

***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 29, 2018

**REGULAR SCHOOL COMMITTEE MEETING**

Notice is hereby given that the Salem School Committee will hold a Regular School Committee meeting on Monday, December 3, 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. Consent Agenda**

- a. Minutes of the Committee of the Whole meeting held November 19, 2018
- b. Minutes of the Regular School Committee meeting held November 19, 2018
- c. Approval of Warrants: 11/29/18 in the amount of \$494,036.84, 12/6/18 in the amount of \$486,755.29
- d. Deliberation and Vote on the Carlton Innovation School 5<sup>th</sup> grade field trip request to Athol, MA in two separate groups from February 25-27, 2019 and February 27-March 1, 2019.
- e. Deliberation and Vote on the Salem High School’s Science Team out-of-state field trip request to the University of Connecticut Science Bowl March 2, 2019 from 5am to 6:30pm.

**III. Approval of the Agenda**

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

**V. Presentation and Reports**

**Superintendent’s Report**

**Other Reports:**

Draft Goals for the Superintendent’s Annual Evaluation for SY2018-19

**VI. Action Items: Old Business**

- a. Deliberation and Vote on the Second 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

**VII. Action Items: New Business**

- a. Deliberation and Vote on the Final Rating for the Superintendent's Evaluation for the SY 2017-18 School Year

**VIII. Finance Report**

- a. Deliberation and Vote on the FY19-3 budget transfer – tabled on 11/19/18

**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