

REGULAR BOARD OF EDUCATION MEETING June 10, 2021

The Cambridge Central School Board of Education held their regular Board of Education meeting on June 10, 2021 virtually via WebEx following the. Mr. Gifford called the meeting to order at 6:00PM and immediately adjourned to Executive Session to discuss issues pertaining to negotiations and consultation with the attorney. At 7:07PM the Board reconvened and began with the Pledge of Allegiance. Board of Education members in attendance were President- Neil Gifford; Caleb Breault; Dillon Honyoust, Jessica Roosevelt; and Jessica Ziehm; Dr. Douglas Silvernell, Superintendent of Schools and Kate Canini, District Clerk. Also present were; Anthony Cammarata, School Business Administrator; Colleen Lester, Elementary Principal ; Caroline Goss, High School Principal; Ralph Harrington, Associate Principal; Jerry Gibson, Elementary Associate Principal; press and public.

Approval of Minutes:

Mr. Gifford made the motion, seconded by Mrs. Ziehm to approve the following minutes: Regular Meeting May 11, 2021, 2021; Annual Budget Hearing May 11, 2021; Annual Budget Vote and Election May 18, 2021; Special Board Meeting May 19, 2021. Vote 5 yes, 0 no; motion carried.

Superintendent/Administrative Reports

Dr. Silvernell:

- We have had issues with the Budget Newsletter not getting to certain people within the District. We are working on this and we may look to sending it out a little earlier next year but that would also mean our Budget Hearing would need to be earlier.
- We are reviewing the current Code of Conduct to make sure it is in alignment with all other policies.
- APPR has been suspended by the governor this year.
- Duke Fisher told the Board where they are in the mediation process. There was a document sent to the Board with Bridges overall findings from the community meetings.

Mr. Cammarata:

- The Trust and Agency Account is going away after June. We will create a special revenue fund.
- The UPK RFP will be approved tonight. We will still be able to use the grant money to put towards this.
- We also put out an RFP for an external auditor. Anthony would like to review the proposals that come in with two Board members. We can review within the month of June and appoint them in August.
- Reserves for 2 reasons COVID19 and EBLAR. If we have an emergency come up and in the case we have a lot of teacher retirements we have the money to pay contractual retirements.

Ms. Lester:

- The Cambridge County Fair/Farmer Olympics was a huge success. Thanks to all who helped to make it happen.

- This year the PE Department had a Not Field Day event. This was another successful event in the Elementary.
- We have had a few grade level field trips happening as well.
- We have been planning for the next school year.
- Summer reading will take place from July 13 through August 12. It will be held three days a week. So far we have 50 students that will be attending the program and the numbers are growing.
- Summer Curriculum is getting approved staff.
- We will be meeting with the YMCA and will be getting word out to parents that we will have two classes next year.

Mrs. Goss:

- We have reached the end of the school year. We help our mock graduation on June 9th. The Senior Parade will be this Friday. Senior trip and Picnic will take place on Monday and Tuesday of next week. We would like to thank Coral's Corner for providing the flowers for graduation. The final Graduation Ceremony will take place at Hathaway's Drive-in on June 25, 2021.
- We made up banners for this year's seniors. They will get them tomorrow along with some other items that have been donated items.

BOE/Committee Reports:

The board thanked Jessica Roosevelt for her service to the Board. She was presented with a dogwood tree and an engraved clock on behalf of the District as a thank you.

Old Business:

Mr. Gifford made the motion, seconded by Mr. Breault to adopt the following policy: Policy 0101-Gender Neutral Single-Occupancy Bathrooms

New Business:

Mr. Gifford made the motion, seconded by Mrs. Ziehm to approve the consent agenda and the consent agenda with regard to new business. Vote 5 yes, 0 no; motion carried.

Mr. Gifford made the motion, seconded by Mr. Breault to approve the following resolution:
BE IT RESOLVED THAT, upon the recommendation of the Superintendent of Schools, the Board of Education hereby appoints Kathryn Bogardus to a probationary appointment as a Library Media Specialist in the Library Media Specialist tenure area, effective September 1, 2021, for a four year term tentatively scheduled to conclude on June 30, 2025, contingent upon her successful completion of the probationary term and having received composite or overall APPR ratings of either "Effective" or "Highly Effective" in at least three of the four preceding years and a rating higher than "Ineffective" at the conclusion of the 2024-2025 school year and pending certification. She is to be placed on Step 1 of the CFA salary schedule for a prorated annual salary of \$44,470. Vote 5 yes, 0 no; motion carried.

Mr. Gifford made the motion, seconded by Mrs. Roosevelt to accept the results of the Budget Vote and Election on May 18, 2021 on the 2020-2021 Budget; Public Library Proposition, Bus

Lease Proposition, and Election of two members of the Board of Education. Vote 5 yes, 0 no; motion carried.

Mr. Gifford made the motion, seconded by Mr. Breault to approve the Memorandum of Agreement between the Cambridge Central School District and the Cambridge Administrators Association dated July 1, 2021 through June 30, 2022. Vote 5 yes, 0 no; motion carried.

Mr. Gifford made the motion, seconded by Mrs. Ziehm to approve the following resolution: IT IS HEREBY RESOLVED THAT, upon the recommendation of the Superintendent of Schools, the Memorandum of Agreement between the Cambridge Central School District and CSEA dated May 17, 2021 establishing a new collective bargaining agreement for the period July 1, 2021 through June 30, 2024 is hereby approved. Vote 5 yes, 0 no; motion carried.

Mr. Gifford made a motion, seconded by Mr. Breault to table action items F, G and H until after the Executive Session. Vote 5 yes, 0 no; motion carried.

Mr. Gifford made the motion, seconded by Mrs. Ziehm to approve the following resolution: Be it Resolved that the Board of Education of the Cambridge Central School District approve a Budgetary Amendment to Increase expenditures and revenues by \$66,092 for the purpose of the increased BAN principal payment as a result of the BOND issuance in April. Included in this budgetary amendment is the Bond Premium proceeds of \$66,092. Vote 5 yes, 0 no; motion carried.

Mr. Gifford made a motion, seconded by Mr. Breault to approve the following resolution: BE IT RESOLVED, by the Board of Education of the Cambridge Central School District, that authorization for the Treasurer to transfer \$547 from the unassigned fund balance into the Capital Fund to offset the \$547 purchase of previous capital work, be and is hereby approved; and, BE IT RESOLVED, by the Board of Education of the Cambridge Central School District, that as a result of the transfer of \$547 from the unassigned fund balance into the Capital Fund, the following General Fund Budget Amendment, be and is hereby approved: Increase Appropriations \$547 Increase Revenues \$547. Vote 5 yes, 0 no; motion carried.

Mr. Gifford made a motion, seconded by Mrs. Roosevelt to approve the following resolution: WHEREAS, the Board Of Education has previously established an TRS Reserve Sub-Fund of the Retirement Contribution Reserve Fund to finance retirement contributions to the New York State Teachers' Retirement System pursuant to Section 6-r of the General Municipal Law, known as the TRS Reserve Sub-Fund to finance retirement contributions to the New York State Teachers' Retirement System and/or to offset all or a portion of the amount deducted from the moneys apportioned to the District from the State for the support of schools pursuant to Section 521 of the Education Law.

THEREFORE BE IT RESOLVED, that the Board hereby appropriates the sum of \$150,874 for such purpose from 2020-2021 unappropriated unassigned fund balance in the general fund and authorizes and directs the District Treasurer to transfer such

amount from unappropriated unassigned fund balance for the 2020-2021 school year to the TRS Reserve Sub-Fund of the Retirement Contribution Reserve Fund. Vote 5 yes, 0 no; motion carried.

Mr. Gifford made a motion, seconded by Mr. Breault to approve the Budget Transfer in the amount of \$173,569 to expense CARES Act funding in proper GEER & ESSER expense codes. Vote 5 yes, 0 no; motion carried.

Mr. Gifford made a motion, seconded by Mr. Breault to approve the Budget Transfer in the amount of \$22,000 to cover contractual phase two mediation expenses in proper codes. Vote 5 yes, 0 no; motion carried.

Mr. Gifford made a motion, seconded by Mrs. Ziehm to approve the Budget Transfer in the amount of \$24,181.56 to cover BOCES expenses in the proper codes. Vote 5 yes, 0 no; motion carried.

Mr. Gifford made a motion, seconded by Mrs. Ziehm to approve the Budget Transfer in the amount of \$54,239.01 to expense CSEA contractual retirement obligations in proper codes. Vote 5 yes, 0 no; motion carried.

Mr. Gifford made a motion, seconded by Mrs. Roosevelt to approve the Budget Transfer in the amount of \$13,800 to expense contractual sick time obligations in proper expense codes. Vote 5 yes, 0 no; motion carried.

Mr. Gifford made a motion, seconded by Mrs. Roosevelt to approve the following resolution: WHEREAS, the Board of Education of the Cambridge Central School District (“Board”) wishes to establish an Employee Benefit Accrued Liability Reserve Fund pursuant to Section 6-p of the General Municipal Law; and, WHEREAS, the Board wishes to provide an initial contribution to the Fund for the 2021-2022 school year.

THEREFORE, BE IT RESOLVED THAT, upon the recommendation of the Superintendent of Schools and School Business Administrator, the Board of Education of the Cambridge Central School District, pursuant to Section 6-p of the General Municipal Law, hereby adopts the following resolutions:

A. Employee Benefit Accrued Liability Reserve Fund -

1. The Board of Education hereby establishes an Employee Benefit Accrued Liability Reserve Fund (hereinafter “Fund”) pursuant to General Municipal Law Section 6-p and the provisions thereunder.
2. The source of funds for the Fund shall be:
 - a. Such amounts as may be provided therefore by budgetary appropriations;
 - b. Such amounts from any other reserve fund authorized by the General Municipal Law by resolution subject to permissive referendum; and,
 - c. Such other funds as may be legally appropriated.
3. The moneys in the Fund shall be deposited and secured in a manner provided by General Municipal Law Section 10. The Board hereby delegates to the Chief Fiscal Officer (i.e. the School Business Administrator) of the School District the duty to invest

the moneys in such Fund in the manner provided by General Municipal Law Section 11. Any interest earned or capital gain realized on the money so deposited or invested shall accrue to and become a part of such Fund.

4. The Chief Fiscal Officer (i.e. School Business Administrator) shall account for this Fund separate and apart from all other funds of the School District in accordance with the requirements of General Municipal Law Section 6-p.

5. An expenditure from the Fund may be made for the payment of all or part of the cost, including interest, of:

a. The cash payment of the monetary value of accumulated or accrued and unused sick leave, holiday leave, vacation leave, time allowance granted in lieu of overtime compensation and other forms of payment for accrued leave time and benefits due to an employee upon termination of employment and separation from service as required by employment agreement, local law, collective bargaining agreement or Section 6 of the Civil Service Law;

b. The reasonable costs of the administration of the Fund; and,

c. Expert or professional services rendered in connection with the investigation, adjustment or settlement of claims, actions or judgments relating to claims for accrued employee benefits as defined in General Municipal Law Section 6-p.

6. The members of the Board are declared the trustees of this Fund and shall be subject to all the duties and responsibilities imposed by law on trustees.

7. No member of the Board or employee of the School District shall: authorize a withdrawal from this Fund for any purpose except as provided in Section 6-p of the General Municipal Law; or expend any money withdrawn from this Fund for a purpose other than as provided in Section 6-p of the General Municipal Law.

B. Initial Contribution - The Board of Education hereby provides for the initial payment into the Fund the sum of \$120,780 from unappropriated unassigned fund balance.

C. This Resolution shall take effect immediately. Vote 5 yes, 0 no; motion carried.

Mr. Gifford asked Mr. Honeywell to serve as Parliamentarian for this resolution.

Mr. Gifford made the motion seconded by Mrs. Roosevelt to approve the following resolution:

CAMBRIDGE CENTRAL SCHOOL DISTRICT NICKNAME AND IMAGERY
WHEREAS, the Cambridge CSD Board of Education has completed an eight-month process evaluating information, opinions and feelings regarding the Cambridge Indians nickname and associated imagery which included obtaining input from staff, students, former students, and members of the community along with outside organizations relevant to the topic; and

WHEREAS, the National Council of American Indians, representing 573 tribal governments has requested that Native “themed” mascots from sports and popular culture be eradicated; and,

WHEREAS, the Stockbridge-Munsee Mahican, Haudenosaunee, and St. Regis Mohawk Tribal Council have all requested the end of the use of Indigenous mascots by sports teams, schools and universities; and,

WHEREAS, The Woape Foundation has directly urged the Cambridge Central School to cease the use of the term “Indians” as the school mascot name, and all associated Native-themed mascot and images.; and,

WHEREAS, the New York State Education Department, NAACP, American Anthropological Association, American Psychological Association, American Sociological Association, Native American Education Association, and the Society of Indian Psychologists have determined native mascots and names perpetuate narrow stereotypes of Native Americans that can harm children and educational outcomes and that the New York State Education Department has strongly recommended to school districts that Native American mascots and nicknames be discontinued; and,

WHEREAS, the Cambridge CSD Board Policy 0105 on Equity, Inclusivity, and Diversity in Education states that “The Cambridge Central School Board of Education is committed to creating and maintaining a positive and inclusive learning environment where all students, especially those currently and historically marginalized, feel safe, included, welcomed, and accepted, and experience a sense of belonging and academic success. We recognize that this is particularly important for preparing all our students for living in a diverse society.”; and,

WHEREAS, the Board has carefully and fully considered all of the views and information submitted on the subject; and,

WHEREAS, the Cambridge CSD school Board recognizes the importance of proudly honoring the many statewide, regional and local accomplishments earned by Cambridge CSD athletics programs under the native-themed nickname and imagery.

BE IT RESOLVED, that the Board of Education of the Cambridge Central School District hereby retires the nickname of Cambridge Indians and all Indigenous imagery associated with that nickname effective July 1, 2021; and,

BE IT FURTHER RESOLVED, that the Board of Education directs the Superintendent of Schools to develop a process and a committee for selecting a new nickname while maintaining any historical awards, plaques, pictures, and signs associated with past successes of the Cambridge Indians programs and athletics teams.

BE IT FURTHER RESOLVED, that the Board of Education directs the Superintendent of Schools to create a plan that reduces any costs associated with the change in the mascot and imagery by basing such plan on reasonably replacing any items that have the mascot and imagery on them as they reach the end of their effective use along with any such imagery on District property all consistent with the intent to retire the nickname and imagery as soon as reasonably possible without incurring excessive costs at any one time.
This resolution was tabled. See Mr. Gifford’s statement attached to the minutes.

Mr. Gifford made a motion seconded by Mr. Breault to table and amend the resolution with the changes and hold a Special meeting to consider a revised motion that the Board would work with

Mr. Honeywell on to make sure it had all the items they discussed. Vote 5 yes, 0 no; motion carried.

Mr. Gifford made a motion seconded by Mr. Breault approve the following resolution:
RESOLUTION DATED JUNE 10, 2021 OF THE BOARD OF EDUCATION OF THE CAMBRIDGE CENTRAL SCHOOL DISTRICT AUTHORIZING THE LEASE OF SCHOOL BUSES AND DETERMINING OTHER MATTERS IN CONNECTION THEREWITH.

WHEREAS, the qualified voters of the Cambridge Central School District, New York (the "District"), at the annual meeting of such voters duly held on the 18th day of May, 2021, duly approved a proposition authorizing the lease of school buses, including costs incidental thereto, in an amount not to exceed the estimated maximum cost of Three Hundred Thirty-One Thousand Five Hundred Dollars (\$331,500), for a term not to exceed five (5) years;

NOW THEREFORE, BE IT RESOLVED BY THIS BOARD OF EDUCATION AS FOLLOWS:

Section 1. The District shall lease school buses at a cost not to exceed \$331,500, as generally outlined to and considered by the voters of the District at the annual District meeting of May 18, 2021.

Section 2. Subject to the provisions of the Education Law, the power to authorize the final terms of the school bus lease and to execute the school bus lease on behalf of the District is hereby delegated to the President of the Board of Education, the chief fiscal officer.

Section 3. This Resolution shall take effect immediately upon its adoption.
Vote 5 yes, 0 no; motion carried.

Mr. Gifford made a motion seconded by Mrs. Roosevelt to deny the 2 transportation requests to Grace Christian School for the 2021-2022 school year as they are mileage ineligible. Vote 4 yes, 1 no (Mrs. Ziehm); motion carried.

Mr. Gifford made a motion seconded by Mrs. Roosevelt to approve transportation to Hiland Hall School in Bennington, VT for the 2021-2022 school year. Vote 5 yes, 0 no; motion carried.

At 9:37PM Mr. Gifford made the motion, seconded by Mr. Breault go into Executive Session to discuss issues pertaining to the personnel and consultation with the attorney. The Board plans to come back out and vote after Executive Session. Vote 5 yes, 0 no; motion carried.

At 10:32pm Mr. Gifford made the motion seconded by Mrs. Ziehm to return to open session. Vote 5 yes, 0 no; motion carried.

Mr. Gifford made the motion, seconded by Mr. Breault to approve the new Managerial Confidential Handbook dated July 1, 2021 through June 30, 2023 as amended. Vote 5 yes, 0 no; motion carried.

Mr. Gifford made the motion, seconded by Mr. Breault approve the following resolution:
BE IT RESOLVED that the Board of Education hereby continues the appointment and employment of Douglas Silvernell, Ed.D., as Superintendent of Schools, for the period June 10, 2021 to June 30, 2024 and further approves the Employment Agreement as

amended dated June 10, 2021 setting forth the terms and conditions of such appointment and employment and authorizes the President of the Board to execute said agreement on behalf of the School District. Vote 5 yes, 0 no; motion carried.

Mr. Gifford made the motion, seconded by Mr. Honyoust approve the following resolution:

WHEREAS, at its meeting of May 12, 2020, the Board of Education of the Cambridge Central School District approved the appointment of Anthony Cammarata to a four year probationary appointment as School Business Administrator for the period August 12, 2020 to August 11, 2024; and,

WHEREAS, the Board has subsequently learned that Mr. Cammarata was previously tenured as an administrator in New York State which entitles him to a shortened probationary period of three years; and,

WHEREAS, the Board has also reviewed a new Terms and Conditions Agreement with Mr. Cammarata to establish his salary for the 2021-2022 school year and make other changes.

IT IS HEREBY RESOLVED THAT, upon the recommendation of the Superintendent of Schools:

1. The probationary period for Mr. Cammarata is adjusted to be one for three years with an end date of August 11, 2023; and,
2. The Terms and Conditions Agreement dated June 10, 2021 is hereby approved and the President of the Board is hereby authorized to execute said agreement on behalf of the School District.

Vote 5 yes, 0 no; motion carried.

At 10:38PM Mr. Gifford made the motion, seconded by Mr. Breault to adjourn the meeting.

Vote 5 yes, 0 no; motion carried.

Kate Canini
District Clerk

Consent Agenda-Personnel

- Approved the Memorandum of Agreement to appoint Rachel Terry as the Elementary DASA Coordinator for the 2020-2021 school year.
- Approved the Memorandum of Agreement to reappoint Aydin O'Hearn as the Secondary DASA Coordinator for the 2021-2022 school year.
- Approved the Memorandum of Agreement to reappoint Steve Butz as Technology Coordinator for the 2021-2022 school year.
- Approved the Memorandum of Agreement to reappoint Mackenzie Stahler CPSE Chairperson for the 2021-2022 school year.
- Approved the Memorandum of Agreement to reappoint Jennifer Holmewood as Co-CSE Chairperson for the 2021-2022 school year.
- Approved the Memorandum of Agreement to appoint Jillian Reilly as Coordinator for Program Development (CDOS) for the 2021-2022 school year.

- Approved the following stipends for the 2021-2022 school year: **Chief Information Officer:** Kris Eastman-\$9,976; **Tax Collector:** Cathy Eriksen-\$8,224; **Scheduler:** Cathy Eriksen-\$6,519; **Transportation Dispatcher:** Colleen Diotte-\$2,273; **Internal Claims Auditor:** Kim Gregory-\$2,364; **CSE/CPSE/504 Coordinator:** Kim Gregory-\$3,072; Auto Body Repair: Daniel McDermott-\$6,663.
- Appointed Bruce Sausville as the Department Coordinator for Math from February 12, 2021 until June 30, 2021.
- Appointed Kirstin O'Brien as the Department Coordinator for Art/Music from March 22, 2021 until June 30, 2021.
- Appointed William Austin as a Building Maintenance Helper retroactive to June 1, 2021 for a prorated annual salary of \$28,080.
- Appointed William Jeffords as a Building Maintenance Helper retroactive to June 1, 2021 for a prorated annual salary of \$28,080.
- Appointed Adam Burr as the Athletic Director for the 2020-2021 school year with a salary of \$12,766.
- Appointed Jim Campbell as the Mentor Coordinator for the 2021-2022 school year with a \$3000 stipend.
- Appointed Sam Branion to Step 1 retroactive to May 25, 2021 who is filling the LOA of Melinda Smith for a prorated salary of \$41,780.
- Compensated Mackenzie Stahler an additional 10% of her base salary for working beyond the teacher contract per the CFA contract for the remainder of the 2020-2021 school year.
- Amended Kelly Toleman's mentor stipend for this school year to be \$160.
- Accepted letter of resignation from Jillian Dougherty from her position as a Teaching Assistant effective May 21, 2021.
- Approved an unpaid Leave of Absence for Wendy Rathe for the 2021-2022 school year.
- Abolished the Microcomputer Repair Technician position effective June 30, 2021.
- Created a Microcomputer Specialist position effective June 30, 2021.
- Created a Social Worker position beginning with the 2021-2022 school year.
- Approved the appointment of Chris Crucetti as the Microcomputer Specialist effective July 6, 2021 with an annual salary of \$55,000.
- Appointed the following Summer School appointments and stipends: Adam Cabana - English-2 SESSIONS-\$5,009; Bruce Sausville – Math- AP BOOST Camp-2 SESSIONS-\$5,009 + 8 Hours-\$378; Brian Cofresi – Science-2 SESSIONS-\$5,009; Mike Palanza – Social Studies-2 SESSIONS (If Needed)-\$5,009 Andrew Salisbury – Social Studies, AP Boost Camp -2 SESSIONS-\$5,009 + 8 Hours-\$378; Lisa Dowett-Ingber – Special Education-2 SESSIONS-\$5,009; Minette Cummings– Library-1 SESSION-\$2504.50; Deb Brownell -Teaching Assistant-2 SESSIONS-\$5,009; MaryJane Young –Nurse -2 SESSIONS for 3 weeks-\$2,504.50; Lisa Mosely - Nurse -2 SESSIONS for 3 weeks-\$2,504.50; Stephanie Gifford - Field Biology-24 Hours Enrichment-\$1,134; Sara

Andrew - Cambridge Landmarks-\$1,134; Get outside and Journal -2 x 24 Hours Enrichment-\$1,134; Steve Butz-Archaeology; Floating Classroom-18 Hours Enrichment-\$850.50; Derek Srygley -Archaeology; Floating Classroom-18 Hours Enrichment-\$850.50; Andy Lapitsky - AP Boost Camp-8 Hours-\$378; Jason Sutliff— AP BOOST Camp- 8 Hours-\$378; Rachel Salisbury - AP BOOST Camp- 8 Hours\$378; Amy Rainstrom– Administrative Assistant-\$3,456; John Heim – Director-\$9,267; **If substitutes need approval, the following will be used as needed:**Connie Larivee, Tony Bochette, Rachel Salisbury, Jason Sutliff

- Approved Sarah Cuddihy and Jeff Tucker as unpaid volunteers for Softball.

Consent Agenda - New Business

- Accepted the Treasurer's Report dated May 2021.
- Approved the Student Activity Report dated May 31, 2021.
- Approved the Special Education Report dated June 4, 2021.
- Declared the list of Elementary books as surplus.
- Approved the contract between the Cambridge Central School District and Four Winds for the 2021-2022 school year for students that may receive tutoring.
- Approved the contract for Health Services between the Cambridge Central School District and the Enlarged City School District of Troy for the 2021-2022 school year for students that attend that district.
- Accepted the donation of \$37 for the Helpful Harry Fund.
- Accepted the donation of \$5,000 from the Alaska Community Foundation.
- Awarded the RFP (Request for Proposals)- for the UPK (Universal Pre-Kindergarten) to the Saratoga Regional YMCA beginning with the 2021-2022 school year.

ATTACHMENT to June 10, 2021 Board Meeting

Mr. Gifford's remarks June 10 BOE Mtg Mascot pre-vote remarks: The Board's consideration these last 8 months has been about just one question. Is it appropriate for a public school serving a predominantly non-native population to have an Indian name and mascot today? During the last eight months, while people may have thought they understood my position on this, because I tried to give voice to information and opinion we received that was not welcome, anything you have heard about my opinion on this matter is all just hearsay, because I have not shared it. My job as a BOE President these last eight months was to work with the Superintendent and the Board to create and facilitate a process to collect and analyze all the relevant information and feelings. While we spent much time talking about that information and how folks feel about the choice, I never actually shared my opinion or the reasoning behind it. As a BOE member our job is to both listen to the community AND collect and evaluate all the information on any issue that comes before us. The whole point of having a Board in the first place to elect a small group of people to dedicate themselves to do exactly that on behalf of the community for our children, and serve as a judges of sorts. And while I have tried to give voice to all sides on this issue, I have not told you what I think about the mascot and the name. What I have heard from the community is that for +/- 80 years CCS has proudly been known as the Indians and used an image of an Indian warrior as its mascot. This mascot was clearly intended to inspire our students to work together, to protect each other, and to win on the field by invoking what were believed to be the most honorable traits of the proud Indian warrior. Obviously, no one would ever select a mascot that intentionally dishonors anyone, so for me the intent was never in doubt for a second. The intent was sincere, the intent was honorable and it worked. Coaches successfully used it to bring out the best in their players. They inspired them to have heart and strength, to work hard, to cooperate, to embrace seemingly insurmountable challenges head-on, to persevere, to protect each other and ultimately to win and lose with honor, dignity, and pride; knowing they gave their very best not only for themselves, but for their team, their school and their community. And our teams won, they won often and they won big. CCS has a powerhouse of a football program and under the Indian moniker built a legacy of championships. Similarly, our varsity girls basketball team won big, also bringing home championships; building a legacy the whole community took great pride in. I felt it immensely as a very proud parent of one of those amazing young women. All of this a legacy of individual, team and school accomplishment to be proud of and to be proudly displayed with the Indian mascot and name, in the halls of this school forever, as far as I'm concerned. So no, cancelling anyone's culture and pride was never an option for me. No matter what we do this evening all those trophies and memories will rightfully remain the accomplishments of the Cambridge Indians. Those students (including my 3 children that each played multiple varsity sports), coaches, parents and fans do not and should not feel any shame in cherishing those memories and those incredible accomplishments under the Indian logo and name. Nothing we do can erase those memories or the wonderful feelings that accompany them. Life is a story of constant change. Times change and we change with them: think slavery, segregation, women's right to vote, gay marriage, smoking, and seat belts. All changes to previously acceptable things that some resisted with a vengeance. But times change. Every day in school we see changes as we witness our students' grow from inquisitive fearful kindergarteners to confident graduating seniors. Along the way they learn. And as they know more they do more, as they know better, they do better. And it's true of us all, but it's certainly not easy. Change is hard. It's especially hard when it challenges what we think we already know

or how we feel. And it's difficult and frightening to anticipate change when the outcomes are uncertain. We've all been through this process before in our own lives, many times. So what gets us past the fear and through the uncertainty? What helps us open our minds to positive possibilities so we can learn new things and succeed? I think it's knowledge, reason, faith and love. With knowledge and reason we can see and understand the change, with faith in ourselves and positive outcomes we see hope and opportunity, and with the support of the people around us we learn to push fear and doubt aside, persevere, learn, adapt, overcome and succeed. So too with the mascot. Of course we can celebrate and honor our history and embrace a new future at the same time. That's where compromise lives. But we have to also recognize that as our teams played as the Indians, taking pride in honoring native people, Native American tribal leadership across the nation was working to rebuild and reclaim their culture. After hundreds of years of persecution and government-sponsored genocide, that removed them from the lands they called home for thousands of years, and saw their children taken and placed in schools designed to rid them of their language and culture, remnant First Nations people have been working to let us know they are still here and that their culture, their language and their names and images are theirs. Since 1968, they have been politely asking schools and professional teams of predominantly non-native people to stop the misappropriation of their culture with names, mascots and logos. Native American tribes, including the Mohican and Haudenosaunee, have also been asking us to stop perpetuating narrow stereotypes of who they were. I have read their letters and emails, worked to understand the peer reviewed social science and positions of professional non-profit organizations, and watched numerous online seminars and documentaries. As a result of that learning I myself have transitioned from a fan of the mascot and name that revered who I thought Native Americans were, to a student of who they are and what they have suffered and survived, and what they are asking for today. Think about that, for 53 years the official position of over 500+ recognized Native American tribes, representing more than 3 million Indigenous people, is for non-native communities to stop using native images and names for sports teams. We have also heard the request to retire the mascot and name from many community members, students and alumni. In particular the opinions gathered from recent graduates that they did not feel fully equipped with the cultural sensitivity needed to feel comfortable in other communities and on college campuses were potent. Again, those are not my opinions, it is what we have heard repeatedly. In addition to hearing the official position of native America tribes, we have learned that the NYSED, US Lacrosse, NAACP, American Anthropological Assoc., American Psychological Assoc., American Sociological Assoc., Native American Education Assoc., and the Society of Indian Psychologists have determined native mascots and names can harm children and educational outcomes. As a result 5 states and numerous sports teams have dropped or banned the use of Native American mascots/logos and names. Four of those states, NV, CO, WA, and OR did so during the 8 months we've been considering the question. At least four other states and Jeep are considering similar actions. Again, this is not my opinion, it is simply the evidence we have been provided and asked to consider in our deliberations. Native people have also told us that there is nothing inherently racist in the name Indian, but they have asked us to recognize and consider that their requests exists within a context of increased understanding and empathy for the plight of all marginalized groups. The murder of George Floyd and increasing acts of hatred, racism, bigotry, prejudice and bias against marginalized communities especially black, latinX and Asian Americans, as well as LBGTQ and their allies has resulted in a national realization of the need for education in cultural awareness and civics. It's why this Board unanimously adopted our Diversity, Equity and

Inclusion Policy. In addition to honoring native people by listening and acting on the requests from their official tribal representatives, it also is important to consider CCS's reputation. Our reputation is deteriorating as a direct result of the community's response to the Board evaluating this question. The community debate about retiring or retaining the mascot and name have garnered a lot of attention. Vitriol in purchased editorials and on social media, and the recent anti-Semitic incident in the yearbook have put a global spotlight on our school and our community. The mascot issue was picked up by the Associated Press and ran in papers around the country. The yearbook incident was also picked up by the AP and has been covered in the most widely distributed newspaper in Isreal. It was also covered in British Columbia, Saskatchewan, Ontario, and Quebec Canada and at least 30 US media markets, including AZ, MI, WI, PA, IA, CA, WA, MO, IL, and TX. Our reputation has become one of racial insensitivity, and that has nothing to do with the choices of this Board. And as a consequence marginalized groups and their allies in the community are telling us that they feel more marginalized, less welcome and less safe. That's a huge problem not only because it has negative effects on their social and emotional health, but it interferes with their students' ability to learn. After raising three kids in and with this community I know that's not who we are, that's not what #wearecambridge means? The Cambridge I know, is full of decent hard working considerate people, from every political and ethnic persuasion, and none of them racist. So here is my opinion: Given all of this evidence, I suspect the only way to extinguish this fire is to put this issue to bed and commit to developing a plan to implement the CCS Diversity, Equity and Inclusion policy. I think we have to stop this negative spiral by taking unambiguous actions that demonstrate what we all know and love about this community and this school. It is a wonderful place where people genuinely get along despite any differences on issues or politics, because at the end of the day we respect and value each other. We have a wonderfully successful school full of talented caring adults all working to help our children succeed in life. CCS is currently ranked 14 in the Albany Business Review of more than 80 Capital Region schools. That ranking means that we are both providing our students with a good education and we can attract new families that can help keep CCS vibrant by helping share the financial and governing responsibilities necessary to run the school and 6 local municipal governments contained within the District. For these reasons: To maintain a safe and welcoming school for all of our students and those visiting in competition, To maintain and improve the social and emotional health of our all of our students and their educational outcomes, To improve our students' readiness to embrace an increasingly diverse and tolerant regional, national and global community, To maintain and increase the district's competitive advantage to appeal to young families and ultimately reduce the tax burden on individuals and businesses, To simultaneously take pride in our history and our future, To recognize that we cheer for our students, not their mascot, to rebuild the district's reputation, to honor sovereign Native American tribal governments concerns and requests, to comply with the CCS Diversity, Equity and Inclusion policy, to facilitate a change that considers both the harms and needs shared with Team Bridges, and to find a symbol that pulls us together, instead of apart, ... I will vote to support the resolution to retire the Indian mascot and the name, and to direct the Superintendent to initiate a community and student centered process to identify options for a new name and imagery for our teams and clubs. This vote also affirms my intent to proudly and prominently retain and display all of the hard fought banners, plaques, trophies and certificates earned under the Indian moniker, and to bolster K-12 native American education and create a logo/mascot transition process that does not unduly impact annual budgets. Based on

both how people feel and based on the evidence we have evaluated, I think it's the right move for Cambridge.

DRAFT