

*Ms. Mary A. Manning  
Mr. James M. Fleming  
Ms. Kristine Wilson*



*Ms. Ana Nuncio  
Mr. Manny Cruz  
Ms. Amanda Campbell*

***Mayor Kimberley Driscoll, Chair***

“Know Your Rights Under the Open Meeting Law, M.G.L. c.30A § 18-25 and City Ordinance Sections 2-2028 through 2-2033”

November 19, 2018

**REGULAR SCHOOL COMMITTEE MEETING**

Notice is hereby given that the Salem School Committee will hold a Regular School Committee meeting on Monday, November 19, 2018 at 7:00 p.m. The meeting will be held in the School Committee Chambers at Collins Middle School, 29 Highland Avenue, Salem, MA.

**I. Call of Meeting to Order**

**II. Revised Consent Agenda**

- a. Minutes of the Regular School Committee meeting held November 5, 2018
- b. Minutes of the Committee of the Whole meeting held November 7, 2018
- c. Approval of Warrants: 11/8/18 in the amount of \$380,764.16, 11/15/18 in the amount of \$354,714.04, 11/21/18 in the amount of \$396,820.70

**III. Approval of the Agenda**

**IV. Public Comment #1: Questions and Comments from the Audience**

**V. Presentation and Reports**

**Superintendent’s Report**

**Other Reports:**

Update on the results of the Staff Exit Survey (Spring-Summer 2018)

**VI. Action Items: Old Business**

- a. Deliberation and Vote on the Third Reading of the Revision to School Committee Policy #6501 Subcommittees

**VII. Action Items: New Business**

- a. Deliberation and Vote on the request by the Polish Language School to retroactively waive the unpaid fees for the use of Carlton Innovation School for the 2017-18 school year.
- b. Deliberation and Vote on the First Reading of the Revisions to School Committee Policies in the 4000s series focusing on Personnel:

4101 Staff Conflict of Interest  
4102 Drug Free Workplace

4102.01 Off the Job Drug and Alcohol Use and Activity  
4103 Staff Health and Safety  
4103.01 HIV  
4103.02 Communicable Diseases  
4104 Worker's Compensation Insurance  
4106 Nondiscrimination and Equal Employment Opportunity  
4106.01 Racial Discrimination – recommended for deletion  
4107 Personnel Records  
4109.01 Small Necessities Leave  
4112 Employee Arrest  
4113 Staff Participation in Political Activities  
4114 Staff Participation in Community Activities  
4115 Resignation of Employees – recommended for deletion  
4202 Certification Requirements for Professional Staff  
4206 Visiting Days, Educational Conferences and Professional Workshops  
4207 Non-School Employment by Professional Staff Members  
4208 Suspension, Demotion and Dismissal of Professional Staff Members

**VIII. Finance Report**

a. Deliberation and Vote on the FY19-3 budget transfer – tabled on 11/5/18

**IX. Subcommittee Reports**

**X. School Committee Concerns and Resolutions**

**XI. Public Comment #2: Questions and Comments from the Audience**

**XII. Adjournment**

Respectfully submitted by:

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Angelica Alayon, Secretary to the  
Salem School Committee