANDFUL OF INDIVIDUALS FOR WHOM IT'S NOT ENTIRELY CLEAR WHERE THEY'LL BE ASSIGNED BUT THE VAST MAJORITY OF STAFF KNOW WHERE THEY'RE ASSIGNED FOR THE NEXT SCHOOL YEAR. THERE ARE CONVERSATIONS TAKING PLACE WITH BUILDING ADMINISTRATORS AND IN MANY CASES A DEGREE OF EXCITEMENT BUILDING FOR STUDENTS AND STAFF AS THEY MOVE TO THEIR NEW SCHOOL COMMUNITIES. A FEW OF THE ACTIVITIES HAVE BEEN PLANNED OUT I'VE BEEN GIVEN SUMMARIES ON AT THE SCHOOLS WHERE THE LARGER COHORTS OF STUDENTS ARE GOING. AND SPECIFICALLY WHEN THE KING OPENED AND AT THE SCHOOLS WE IDENTIFY ADDITIONAL STAFFING SUPPORTS WE'RE REASSIGNING THERE DEFINITELY NEED TO BE A FRESH ANALYSIS DURING THE 25-26 SCHOOL YEAR TO MAKE SURE THAT WE'RE NOT JUST BLINDLY SENDING RESOURCES INTO A SCHOOL BECAUSE OF AN INFLUX OF STUDENTS AT ONE PARTICULAR TIME. ONE OF THE CHALLENGES ABOUT THIS IS WE HAVE ROBUST STAFFING AT OUR SCHOOLS IN GENERAL. SO WHILE I SAID AT THE TIME WE WERE CLOSING THE

KENNEDY-LONGFELLOW AS A
BUDGETARY NECESSITY, I DID NOT
ANTICIPATE A SIGNIFICANT
REDUCTION IN POSITIONS AND
THERE'S NOT BEEN A SIGNIFICANT
REDUCTION IN POSITIONS.
WE DO HAVE THE RESPONSIBILITY TO
ALWAYS BE LOOKING TO SEE WHERE
THERE ARE POTENTIAL REDUNDANCIES
AND WHERE STAFFING CAN BE
REDEPLOYED TO SUPPORT STUDENTS
WHICH IS REFLECTIVE OF THE VICE
MAYOR'S QUESTION EARLIER ABOUT
HOW DO WE MAKE SURE WE'RE DOING
RIGHT BY STUDENTS WITH THE
GREATEST LEVEL OF NEED.
TO SUM UP THAT HAS BEEN DONE
THROUGH A METHODOICAL WORK ON THE
PART OF BUILDING AND DISTRICT
ADMINISTRATORS WORKING WITH
INCUMBENT TO IDENTIFY
OPPORTUNITIES WITHIN THE
DISTRICT AND MAKE SURE WE HAVE
THE RIGHT MATCH.
WE TRIED TO AVOID FORCE THE
PLACEMENTS AND MORE OR LESS
WE'VE BEEN ABLE TO DO THAT.
SOME OF THAT WILL CONTINUE IN
THE COMING WEEKS BUT FOR THE
MOST PART IT'S BEEN PRETTY
SUCCESS.
>> Councillor Sobrinho-Wheeler:
THANK YOU FOR THE CONTROL CHOICE
AS WELL.
WE'D LOVE TO HEAR MORE AT SOME
POINT DOWN THE LINE OF THE OTHER
FACTORS AND IT'S A CONVERSATION
WE SHOULD HAVE.
THE OTHER QUESTION I'VE HAD IN
THE CONTEXT OF ENSURING SCHOOLS
HAVE THE RESOURCES THEY NEED.
I UNDERSTAND THIS IS ULTIMATELY
AN ONGOING CONTRACT NEGOTIATION
AND THIS IS HOW IT'S GOING TO
GET SOLVED AND TEXT IN THE
CONTEXT OF MORE LEARNING TIME
HAS BEEN A PRIORITY FOR

EVERYBODY IN CAMBRIDGE FOR A WHILE AND WE'RE GETTING THERE AND THAT'S EXCITING AND THAT DOESN'T MEAN MORE TEACHER HOURS. I WANT TO ASK IF WE THINK THE BUDGET INCLUDES FUNDING FOR THE INCREASE AND THE NUMBER OF TEACHERS TO DO EXPANDING LEARNING TIME AT F.M.A.

>> YES, I DO.

>> Councillor Sobrinho-Wheeler: THANKS.

I THINK IT'S A CONTRACT NEGOTIATION.

IT DOESN'T SOUND LIKE THE TWO SIDES ARE AS FAR OFF BUT IT'S A TOUGHER BUDGETARY YEAR DUE TO THE ECONOMY AND FEDERAL GOVERNMENT AND THERE'S UNCERTAINTY.

WE'RE BUDGETING THE CUSHION INTO THE BUDGET FOR THE UNCERTAINTY. IF THINGS COME ON THERE NEEDS TO BE A CONVERSATION WITH SOME ASSISTANCE FROM THE CITY AND SCHOOLS AS THESE GO ON. AT LEAST MYSELF I'M OPEN TO THE CONVERSATION.

WITH THAT I YIELD BACK.

>> Chair Nolan: THANK YOU. COUNCILLOR ZUSY AND THEN COUNCILLOR SIDDIQUI.

> Councillor Zusy: THANK YOU SO MUCH, MADAME CHAIR.

AGAIN, MY SON WENT THROUGH THE CAMBRIDGE PUBLIC SCHOOLS AND MOSTLY GOT A GREAT EDUCATION SO I'M GRATEFUL TO THE PUBLIC SCHOOLS.

I GUESS THE BIG CONUNDRUM FOR ME IS I FEEL WE'RE SUCH A WELL RESOURCED COMMUNITY SPENDING \$40,000 PER PUPIL AND LOOKING AT THE STATS.

IT SOUNDS LIKE SINCE 1998 WE'VE GONE FROM INVESTING \$12,000 PER PUPIL TO \$40,000 PER PUPIL.

IT DOESN'T SEEM LIKE WE'RE
GETTING BETTER RESULTS.

I'M A HISTORIAN.

I WAS A MUSEUM CURATOR BY TRADE
AND LOOKING AT THE CHILDREN'S
ZONE AND WE PROVIDE SO MANY
SUPPORTS.

WE HAVE INCREDIBLE PRESCHOOL AND
ALL DAY KINDERGARTEN AND HEALTH
CLINICS AND AFTER SCHOOL
PROGRAMS AND ALL THE THINGS THEY
DO.

IS UP IN 2024, 20% OF OUR
STUDENTS WERE PROFICIENT IN MATH
IS PROBLEMATIC AND IN RESPONSE
TO VICE MAYOR McGOVERN'S
QUESTION WE'RE PROVIDING MORE
SUPPORT AND NURTURING STUDENTS
AND MAKING THEM FEEL -- MAKING
SURE WE'RE PROVIDING A HEALTHY
ENVIRONMENT.

BUT HOW CAN WE DO BETTER?

I WAS THINKING, THIS WAS A
LITTLE RADICAL BUT MAYBE I
WONDER IF SCHOOL CHOICE SEEMS
LIKE A GREAT THING BUT
NEIGHBORHOOD SCHOOLS WOULD HAVE
AN OLD FASHIONED MODEL AND
TRYING TO MIX EVERYBODY UP WITH
SCHOOL CHOICE BUT THERE'S
BENEFITS WITH CHILDREN BEING
ABLE TO WALK TO SCHOOLS AND HAS
THERE BEEN CONSIDERATION OF --

>> Chair Nolan: WE'D LOVE TO
HAVE THE CONVERSATION BUT THIS
HAS TO BE RELATED TO THE BUDGET.

> Councillor Zusy: I THOUGHT
THIS MAY BE SOMETHING TO
CONSIDER AS WHAT SHOULD WE BE
TRYING THAT'S DIFFERENT?
WE KEEP THROWING MONEY AT THIS
AND AT THAT AND HAVE MORE STAFF
AND DOUBLED OUR STAFF SINCE
1998.

STUDENTS ARE STILL STRUGGLING.
THAT'S THE PUZZLE.

I DON'T KNOW IF YOU HAVE AN

ANSWER TO THAT?

I HAVE OTHER STAFFING QUESTIONS.

>> SURE, THROUGH YOU CHAIR NOLAN AND COUNCILLOR ZUSY, FIRST THING THAT'S IMPORTANT TO NOTE BECAUSE THE NATURE OF MY POSITION AND WHEN I COME AND SPEAK TO THE SCHOOL COMMITTEE I'M FREQUENTLY COMMENTING ON THINGS WE HAVE TO DO BETTER.

WE HAVE A LONG LIST OF THINGS WE HAVE TO DO BETTER.

I THINK IT'S EXTREMELY IMPORTANT TO NOTE THOUGH, THERE ARE A NUMBER OF THINGS THAT THE CAMBRIDGE PUBLIC SCHOOLS DOES EXTREMELY WELL.

WE HAVE EXAMPLES OF OUTSTANDING TEACHING AND LEARNING HAPPENING IN EACH OF OUR INDIVIDUAL SCHOOL COMMUNITIES EVERY SINGLE DAY OVER THE COURSE OF THE SCHOOL YEAR.

THE PROFESSIONALISM, THE DEDICATION OF OUR TEACHERS AND THE COMMITMENT OF OUR SCHOOL LEADERS AND THE INSISTENCE ON AN ENVIRONMENT THAT WELCOMES STUDENTS AND FAMILIES INTO OUR SCHOOL COMMUNITIES IS SOMETHING THAT ONLY HAPPENS, I THINK IN A SCHOOL SYSTEM IF THE COMMUNITY CARES DEEPLY ABOUT PUBLIC EDUCATION.

AND TO CHAIR NOLAN'S POINT YOU ONLY HAVE TO LOOK AT THE NUMBER ON THE SCREEN SO KNOW IT'S A COMMUNITY THAT VALUES PUBLIC EDUCATION.

TO YOUR QUESTION ABOUT WHY IS THAT SIZABLE INVESTMENT NOT LEADING TO THE TYPE OF OVERWHELMINGLY POSITIVE RESULTS THAT DO NOT INCLUDE THE TYPE OF PERSISTENT GAPS ASSOCIATED WITH DEMOGRAPHICS, THAT HAS PLAGUED THE SCHOOL SYSTEM AND OTHERS FOR

A LONG TIME.

I DON'T BELIEVE THERE'S ONE
SINGLE ANSWER TO THAT.

IF THERE IS, THE PERSON WHO
COMES UP WITH THE ONE SICKLE
ANSWER WILL PROBABLY BE A HIGHLY
EMPLOYABLE EDUCATIONAL LEADER.
I'M OF THE BELIEF THAT THE TYPE
OF COMPLEX CHALLENGES WE
EXPERIENCE AS A SCHOOL SYSTEM
AND THE PERSISTENCE OF THE GAPS
WE HAVE EXPERIENCED ARE THE
RESULT OF MULTIPLE FACTORS MANY
OF WHICH HAVE TO DO WITH THE
FAILURE TO EXECUTE ON THE WELL
INTENTIONED PLANS THAT DEVELOPED
OVER TIME.

I THINK WHAT YOU'RE ASKING IS
WHAT MANY MEMBERS OF THE
COMMITTEE HAVE ASKED OVER THE
COURSE OF THE YEAR AND EACH TIME
THEY DO, IT RESONATES WITH ME AT
A DEEPER AND DEEPER LEVEL IS
ESSENTIALLY WHAT ARE WE GOING TO
DO DIFFERENT THAN WE'VE DONE
BEFORE SO HISTORY DOES NOT
CONTINUE TO REPEAT ITSELF IN THE
AREAS WE DON'T WANT IT TO.
AND THIS BUDGET ESSENTIALLY
REFLECTS OUR TEAM'S THEORY OF
ACTION WITH RESPECT TO WHAT WE
CAN DO.

WE CAN INSTILL GREATER CULTURAL
ACCOUNTABILITY AND HOLD
OURSELVES TO HIGHER STANDARDS.
WE CAN MAKE SURE THE
PROFESSIONAL LEARNING WE EXPOSE
EDUCATORS TO ARE TIED TO OUR
GOALS AND EXECUTED IN A WAY THAT
PRODUCES IMPACTFUL RESULTS AND
THINK DIFFERENTLY ABOUT HOW WE
MEASURE THE SUCCESS OF THE
PARTNERSHIPS WE MEASURE WITH
FAMILIES.

WE HAVE TO MOVE AWAY FROM FAMILY
ENGAGEMENT BEING CONSIDERED A
SUCCESS STORY IF THE SAME 25

PEOPLE SHOW UP AT THE SAME FIVE
EVENTS IN THE COURSE OF THE
SCHOOL YEAR.

WE HAVE TO THINK ABOUT THE
RELATIONSHIPS THE SCHOOL
DEPARTMENT HAS WITH FAMILIES AS
A MEANS TO THE END TO CREATE AN
ENVIRONMENT IN WHICH THE STUDENT
IS MORE LIKELY TO BE SUCCESSFUL.
AND SUCCESS BEING DEFINED NOT
JUST BY ACADEMIC ACHIEVEMENT BUT
BY THE EXTENT TO WHICH THEY FEEL
THEMSELVES BEING A TRUE FULL
MEMBER OF THE SCHOOL COMMUNITY
AND THEREFORE WELL POSITIONED
THROUGHOUT OUR ACADEMIC CAREER
AND HAVING OPPORTUNITIES AND
CHOICES IN THEIR POST SECONDARY
LIFE.

SO I UNDERSTAND IT'S A BROAD
ANSWER BUT I WOULD SAY THIS
BUDGET REFLECTS WHAT OUR TEAM
BELIEVES WE CAN DO TO MOLD THE
CULTURE OF OUR ORGANIZATION IN A
WAY TO BETTER SERVE STUDENTS.

> Councillor Zusy: THANK YOU,
THROUGH YOU, MADAME CHAIR.
I'M WONDERING IF THERE'S
SOMETHING STRUCTURAL THAT MIGHT
HELP SUPPORT THE CHANGE I WANTED
TO ASK ABOUT STAFF AGAIN WITH
STAFFING.

I WAS IMPRESSED 500 OF THE
TEACHERS OF OUR 1700 TEACHERS
ARE SPECIAL EDUCATION TEACHERS.
IS THAT TYPICAL OF OTHER
DISTRICTS AND WE HAVE THREE
SCALE CLASSROOMS I THINK FOR
KIDS ON THE AUTISM SPECTRUM AND
WONDERED IF THERE WAS AN
INCREASE OF THE NUMBER OF
CHILDREN WITH AUTISM OR IS THAT
TYPICAL?

>> WE'VE SEEN A SIGNIFICANT
INCREASE OF STUDENTS WHO ARE
IDENTIFIED AS PART OF THIS
A.S.D. PROGRAM.

THE 500 STAFF MEMBERS IS
INCLUSIVE OF RELATED SERVICE
PROVIDERS, CLASSROOM TEACHERS
AND A NUMBER OF OTHER
SPECIALISTS.

I'M CONFIDENT THE 1700 NUMBER IT
WILL CERTAINLY -- CERTAINLY MORE
THAN OTHER DISTRICTS EMPLOYEE
AND BY CAMBRIDGE STANDARDS THAT
WOULD BE A NUMBER I'D EXPECT BUT
I THINK MOST SCHOOL DISTRICTS OF
OUR SIZE WOULD HAVE FEWER.
CERTAINLY WE HAVE MORE ROBUST
SUPPORT STAFFING THAN EITHER THE
STATE MODELS WOULD SUGGEST.
NEXT YEAR OUR SCALE PROGRAM WILL
BE REPRESENTED IN SIX OUR SCHOOL
COMMUNITIES.

AND WE WILL BE REALIZING THE
SCALE PROGRAM FOR STUDENTS OF
A.S.D.

THE SCALE WILL BE FOUR OF OUR
ELEMENTARY SCHOOLS FEEDING TO
TWO UPPER SCHOOLS WHICH WILL BE
ANOTHER BULLET POINT WE MOVED
THROUGH QUICKLY.

THAT WAS A STRUCTURAL CHANGE WE
PUT IN PLACE TO HAVE A MORE
APPROPRIATE SIZED FOOTPRINT OF
OUR SCHOOL COMMUNITIES AND ALSO
HAVE MORE APPROPRIATE
MATRICULATION PATTERNS FOR
STUDENTS IN THE PROGRAMS.

> Councillor Zusy: OKAY AND ONE
MORE QUESTION AND THE
PRESENTATION HAS TO DO WITH THE
CULTURE OF THE SCHOOLS AND IN A
WAY THE BUDGET REFLECTS THAT.
HOW DO WE COMMUNICATE

EXPECTATIONS TO OUR STUDENTS?

>> HOW DO WE COMMUNICATE HIGH
EXPECTATIONS?

> Councillor Zusy: MM-HMM.

>> WE HAVE TO BE DOING THAT IN A
MULTITUDE OF WAYS.

I'M NOT SURE HOW I COULD
ENCAPSULATE THAT IN A CONCISE

SUM I HAVE BUT WE HAVE TO MODEL IT BY HAVING HIGH EXPECTATIONS AS PROFESSIONALS.

THAT'S STEP ONE AND ANY NUMBER OF WAYS IN WHICH WE MAKE SURE WE'RE BEING VERY CLEAR WITH STUDENTS AS TO WHAT THE EXPECTATIONS ARE BOTH AS MEMBERS OF THE SCHOOL COMMUNITY WHICH IS ONE AREA IN WHICH WE HAVE TO MAKE SURE AND YOU MENTIONED BEHAVIORAL RESPONSE PROTOCOLS IS ONE OF THE PIECES WE TRIED TO FOCUS ON THIS YEAR AND ALSO ACADEMICALLY WE HAVE TO MAKE SURE WE'RE DIFFERENTIATING TO ENSURE WE'RE HOLDING STUDENTS TO THE HIGHEST STANDARD.

THAT TRANSCENDS EVERY PART OF OUR WORK.

HIGH EXPECTATIONS HAS TO BE A CORE VALUE REPRESENTED IN EVERYTHING WE DO.

> Councillor Zusy: FINALLY, DO YOU FEEL AS THOUGH I KNOW ONE OF YOUR GOALS IS TO BUILD A MORE SUPPORTIVE INSTRUCTIONAL ENVIRONMENT.

IS THIS BECAUSE OF AN UPTICK IN BEHAVIORAL PROBLEMS OR IS THAT PART ARE OF THE FALLOUT OF COVID?

DO YOU STILL FEEL LIKE WE'RE IN THE THICK OF HELPING KIDS THAT REALLY SUFFERED DURING COVID.

>> THANK YOU, COUNCILLOR.

MY SHORT ANSWER WOULD BE YES.

WHEN WE THINK OF THE DEVELOPMENTAL STAGE THE COVID DISRUPTIONS HAD AN IMPACT ON OUR STUDENTS, I THINK THIS IS TO SOME DEGREE A GENERATIONAL CHALLENGE.

I WILL SAY THOUGH I THINK WE REACHED A STAGE IN OUR POST-PANDEMIC LIVES IT'S DIFFICULT TO TEASE OUT THE

FACTORS TO CULTIVATE AN ENVIRONMENT CONDUCIVE TO STRONG TEACHING AND LEARNING. WE'RE DEALING WITH A CONFLUENCE OF SOCIAL MEDIA HAVING EVOLVED OR DEVOLVED DEPENDING ON YOUR PERSPECTIVE TO A LATER STAGE THAN WHEN IT WAS IN ITS INFANCY. THE GEO POLITICAL CLIMATE STUDENTS ARE BEING RAISED AND THE IMPACT AND TIME LOST ON THE EDUCATION SYSTEM IN GENERAL, I DON'T KNOW ANYONE HAS REALLY PERFECTLY BEEN ABLE TO DISSECT EXACTLY EACH CONTRIBUTING BUT MY SENSE AND EXPERIENCE WORKING IN THIS FIELD IS THEY'RE ALL CONTRIBUTING TO A MORE DIFFICULT ENVIRONMENT THAN SCHOOLS WERE OPERATING IN SOME TIME AGO.

> Councillor Zusy: I HOPE WE CAN GET -- IT'S HARD. I'M EAGER FOR EVERYBODY'S RECOVERY. THANK YOU SO MUCH. THANK YOU FOR YOUR ANSWERS. THANK YOU FOR YOUR WORK. I YIELD.

>> Chair Nolan: COUNCILLOR SIDDIQUI.

>> Councillor Siddiqui: THANK YOU FOR THE PRESENTATION. MANY OF THE QUESTIONS MY COLLEAGUES ASKED ARE SIMILAR QUESTIONS. THE AREAS THAT I HAD SOME WONDERING AROUND, FIRST WAS CHRONIC ABSENTEEISM AND ON PAGE 193 IN THE BOOK IN THE PAST WE LOOKED AT THIS WITH DIFFERENT INVESTMENTS MADE. CAN YOU SPEAK TO HOW THAT WAS DISCUSSED.

>> THANK YOU, COUNCILLOR SIDDIQUI. THIS IS ANOTHER PERSISTENT CHALLENGE TO THE ACHIEVEMENT GAP

WE AND OTHERS CANNOT CLAIM A
POINT OF SUCCESS YET.

IT'S SOMETHING WE CONTINUE TO
WORK ON AND REVIEW THE TACTICAL
APPROACHES AVAILABLE TO US.

THERE ARE TWO THINGS I THINK
WHEN WE LOOK AT ENGAGEMENT WE
HAVE TO THINK OF IT IN TERMS OF
A MEANS TO AN END.

WE HAVE GREAT RECOMMEND FOR OUR
FAMILIES.

WE'RE GRATEFUL TO THEM FOR
ENTRUSTING THEIR CHILDREN WITH
US BUT THE TYPES OF PARTNERSHIPS
THAT WE NEED TO BUILD WITH
FAMILIES ABOUT THE ENVIRONMENT
WE CAN PROVIDE FOR OUR STUDENT
AND INCREASING THE CHANCES THE
STUDENT IS POSITIONED FOR
SUCCESS.

I DO -- I BELIEVE AND THERE'S
CERTAINLY RESEARCH TO SUGGEST
THIS THAT THE STRONGER THE
PARTNERSHIP AND THE RELATIONSHIP
WE CAN BUILD WITH FAMILIES, THE
MORE LIKELY IT IS WE'LL SEE
REDUCED CHRONIC ABSENTEEISM.
IT WON'T STAMP IT OUT IN EVERY
INSTANCE BUT THAT EFFORT IS PART
OF WHAT WE'RE DOING TO TRY TO
CREATE THE CONDITIONS WHERE IT'S
LIKELY TO OCCUR AND THE OTHER
THING IS CONNECTED TO THE BUDGET
BUT CONNECTED TO THE
OVERALL-WORK.

WE HAVE SCHOOLS RESPONSIBLE AND
THERE WAS A SPECIFIC ATTENDANCE
GOAL BUILD INTO EACH IMPROVEMENT
PLAN.

WE CONVERTED THE WHOLE S.A.P.
TEMPLATE BUT IN DOING SO
REQUIRED SCHOOLS TO LIST A
CULTURE AND CLIMATE GOAL, WHICH
FOR SOME SCHOOLS WILL INCLUDE
ATTENDANCE WELLS A SCHOOL
SPECIFIC AREA FROM THE BUCKET
AREAS PART OF THE S.A.P.s.

THE REASON I THINK IT'S HELPFUL
IN COMBATTING CHRONIC
ABSENTEEISM IS THE NUMBERS ARE
NOT CONSISTENT.

IF WE'RE GOING TO MAKE PROGRESS
AT THE WORK IT'S NOT ABOUT
THROWING MONEY AT IT BUT
IMPROVING EXECUTION AND HAVING
THE WHOLE OF ORGANIZATION
EFFORTS IN SPECIFIC PLACES IN
WHICH THIS IS AN ISSUE.

IT'S LIKELY THE RESOURCES WERE
IN FACT MAKING A DIFFERENCE
BECAUSE WE'LL HAVE A MORE
FOCUSSED EFFORT AND FOR THOSE
NOT SEEING CHRONIC ABSENTEEISM
WE WANT OTHER CHALLENGES
PLAGUING SCHOOL COMMUNITY.
THE MORE INDIVIDUALIZED APPROACH
WILL REALIZE PROGRESS.

>> WHEN YOU LOOK AT THE SUMMARY,
THERE'S BUDGETARY AMOUNTS
ASSIGNED TO EACH CATEGORY FOR
FAMILY ENGAGEMENT AND CAREGIVER
ENGAGEMENT.

MY UNDERSTANDING IS IN THE
SCHOOLING BUDGETS AND ACROSS
ADMINISTRATIVE BUDGETS.

HAVE WE QUANTIFIED

>> WE COULD QUANTIFY FOR THE
APPEARANCE OF BEING ATTACHED TO
FAMILY ENGAGEMENT AND WE ARE
ESTABLISHING EXPECTATIONS IN
EACH SCHOOL COMMUNITY AND
DEPARTMENT THEY'LL BE ABLE TO
ARTICULATE THE SPECIFIC THINGS
THAT THEY ARE DOING IN ORDER TO
MOVE THE NEED AND IF THEY SAID
WE IDENTIFIED GOALS AND NEED THE
PLAN WE JUST NEED \$5,000, I'M
CONFIDENT WE'LL BE ABLE TO FIND
A WAY TO REALIZE THAT.

>> AND MY FINAL QUESTION IN PAST
BUDGETS YOU TALKED ABOUT
TUTORING AS A MECHANISM.

I CAN'T REMEMBER WHO THAT WAS.
IS THERE AN UPDATE?

ARE WE STILL DOING THAT?
>> WE ROLLED IT OVER FROM THE
PREVIOUS BUDGET TO OUR OPERATING
BUDGET IT'S IN ITS ITERATION
WITH THE FLETCHER MAYNARD WE'RE
EXPANDING TO HAVE MORE
OPPORTUNITIES FOR THE STUDENTS
IN THE SCHOOL.
>> IS THIS SOMETHING THAT WOULD
BE LOOKED AT FOR EFFICACY AND SO
FORTH.
>> YES.
>> THE SCOPE OF WORK WAS
CONCLUDED.
>> THERE'S SOME COMPONENTS LEFT
BUT I'M NOT SURE ABOUT JUST
REPORTING OUT.
WE DID THE SCHOOL BASED AUDITING
PROCESS THIS JANUARY AND
RECEIVED THE PRELIMINARY
SUMMARIES SO IT'S FIGURING OUT
WHAT THE COMMUNITY ENGAGEMENT
COMPONENT LOOKS LIKE SUBSEQUENT
TO THAT PUBLICATION, IF ANY.
WE'RE IN CONTINUED CONVERSATION.
>> THOSE ARE MY QUESTIONS.
THANK YOU.
>> Chair Nolan: I'LL ASK IF
COUNCILLOR WILSON HAS ANY.
>> THANK YOU VERY MUCH, CHAIR.
I APPRECIATE THE CONVERSATION
AND THANK YOU FOR THE SCHOOL
COMMITTEE BEING PRESENT.
SUPERINTENDENT AND CFO AND VICE
CHAIR AND OTHERS.
HE WAS FINE ALL THIS TIME UNTIL
NOW SO MY APOLOGIES.
MY QUESTION REALLY HAS TO GO TO
THINKING HOW DO WE GET TO A
PLACE WHERE WE'RE ENSURING
ACADEMIC ACHIEVEMENT IN
CAMBRIDGE PUBLIC SCHOOLS?
WHERE ALL OF OUR YOUNG PEOPLE
ARE ABLE TO GET THE STELLAR
EDUCATION THEY DESERVE WHERE
THESE GAPS THAT WILL SO STARK
ARE NOT PRESENT IN CAMBRIDGE.

HOW DO WE ENSURE WE HAVE A CURRICULUM WHERE EVERYONE IS IN LINE MAKING SURE WE'RE EQUIPPING OUR YOUNG PEOPLE WITH THE MOST EXCEPTIONAL EDUCATION, CURRICULUM, EXPERIENCE POSSIBLE. IT'S NOT JUST THROUGH JOY OF LEARNING BUT ACTUAL LEARNING. SKILL-BASED LEARNING MAKE SURE OUR BLACK AND BROWN STUDENTS AND STUDENTS WITH SPECIAL LEARNING NEEDS ARE ABLE TO CLOSE THE GAPS.

WE HAVE A RESPONSIBILITY AND FROM MY TIME AS AND THE SCHOOL COMMITTEE AND BEING A KID IN CAMBRIDGE PUBLIC SCHOOLS, I WORRY AND STRUGGLE THAT WE CONTINUE TO MISS THE MARK ON MAKING SURE THE NEEDS ARE GETTING MET.

HOW ARE WE INFERRING TO ENSURE OUR KIDS GET THE EXPERIENCE THEY DESERVE IN ORDER TO CLOSE THE GAPS?

>> THAT'S A FUNDAMENTAL QUESTION WITH THE WORK WE DO THAT IF THE EFFORT IS NOT OUR NORTH STAR AND FUNDING OUR PRIORITIES AND POLICY PROPOSAL AND THE WORK THEN WE'RE NOT MAKING GOOD ON THE INVESTMENT THE BUDGET REPRESENTS.

THE PRIORITIES WE'VE ARTICULATED REPRESENT WHAT I BELIEVE TO BE DATA DRIVEN BEST PRACTICES THAT CAN ULTIMATELY MOVE THE NEEDLE YOU'RE RIGHTFULLY ADVOCATING FOR ON BEHALF OF THE COMMUNITY.

I DON'T THINK THERE'S A SILVER BULLET OR SPECIFIC PROVISION TO POINT TO IN THIS BUDGET OR ANY OTHER BUDGET THAT WE CAN SAY DEFINITELY THAT WILL POSITION ALL SCHOOLS FOR SUCCESS.

THE BUDGET WE HAVE OF THE MAGNITUDE THAT IT IS SPEAKS TO

THE FACT THAT THERE IS NOT A NEEDLE WITHIN THE LARGE HAYSTACK AND IDENTIFY TO SAY IT WILL MAKE THE DIFFERENCE.

INSTEAD IT'S THE TOTALITY OF THE EFFORT TO FOSTER A CULTURE IN A SCHOOL DEPARTMENT IN WHICH SOME OF THE PERSISTENT OPPORTUNITY AND ACHIEVEMENT GAPS ARE NOT TOLERATED.

BUT I DON'T THINK WE'LL ABLE TO JUST PAY OUR WAY TO THAT DESTINATION.

INSTEAD WE HAVE TO EXECUTE MORE EFFECTIVELY ON THE WORK THAT IS BEFORE US AND THE AREAS WE IDENTIFIED THE EARLY CHILDHOOD PROGRAMMING, EDUCATOR EFFECTIVENESS AND FAMILY ENGAGEMENT FROM MY PROFESSIONAL OPINION THE AREAS THAT HAVE THE POTENTIAL TO HAVE THE MOST LEVERAGE WITH RESPECT TO ESTABLISHING THE CONDITIONS IN WHICH THESE TYPES OF GAPS ARE LESS LIKELY TO PERSIST.

IT HAPPENS BECAUSE OF THE QUALITY OF THE PROFESSIONALS WE HAVE AND THE EFFORTS THEY ARE MAKE AND WHILE I APPRECIATE AND RESPECT AND AGREE WITH THE FOCUS ON THE NEED TO DO BETTER IN THE AREAS WE NEED TO IMPROVE, I ALSO THINK I HAVE A RESPONSIBILITY AS THE LEAD SPOKESPERSON FOR THE ORGANIZATION TO ALSO CONTINUE TO REAFFIRM THE FACT THIS COMMUNITY HAS A LOT TO BE PROUD OF IN THE SCHOOL DEPARTMENT.

AND IN THE AREAS WE NEED TO IMPROVE WE NEED TO CONTINUE TO WORK TOWARDS THAT.

I HAVE NO DOUBT WE WILL GET THERE.

I THINK IT'S CRITICALLY IMPORTANT WE'RE LOOKING AT THE DOLLARS AND INVESTMENT WE SET

FORTH TO MAKE SURE WE'RE DOING GOOD ON INVESTMENTS AN REALLY EVALUATING EACH AND EVERY DOLLAR NEW INITIATIVE WE GO INTO WE NEED TO EVALUATE IS THIS ACTUALLY WORKING FOR OUR COMMUNITY.

IT MAY BE GREAT BUT IF IT'S NOT WORKING ON THE GROUND WITH OUR COMMUNITY THEN WE NEED TO SHIFT. WE CAN'T KEEP DOING PROGRAMMING FOR THE NEXT 10, 20 YEARS WE'RE GOING TO CONTINUE.

I TALKED HEAVILY ABOUT THE INNOVATION AGENDA AND HOW TO GET AN EVALUATION AND DO AN ASSESSMENT AND COMBLA WE SET FORTH IN 2012 AND IF NOT, WHAT ARE WE DOING DIFFERENTLY.

I THINK SOME OF MY COLLEAGUES TALKED ABOUT NEIGHBORING SCHOOLS AND ALL THAT.

I THINK THE COST OF TRANSPORTATION IS REALLY IMPACTING US.

I ALSO BELIEVE THE MORE THAT BIKE LANES COME INTO PLAY IS GOING TO MAKE THE TRAVELLING FROM ONE SIDE OF THE CITY TO THE NEXT MORE CHALLENGING.

AND WITH THE REORGANIZATION OF THE BUDGET I KNEW WHERE I WAS ADD FROM KINDERGARTEN TO THIRD GRADE I WORRY ABOUT THE SCHOOL BUILDINGS AND THINK ABOUT WHAT ARE WE DOING INTENTIONALLY TO ENSURE OUR STAFF HAVE THE TOOLS THEY NEED TO TO ONE, PROVIDE FREE INSTRUCTIONAL LEARN AND MAKE SURE WE BUILD A COMMUNITY AROUND OUR SCHOOLS.

MAYBE THE SCHOOLS STRUGGLING OR HAVE HIGHER NEEDS.

WE HAVE CONVERSATIONS.

MY ROLE AS EXECUTIVE LEADER ON THE NAACP WE TALK ABOUT HOW TO PARTNER WITH SCHOOLS TO DO

BETTER WORK HOW ARE YOU
UTILIZING THE COMMUNITY PARTNERS
AND THIS IS A NEED TO INVESTMENT
MORE DOLLARS.

WE NEED TO USE THE RESOURCES
AROUND US.

HOW ARE WE UTILIZING THE
RESOURCES AROUND US TO MAKE SURE
WE ARE MAKING SENSE OF ALL OF
THE INITIATIVES THAT WE ARE
PUTTING FORWARD AND BEING
INTENTIONAL IN BUILDING
COMMUNITY AROUND THAT.

>> THANK YOU, COUNCILLOR WILSON.
I CERTAINLY AGREE THAT CAMBRIDGE
BEING SITUATED IN THE UNIQUE WAY
THAT IT IS, THE CAMBRIDGE PUBLIC
SCHOOL BEING UNIQUELY SITUATED
IN A COMMUNITY THAT THERE IS
SUCH A BREADTH OF POTENTIAL
PARTNERSHIP IN THE.

BUSINESS COMMUNITY AS WELL AS
THE HIGHER ED COMMUNITY.

I THINK THERE IS -- IT'S
INCUMBENT ON US WE'RE EXPLORING
THE RELATIONSHIP.

I'VE BEEN I IN A NUMBER OF
CONVERSATION WITH HIGH SCHOOL
LEADERSHIP IN OUR RSTA PROGRAM
TO IDENTIFY WAYS IN WHICH WE CAN
BETTER EXPLORE THAT IN HIGH
SCHOOL YEAR AND WE HAVE THE
OPPORTUNITY TO ATTEND THE
WORKFORCE AND THE END OF YEAR
CEREMONY IN WHICH DOZENS OF
STUDENTS THROUGH THE PROGRAM HAD
THE OPPORTUNITY TO CONNECT WITH
ENTITIES THAT A MORE TRADITIONAL
HIGH SCHOOL EXPERIENCE FRANKLY
WOULD NOT ENCOMPASS.

SO I THINK PRIORITIZING THE
EXPERIENTIAL LEARNING
OPPORTUNITIES FOR STUDENTS AND
UNDERSTANDING THAT SUCCESS THAT
IN THE 21st CENTURY SENSE CANNOT
JUST BE IN THE DONE IN THE FOUR
WALLS OF A CLASSROOM AND BE AN

EXAM, THE MIND SET IS HOW WE DO THAT WELL AND AT C.R.L.S. THERE'S VERY FERTILE GROUND TO EXPLORE THE PARTNERSHIPS. I THINK THAT THE MIND SET AND PRIORITIZATION AND THE TWO COMPONENTS OF THAT AND THERE IS A NEED TO MAKE SURE WE ARE DOING THE FUNDAMENTALS WELL TO PERCEIVE A LEANING TOWARDS INNOVATION. I DON'T THINK INNOVATION AND FUNDAMENTALS ARE OPPOSING VALUES BUT I THINK THERE'S AN APPROPRIATE SEQUENCE. IN SOME AREAS MY INCLINATION IS TO PUSH TO EXPLORE THE PARTNERSHIPS AND WHAT RELATIONSHIPS CAN BE REALIZED, THE EXCITEMENT THAT COMES WITH THOSE MORE INNOVATIVE OPPORTUNITIES SOMETIMES CAN CAUSE A DISRUPTION TO A LEVEL OF SUCCESS AND ACHIEVEMENT THAT HAS TO BE A BASELINE. TO GO TO A POINT WE'VE BEEN GOING BACK AND FORTH WITH ALL NIGHT, WE HAVE SOME PLACES AND SOME AREAS DOING EXCEEDINGLY WELL AND WE HAVE OTHER AREAS WE MUST DO BETTER. THE REASON OUR TEAM IS LEANING INTO A CULTURE OF ACCOUNTABILITY IN WHICH WE'RE BOTH SUPPORTING OUR EDUCATORS AND SUPPORTING OUR SCHOOL COMMUNITIES BUT ALSO BEING VERY CLEAR THAT WE HAVE TO HAVE HIGH STANDARDS AND WE CANNOT HAVE MAJOR OUTLIERS AND ONE THAT LEADS TO EXCUSES ABOUT WHO CAN BE AN EDUCATOR AND WHO CAN'T, WHICH WILL NOT BE TOLERATED. TWO, IF WE DON'T ESTABLISH THE FOUNDATIONAL LEVEL OF SUCCESS, I'M CONCERNED OUR STUDENTS CANNOT REALIZE THE FULL BENEFITS

OF THE PARTNERSHIPS I'D LIKE TO
BE EXPLORING.

I KNOW THERE'S A LOT PACKED IN
THE ANSWER BUT EXPERIENTIAL
LEARNING IS SOMETHING I FEEL
STRONGLY ABOUT AND WANT OUR
STUDENTS TO BENEFIT MORE OF AND
THERE'S AREAS OF THE SCHOOL
DEPARTMENT WE HAVE TO GET OUR
HOUSE IN ORDER TO EXPLORE THE
PARTNERSHIPS AND WANT TO BE
TRANSPARENT ABOUT THAT AS WELL.

>> THERE'S EVALUATIONS.

I KNOW YOU'LL ALL BE INVESTING
DOLLARS, TEACHER EVALUATIONS AND
THERE'S CONSTRUCTIVE FEEDBACK TO
ENSURE WE'RE ABLE TO DO GOOD BY
THE EVALUATIONS AND ULTIMATELY
ARE WE CONSIDERING 360
EVALUATIONS?

THAT'S ONE QUESTION AND MY
SECOND GOES TO BECAUSE YOU
BROUGHT THIS UP AND I'M SORRY, I
MAY HAVE MISSED YOU AT THE
WORKFORCE SENIOR BANQUET BUT AS
SOMEONE WHO WENT THROUGH THE
WORKFORCE PROGRAM AS A YOUNG
PERSON AND THEN SPENT NINE YEARS
WORKING WITH THE WORKFORCE
PROGRAM AT THE HIGH SCHOOL, I
KNOW FIRST HAND THAT THAT AS A
COMMUNITY PARTNER IS
TREMENDOUSLY A MODEL THAT WE AS
CAMBRIDGE PUBLIC SCHOOLS SHOULD
BE LOOKING AT BECAUSE NOT ONLY
DO THEIR SCORES SPEAK FOR
THEMSELVES, WE HAVE YOUNG PEOPLE
WHO TRULY ENJOY THE COMMUNITY OF
THE WORKFORCE.

AND THEIR NUMBERS ARE BEYOND
WHAT THE STATE IS AND DEFINITELY
WHAT THE LEFT IS ABLE TO DO IN
TERMS OF POST SECONDARY
CREDENTIALING WITHIN FOUR YEARS,
LESS THAN SIX YEARS.
CAN YOU JUST SAY HI.

>> HI.

>> HI.

>> Councillor Wilson: I JUST WANTED TO NAME THOSE TWO THINGS. EVALUATIONS AND SEEING THE MODEL FROM OUR PARTNER PROGRAMS LIKE THE WORKFORCE AND HOW CAN WE PUT TO WORK SOME OF THE PILLARS THAT THE WORKFORCE REALLY MODELS AND PRIDES THEMSELVES ON AROUND COMMUNITY BUILDING, AROUND AND MAKING SURE OUR YOUNG PEOPLE ARE EQUIPPED WITH SOME JOB SHADOWING OPPORTUNITIES AND PAID OPPORTUNITIES TO BE IN POSITION TO LEARN MORE ABOUT WHERE THEY KIND OF WANT TO BE.

IF THEY WANT TO BE IN GRAPHIC DESIGNING OR WANT TO BE SOMEWHERE IN SCIENCE OR WHATEVER, WE HAVE GREAT PARTNERS WITH THE REAGAN INSTITUTE AND SO MANY OTHERS.

HOW ARE WE UTILIZING AND HOW ARE WE UTILIZING THE SQUARE AS A MAJOR PARTNER TO SAY LISTEN, I NEED YOU ALL TO TAKE A YOUNG PERSON, SOPHOMORE YEAR TO SHADOW YOU FOR THE DAY, WEEK AND MONTH TO GET AN EXPERIENCE AND MAKE SURE OUR STUDENTS ARE GRADUATING WITH AN INTERNSHIP.

I KNOW THIS IS LOADED AND PROBABLY MORE THAN TWO QUESTIONS.

IF YOU CAN RESPOND IN BRIEF.

>> I'LL SAY I FULLY AGREE THESE ARE THE TYPES OF PARTNERSHIPS WE NEED TO EXPLORE BECAUSE OF THE MULTITUDE OF BENEFITS.

IT'S ABOUT THE TYPE OF COMMUNITY THEY SEE THEMSELVES AS A PART OF AND THE RELATIONSHIPS THEY BUILT AND PARTICULARLY STUDENTS GET TO HIGH SCHOOL STUDENTS ARE EXTRAORDINARILY ADAPT AT KNOWING WHAT IS RELEVANT FOR THEM AND WHAT IS NOT.

AND WHATEVER POWER WE HAVE AS AN EDUCATIONAL INSTITUTION TO INVEST IN TIME AND ENERGY IN CURRICULUM SOLELY BECAUSE WE THINK IT'S HELPFUL.

THEY'RE THE ARBITERS IN HIGH SCHOOL AND HAVE TO FASHION OUR PROGRAMS IN A WAY THAT ARE RESPONSIVE TO THEIR NEEDS AND GOALS AND OBJECTIVES IN THESE TYPES OF PROGRAMS AND GIVE US THE OPPORTUNITY TO DO THAT.

WE HAVE TO EXPLORE THOSE AGGRESSIVELY AND I DO BELIEVE THERE'S A NECESSARY SEQUENCE. THERE'S A NEED TO MAKE SURE WE'RE OPERATING AND THE FUNDAMENTALS OF OUR SCHOOL SYSTEM ARE OPERATING AT A HIGH LEVEL AND PROVIDING EQUITABLE OPPORTUNITIES TO ALL STUDENTS AND WHEN WE DO AND CAN DO THAT IN MANY RESPECTS ALREADY, WE CAN BUILD ON THAT AND EXPLORE THE PROGRAMS AND WE'RE AS WELL SITUATED TO EXPLORE THOSE BECAUSE OF WHERE WE'RE LOCATED. WITH RESPECT TO THE EVALUATION QUESTION I WILL SAY FOR THOSE WHO WANT TO SEE THE BREADTH OF THE EFFORT WE'RE UNDERTAKING TO IMPROVE OUR PRACTICES WITH RESPECT TO EDUCATOR EVALUATION, WHICH I HASTEN TO ADD IS ONE PART OF EDUCATOR EFFECTIVENESS BUT NOT SYNONYMOUS WITH ONE ANOTHER.

WE'RE ENGAGED IN PROFESSIONAL LEARNING SO ENSURE OUR EDUCATORS ARE IN COLLABORATION AND IN COMPLIANCE WITH THE REGULATORY AND CONTRACTUAL OBLIGATIONS AND PART OF THE SHIFTS IN THE STRUCTURE NEF ADMINISTRATION WE PUT IN PLACE IN THE BEGINNING OF THE SCHOOL YEAR ARE IN PART BECAUSE OF A RECOGNITION WE HAVE

TO DO THE AREAS BETTER THAN WE
HAVE HISTORICALLY.

>> THANK YOU.

I APPRECIATE WHERE YOU'RE COMING
FROM AND APPRECIATE THE WORK.

I APPRECIATE YOUR MIND SET AND
WHAT YOU'RE BRINGING HERE.

I KNOW WE CAN DO BETTER.

WE'RE A CITY THAT HAS TO DO
BETTER BECAUSE OF THE AMOUNT OF
RESOURCES AT OUR FINGER TIPS
FROM WORKFORCE TO MY BROTHER'S
KEEPER TO SO MANY MORE.

WE HAVE THE RESPONSIBILITY TO
TAP INTO THESE COMMUNITY
PARTNERS TO SEE HOW NO DO BETTER
FOR THE BETTERMENT OF OUR YOUNG
PEOPLE.

I APPRECIATE THE WORK YOU ALL DO
AND THANK YOU, MADAME CHAIR, I
YIELD MY TIME.

>> Chair Nolan: THANK YOU,
COUNCILLOR WILSON.

I HAVE A COUPLE QUESTIONS AND
SINCE MOST MY COLLEAGUES HAVE
GONE, MUCH OF THIS IS FOLLOW-UP
ON WHAT MY COLLEAGUES HAVE SAID,
COUNCILLOR WILSON ABOUT OUR
ACHIEVEMENT IT COMES DOWN TO
PROVIDING AN EXCELLENT EDUCATION
FOR AND WHEN YOU READ IN THE
BUDGET BOOK THAT THE DISPARITY
FOR 55% OF AFRICAN AMERICAN WHO
HAVE TAKEN A.P. EXAM RECEIVE A
SCORE OF 3 COMPARED TO 88% OF
WHITE STUDENTS.

MCAST IS LIMITED BUT WHEN HAVE
YOU 20% OF LOW-INCOME STUDENTS
MEETING AND EXCEEDING
EXPECTATIONS IN E.L.A. AND MAP
AND OTHER GROUPS IN 70% AND 80%
IS WHY WE KEEP COMING BACK TO
THIS.

IT'S PERSISTED AND SOMETHING
WE'VE SEEN FOR YEARS AND WHEN
VICE MAYOR McGOVERN WAS ON
SCHOOL COMMITTEE WE UNDERSTAND

THAT AND THE QUESTION IS, IS
THERE A RULE IN THE BUDGET FOR
C.P.S. AND STAFF TO TO SPEND
TIME AND REACH OUT.
WE ALSO SEE FROM THE CHART IN
HERE THAT WE HAVE 8%
PROFICIENCY.
DIFFERENT SCHOOLS FOR OUR KIDS.
THEY'RE ALL OUR KIDS.
AND WITHIN OUR DISTRICT WE
SHOULD BE LEARNING ACROSS
SCHOOLS BUT IS THAT HAPPENING?
PART OF THE PROBLEM IS WE DON'T
WANT TO ACKNOWLEDGE IT AND SAY
THIS SCHOOL IS DOING BETTER BUT
IF WE DON'T DO THAT, THEN WE'RE
LEAVING THE KIDS BEHIND.
WE HAVE 90% STUDENTS LOW INCOME,
KIDS OF COLOR OFF THE CHARTS AND
DON'T TAKE THE EXCUSE THAT
EVERYONE HAS AN ACHIEVEMENT GAP
BECAUSE THEY LITERALLY DON'T.
THE LEADER AND SCHOOL IS SOMEONE
EVERYONE IN THE COUNTRY SHOULD
BE LOOKING AT AND SAYING HOW DID
YOU DO BECAUSE THEY'RE LITERALLY
CAMBRIDGE AND BOSTON KIDS AND
THE BUDGET IS HALF OF WHAT OURS
IS.
THAT'S ALSO WHEN YOU LOOKED AT
WHEN THE N.A.P. RESULTS COME OUT
THERE WAS A STATE LIKE
MISSISSIPPI GOING FROM 48th IN
THE COUNTRY IN TERMS OF MATH AND
E.L.A. TO NINTH BY A SOLID FOCUS
ON.
IN ORDER TO TIE IT ALL TOGETHER
IF WE'RE ASSUMING WE HAVE A
BUNCH OF GREAT EDUCATORS IN THE
PROGRAMS BUT ARE WE ACTUALLY
SPENDING SOME OF OUR
PROFESSIONAL DEVELOPMENT DOLLARS
LOOKING TO OUR OWN TO HOW IT IS
WE CAN DO BETTER BECAUSE IF WE
DON'T WE'LL THROW UP OUR HANDS
AND SAY EVERYBODY HAS AN
ACHIEVEMENT GAP AND CAN'T DO IT

AND THERE'S EXAMPLES IN OUR DISTRICT IT, HOW STRINGENT ARE WE IN USING OUR DOLLARS THREE TIMES THE STATE AVERAGE IN TERMS OF A PER CAPITA BASIS.

IF WE'RE NOT GETTING RESULTS, DON'T SPEND THE MONEY.

I WANT TO KNOW IF IT'S TIED TO THAT UNDERSTANDING.

BREAKTHROUGH CAMBRIDGE IS ANOTHER ONE WITH STELLAR RESULTS WITH STUDENTS LOW ECONOMIC AND MANY FIRST GENERATION.

I THINK -- I DO BELIEVE THIS BUDGET IS GEARED IN THAT DIRECTION BUT AS I SAID EARLIER I DON'T THINK IT'S ABOUT THE TOTAL DOLLAR VALUE.

I THINK IT'S ABOUT THE ACTUAL EXECUTION OF THE WORK.

I THINK THERE'S BEEN SEVERAL AREAS IN RECENT YEARS AND CONTRIBUTE TO CONDITIONS THAT MAKE US MORE LIKELY TO BE SUCCESSFUL.

IT DOES NOT MEAN THE CHANGED VALUABLES ARE THEMSELVES THE SUCCESS.

THE SUCCESS COMES WHEN EVER STUDENT IS WELL POSITIONED TO HAVE A SUCCESSFUL ACADEMIC CAREER AND THEN ENJOY A MULTITUDE OF OPPORTUNITIES IN WHATEVER THEY WANT TO PURSUE IN THEIR POST SECONDARY LIFE.

THAT IS SUCCESS.

WHAT WE IN LEADERSHIP AND WHAT A BUDGET CAN DO IS CONTRIBUTE TO THE CONDITIONS IN WHICH THAT IS MORE LIKELY TO OCCUR.

AND WHEN COUPLED WITH THE PROFESSIONAL LEARNING NECESSARY TO EMPOWER EDUCATORS TO UTILIZE THAT CURRICULUM IN A WAY THAT MAXIMIZES THEIR ABILITIES AS AN EDUCATOR WITH THE STRUCTURAL CHANGES WE HAVE MADE WITH

RESPECT TO HOW WE MANAGE OUR
EDUCATOR EVALUATION SYSTEM AND
SOME OF THE MOST CONCRETE
DECISIONS MADE IN TERMS OF THE
TRANSITION AWAY FROM THE
KENNEDY-LONGFELLOW AND THE
OPPORTUNITIES TO REALIGN OUR
SCHOOL DISTRICT FOOTPRINT AS A
RESULT OF THAT.

THESE ARE THE TYPES OF VARIABLES
I BELIEVE WE CAN CHANGE THAT
MAKE IT MORE LIKELY FOR US TO BE
SUCCESSFUL.

AND APPROPRIATE FOR LEADERSHIP
TO WANT TO KNOW FROM THOSE
SERVING AS THE ADMINISTRATOR
WHEN YOU WILL SEE THE RESULTS OF
THESE CHANGES.

I DON'T THINK IT WOULD TAKE TIME
IF WE JUST WANTED TO BOOST TEST
SCORES FRANKLY.

I THINK THERE ARE FORMULAS WELL
ESTABLISHED IN A VARIETY OF
COMMUNITIES THAT IF WE WANTED TO
PULL RESOURCES IN TO CERTAIN
POSITIONS, WE COULD CULTIVATE
HIGHER TEST SCORES BUT ONE, I
DON'T THINK THEY'D BE
SUSTAINABLE AND TO THE STUDENTS
AND TO IMPROVE PROFESSIONAL
LEARNING AND MORE STRATEGIC
RESOURCES AND THOSE CHANGES WILL
TAKE TIME TO REALIZE THE
EVIDENCE OF SUCCESS BUT I THINK
IT WILL HAPPEN AND BE MORE
SUSTAINABLE WHEN IT DOES.

>> MADAME CHAIR, QUICK QUESTION.
I DIDN'T KNOW IF THE CALL WAS
6:00 OR 6:00 TO 8:00, IF NOT WE
HAVE TO EXTEND I DON'T WANT THE
MEETING TO EXPIRE BEFORE WE TAKE
A VOTE.

>> Chair Nolan: I BELIEVE IT WAS
TO 6:00.

WE WON'T GO TO 9:00 OR 10:00.

>> Mayor Simmons: YOU CAN GO TO
9:00.

I WON'T BE HERE BUT YOU CAN GO TO 9:00.

>> Chair Nolan: IN THE BUDGET IT PROPOSES THIS BANNING TOGETHER AND LINING UP WITH THE OFFICE OF ACCOUNTABILITY COUNCILLOR WILSON STARTED TO ASK ABOUT ACCOUNTABILITY.

IN THIS WILL THERE BE AND SOMETIMES WE NEED AN EXTERNAL EVALUATION WHETHER IT'S TO PAY SOMEONE ELSE TO BLOCK THE SCHEDULE WE NEVER SAID WHETHER IT'S DOING WHAT WE NEED IT TO DO.

DID THE CONSOLIDATION OR CHANGE TO MIDDLE SCHOOLS.

BUT THEN THERE'S ALSO ABOUT WHAT WE PUT IN INTERVENTION IN EVERY SINGLE SCHOOL EACH TIME.

WE HAVE DIFFERENT RATIO OF STAFFING AND THROUGH THE OFFICE OF ACCOUNTABILITY AND EXTENDED LEARNING TIME IS ONE OF THOSE AS WELL.

DIG DEEP TO UNDERSTANDING IS THIS THE BEST USE OF OUR DOLLARS?

IS THIS PART OF THE EFFORT THAT WE ARE COMPLETELY FOCUSSED ON ENSURING AND MAKE SURE EVERYBODY GETS ACCESS TO AN EXCELLENT EDUCATION.

>> THE RESTRUCTURING THE ADMINISTRATION TO INCLUDE THE ACCOUNTABILITY OFFICE THERE'S COMPONENTS OF OUR WORK AS A SCHOOL DIRECT I DIDN'T THINK AND AGAIN I THINK I REPRESENT VIEWS OF BOTH THE COMMITTEE AND THE ADMINISTRATION THAT THERE WERE POCKETS OF THE WORK SITUATED IN AREAS THAT WERE NOT MAXIMIZING THEIR EFFECTIVENESS OR THEIR IMPACT.

SO TEACHER EVALUATION IS JUST ONE COMPONENT OF THAT.

THAT PRIOR TO SOME OF THE SHIFTS
LEAD TO THE OFFICE OF HUMAN
RESOURCES AND WE HAVE VERY
TALENTED PEOPLE IN THE OFFICE OF
HUMAN RESOURCES BUT IT IS AN
OFFICE THAT PURPOSELY IS DESIGN
TO BE TO SOME DEGREE A SILO
WITHIN THE ORGANIZATION TO MAKE
SURE THAT THE CORE HUMAN
RESOURCES FUNCTIONS THAT WE HAVE
AS AN EMPLOYER HAPPEN AND HAPPEN
SUCCESSFULLY.

THE EDUCATOR EVALUATION SYSTEM
IN THE COMMONWEALTH OF
MASSACHUSETTS IS A RELATIVELY
COMPLEX INSTRUMENT THAT IS
SPECIFICALLY TO DESIGN TO ASSESS
THE COMPLEXITIES MUCH AN
EDUCATOR.

TO NOT HAVE THAT WORK LIVE IN AT
LEAST LARGELY IN AN OFFICE THAT
IS TIED TO OUR INSTRUCTIONAL
LEADERSHIP RESPONSIBILITIES, I
THINK WAS REFLECTIVE OF THE FACT
THAT WE WASHINGTON TAKING IT AS
SERIOUSLY AS WE NEEDED TO AS AN
ORGANIZATION.

THAT IS NOT TO SAY DR. LEAF AS
THE CHIEF ACCOUNTABILITY OFFICER
IS EVALUATING EVERY ONE OF OUR
EDUCATORS.

>> Chair Nolan: I THINK THE
QUESTION IS PROBABLY ABOUT THE
EVALUATION OF PROGRAMS LIKE THE
FACT THAT WE HAVE INTERVENTION
AND SOCIAL WORKERS AND THESE
DIFFERENT PROGRAMS.

I WANTED TO MAKE SURE IT WAS
CLEAR.

>> THE POINT I'M TRYING TO MAKE
IS THAT OFFICE EXISTS TO ENSURE
THERE'S A POINT PERSON AND ALL
THE VARIOUS FACETS OF THE
ORGANIZATION ARE DOING THEIR
PART TO MAKE SURE THAT THE WORK
IS PROPERLY EXECUTED.
SO IN THE EXAMPLE I'M USING OF

EDUCATOR EVALUATION, THAT WORK HAS TO LIVE PRIMARILY WITH BUILDING ADMINISTRATORS WHO ARE THE SUPERVISORS OF OUR PERSONNEL.

THE VAST MAJORITY OF OUR WORK STAFF ARE BUILDING-BASED EDUCATORS WHO ARE WHETHER THEY'RE TECHNICALLY EVALUATED OR NOT, ARE SUPERVISED BY THE BUILDING ADMINISTRATORS.

AND THAT OFFICE IS CREATED TO YOUR POINT TO HOLD ALL FACETS OF THE ORGANIZATION TO ACCOUNT FOR MAKING SURE THAT THAT WORK IS EXECUTED ON AND DELIVERED.

TO YOUR QUESTION WITH RESPECT TO PROGRAMATIC EVALUATIONS, I WOULD SAY I THINK THAT'S A SHARED RESPONSIBILITY ACROSS THE ADMINISTRATION AND I DON'T THINK I THINK THE SUPERINTENDENT HAS TO TAKE RESPONSIBILITY WORKING IN CONJUNCTION WITH THE SCHOOL COMMITTEE FOR THE BASIC STRUCTURE OF THE ORGANIZATION AND MAKING SURE IT'S STRUCTURED IN A WAY THAT IS CONSISTENT WITH THE GOALS THAT IT'S MAKING.

IF THE ADMINISTRATION BECOMES TOO SPRAWLING, THEN THE EXECUTION OF THE WORK WILL SUFFER FROM THAT SPRAWL. THAT'S HAPPENED TO A DEGREE IN THIS ORGANIZATION.

>> Chair Nolan: THANK YOU. A QUESTION AND THEN I THINK WE CAN WRAP IT UP OR AT LEAST I CAN.

IN A LETTER YOU SENT TO US EARLIER TODAY ABOUT ADDRESSING SOME OF THE CONCERNS. YOU MENTIONED THE MEDIAN TEACHER SALARY IN CPS WILL BE \$130,000 AND FOR TEACHERS IN THE E.L.T. PROGRAM \$134,000. DOES THAT INCLUDE STIPENDS?

THEY REFLECTS THE ADDITIONAL
CONTRACT NEGOTIATION THAT WAS
DONE OVER THE EXTENDED TIME.
DO WE KNOW HOW THAT MEDIAN
SALARY COMPARES TO DISTRICTS
AROUND US?

>> AS I SAID IN THE LETTER IT'S
HIGHLY COMPETITIVE.

IN MY VIEW SHOULD BE A POINT OF
PRIDE FOR THIS COMMUNITY.

I THINK THERE'S BEEN A LOT OF
DISCUSSION TONIGHT ABOUT MAKING
SURE EDUCATORS ARE FAIRLY
COMPENSATED.

MOST OF US WHO WORK IN THE FIELD
AND THOSE OF US WHO HAVE PUBLIC
EDUCATORS IN THE FAMILY WOULD
SIGN UP FOR THE IDEA THAT
EDUCATORS ARE PAID FAIRLY IN THE
BROADER SENSE OF THE WORD GIVEN
THE IMPACT AND IMPORTANCE AND
EXTENT TO WHICH AS A SOCIETY
RELY ON EDUCATORS, I THINK WE
HAVE A LONG WAY TO GO BEFORE WE
CAN SAY DEFINITELY EDUCATORS
ARE FAIRLY COMPENSATED.

BUT WHAT IS THE MORE RELEVANT
CONTEXT OF A COMMUNITY WITH
BUDGETARY LIMITATIONS AS ALL
COMMUNITIES DO INCLUDING THIS
ONE.

I WOULD SAY THAT GIVEN THE FACT
THAT OUR EDUCATOR COMPENSATION
COMPARES SO FAVORABLY TO ALL
OTHER DISTRICTS, I WOULD SAY IN
THAT CONTEXT AND CONTEXT IS
IMPORTANT, YES, I WOULD SAY I
BELIEVE OUR EDUCATORS ARE PAID
FAIRLY.

>> Chair Nolan: THANK YOU.

I THINK I COULD ASK MORE
QUESTIONS BUT OVER ALL IT'S
QUITE A BUDGET AND I CAN SAY I'M
PRETTY TORN ABOUT IT BECAUSE I'M
DISTRESSED BY HAVING THE SAME
CONVERSATIONS OF YES, WE'RE
GOING TO DO ACCOUNTABILITY, YES

IT WILL TAKE LONGER AND YES
WE'LL EVALUATE.

IT'S HARD TO NOT SEE THAT
ONGOING GAP IN ACHIEVEMENT DATA
AND IF WE'RE GOING TO CONTINUE
TO HAVE THOSE RESULTS, WHY WOULD
WE BE SPENDING TWICE WHAT OTHER
SCHOOL DISTRICTS ARE DOING
INCLUDING PLACES DOING FAR
BETTER THAN US WITH VERY SIMILAR
DEMOGRAPHIC KIDS.

HOWEVER, I WILL SAY I'M TORN AND
TOOK COURAGE FOR THE SCHOOL
COMMITTEE TO DO SOMETHING LONG
OVERDUE WHICH IS FOLLOW THE
CONTROL CHOICE POLICY.

THE KENNEDY-LONGFELLOW WAS A
FAILURE OF NOT FOLLOWING THE
POLICY THAT WAS IN PLACE AND I
OWN SOME OF IT.

I COULDN'T GET THE COMMITTEE TO
DO IT BECAUSE IT'S NOT CONTINUE
FOR THE SCHOOL TO CONTINUE AND
IT'S NOT IN A POSITION TO
PROVIDE AN EXCELLENT EDUCATION.
WHETHER THE EDUCATORS ARE DOING
A GREAT JOB OR NOT, WHATEVER LED
TO THAT IT WAS UNFAIR.

IT'S THE POLICY WORKING TO TAKE
A SCHOOL THAT DESERVES SOME
PROGRAMATIC CHANGE AND BRINGING
THE PROGRAMATIC CHANGE TO HELP
IT.

BECAUSE OF THAT QUITE
CHALLENGING MOVE HAVING BEEN
SEEN AND DR. TURK WAS IN CHARGE
OF A MASSIVE CONSOLIDATION THAT
CLOSED TWO SCHOOLS AND MOVED
FIVE OTHERS AND MERGED ALL IN
THE SPACE OF FOUR MONTHS.

NOW THAT I SEE IT DON'T KNOW HOW
IT HAPPENED BECAUSE THE CLOSING
OF KENNEDY-LONGFELLOW WAS
STUNNING IN COMPARISON AND GAVE
THAT SCHOOL COMMUNITY ENORMOUS
RESOURCES AND THOSE WHO WENT
THROUGH THE CONSOLIDATION AND

RESTRUCTURING THE DISTRICT IN
MIDDLE SCHOOLS NEVER GOT THE
LEVEL OF CARE AND CONCERNS AND
OF FRANKLY RESOURCES TO MOVE
FORWARD.

BECAUSE OF THAT I WILL VOTE IN
FAVOR OF THE BUDGET BECAUSE I
THINK IT'S CRITICALLY IMPORTANT
THE DECISION TO REALLY FOLLOW
AND DO THE BEST FOR KIDS BY
PROVIDING THE SCHOOL CHOICE
SYSTEM, WHEN FOLLOWED, PROVIDES
A GREAT WAY FOR THE SCHOOL
DISTRICT TO PERFORM IT'S JUST IT
HAD TO BE FOLLOWED.
FOR A WHILE IT WAS.

WE HAD SOME THAT STRUGGLED AND
THE TOBIN WAS FAILING AND THE
MONTESSORI CAME IN AND NOW IT
WORKS WELL FOR MANY KIDS.

AND I WANT TO SAY THAT IT'S A
HARD DECISION FOR ME BECAUSE I
REALLY HAVE STOOD A COUPLE TIMES
TO SAY UNTIL I SEE THE BUDGET
HAS BEEN REFLECTED IN ACTUAL
ACHIEVEMENT GAINS FOR ALL KIDS
ACROSS THE BOARD, IT'S HARD FOR
ME TO SUPPORT A \$290,000 IN
\$40,000 PER STUDENT.

WITHOUT THE GUARANTEE I HOPE
WE'RE ON A PATH TO MOVE US
FORWARD IN THE FUTURE, IF IT
DOESN'T I WILL VOTE NO ON FUTURE
BUDGETS.

THAT'S WHERE I'M AT.

I DON'T KNOW IF ANYONE ELSE
WANTS TO SPEAK.

I KNOW WE HAD TIME DURING SCHOOL
COMMITTEE DELIBERATIONS.

WOULD YOU LIKE TO MAKE A MOTION
TO MOVE THIS TO THE FULL CITY
COUNCIL WITH A FAVORABLE
RECOMMENDATION?

IS THERE ANYONE ELSE FROM THE
SCHOOL DEPARTMENT THAT WANTED TO
SPEAK?

I THINK WE SHOULD MOVE FORWARD.

>> I JUST WANT TO SAY THANK YOU.
ON THE MOTION THEN.
>> Clerk: COUNCILLOR AZEEM.
ABSENT.
VICE MAYOR McGOVERN.
YES.
COUNCILLOR NOLAN.
YES.
COUNCILLOR SIDDIQUI.
YES.
SOBRINHO-WHEELER.
YES.
COUNCILLOR TONER.
ABSENT.
COUNCILLOR WILSON.
YES.
COUNCILLOR ZUSY.
YES.
MAYOR SIMMONS.
YES.
YOU HAVE SEVEN MEMBERS RECORDED
IN THE AFFIRMATIVE AND TWO
RECORDED ABSENT.
>> Chair Nolan: ROLL CALL.
>> Clerk: COUNCILLOR AZEEM.
ABSENT.
VICE MAYOR McGOVERN.
YES.
COUNCILLOR SIDDIQUI.
YES.
COUNCILLOR SOBRINHO-WHEELER.
YES.
COUNCILLOR TONER.
ABSENT.
COUNCILLOR WILSON.
YES.
COUNCILLOR ZUSY.
YES.
MAYOR SIMMONS.
YES.
YOU HAVE SEVEN MEMBERS RECORDED
IN THE AFFIRMATIVE WITH TWO
RECORDED AS ABSENT.
>> Chair Nolan: THANK YOU ALL.