

Salem School Committee  
Meeting Minutes  
Monday, February 6, 2017

A regular meeting of the Salem School Committee was held on Monday, February 6, 2017 at 7:00 p.m. in the School Committee Chambers at Collins Middle School, 29 Highland Avenue, Salem, MA.

**Members Present:** Ms. Kristine Wilson, Patrick Schultz, Ms. Mary Manning, Mr. James Fleming, Dr. Brendan Walsh, and Ms. Deborah Amaral

**Members Absent:** Chief of Systems Strategies Dr. Jill Conrad, Mayor Kimberley Driscoll arrived during Margarita Ruiz's presentation

**Others Present:** Margarita Ruiz, Superintendent, Kimberley Driscoll, Mayor, Kate Carbone, Assistant Superintendent, Margaret Marotta, Assistant Superintendent, Business Manager Kristin Shaver, and Chief of Communications Kelley Rice.

**Call to Order**

Mr. Schultz called the Regular Meeting of the Salem School Committee to order at 7:00 p.m.

**Approval of the Agenda**

Dr. Walsh moved to approve the agenda as presented. Mr. Fleming seconded the motion. The motion carried.

**Approval of Minutes**

Dr. Walsh moved to approve the minutes of the Regular School Committee meeting held on January 17, 2017. Mr. Fleming seconded the motion. The motion carried.

**Discussion**

Mr. Fleming informed that, under the Superintendent Report, there is a student's name that is spelled incorrectly in the Minutes, and it is Veronica Mendonca, not Veronica Mendoza. Mr. Shultz asked if he had a spelling. Mr. Fleming announced the correct spelling of Veronica's last name, which is Mendonca. Mr. Schultz said the change will be made.

**Questions and Comments from the Audience**

There were no questions or comments from the audience.

**Superintendent Report – Margarita Ruiz**

Superintendent Margarita Ruiz began her report with a session on Student Highlight. She announced that the Nathaniel Bowditch School has reinstated the Junior National Honor Society, an important recognition for Middle School students who excel in and out of the classroom. This year, Bowditch has 12 students who met the Academic and

Community Service criteria. The Collins Middle School has 80 students who will be inducted in the Junior National Honor Society. Both schools will be hosting events this spring to celebrate and recognize the students in front of their peers and families. She is looking forward to celebrating this great accomplishment along with staff and teachers of both schools. Mr. Fleming said that the Saltonstall School also has a chapter that is very active. Ms. Ruiz agreed. Mr. Fleming said he does not understand why they are not mentioned in the report. Ms. Ruiz said they will get more information about that, because they had sent out a query and that information was not delivered back to them. Ms. Ruiz said they will make sure to share that information next time and thanked Mr. Fleming for that.

Margarita Ruiz announced very exciting news in the School Highlights. The Collins Middle School will be recognized in a ceremony hosted by the Massachusetts Life Sciences Center on Thursday, February 16, 2017 at 2:00PM. The Collins is just one of four schools to be awarded a Grant in a highly competitive process. The Collins will receive an award of \$40,000 to support and expand their STEM offerings. Ms. Ruiz shared a copy of the letter with all the members. She invited all the members of the School Committee to join in on the Awards Ceremony. This award is part of four awards that are given to four schools, totaling over Two Hundred Twenty Eight Thousand Dollars. Forty Thousand Dollars will be going to the Collins Middle School to strengthen and support their work on STEM. Ms. Ruiz recalled that Principal Burns, the Principal of the Collins Middle School had talked and described the work they were doing in STEM at the last meeting. Ms. Ruiz said this is a very exciting honor and recognition. The ceremony will be held at the Gloucester Marine Genomics Institute in Gloucester. She said the information is on the letter she passed out to each of the members. Ms. Ruiz extended an official invitation to all the members of the School Committee to join them on that day.

In terms of the Strategic Planning on the District Wide Initiatives, Ms. Ruiz thanked all the members of the School Committee for participating in a Retreat, related to the Strategic Planning last week. She felt the evening was very productive and helped provide her team with critical feedback as they move forward to create a vision for the district, as part of the Strategic Planning process. An outcome from the meeting will be the creation of a new Vision Statement that builds from the feedback of the Retreat and the Community, given the two City Wide conversations held in November and January. Ms. Ruiz invited the School Committee and the public to join them in the next conversation that will be held on Wednesday, March 22, 2017 at Salem High and by taking the Strategic Planning survey on the District's website so they can continue collecting chronically all the feedback from the community. They are moving forward with the process. They have these two forums, the survey where they can receive feedback from the community and the conversation that will be held on March 22<sup>nd</sup>, which will be held at the Salem High School. They will be expecting a larger crowd. A lot of people were excited with the first conversation they had in November, so Ms. Ruiz continuously reminds everyone that they will have a second conversation on the 22<sup>nd</sup>. Kimberley Driscoll asked if they have a time on that. Ms. Ruiz said that the event will officially begin at 6PM, dinner from 6 to 6:30PM. They will be providing childcare and dinner for the families as was provided at the last meeting. It will be at the Salem High School in the auditorium.

Ms. Ruiz updated the Committee on the progress of the Initiatives of the ‘By All Means’ initiatives through the Harvard Graduate School of Ed. She recalled that on one of the last presentations, she explained that the Children’s Cabinet had identified a problem of practice for the City and the District. She reminded everyone that the problem of practice was a lack of information in system wide framework, to identify and provide wraparound student support, social and emotional learning services to their students. Within that problem of practice, she had highlighted three specific areas that highlight the By All Means, Salem Challenges:

- 1.) Data – The need that they have to chronicle data, related to their student’s social emotional development.
- 2.) Framework - What is the framework they currently have in their schools to systematically provide support to every single child in their schools
- 3.) Connections – They have a lot of community organizations that are supporting the work in Salem but they do not have a clear pathway between the schools and those community organizations.

They have identified, through the work they are doing through the ‘By All Means’, a partner that can support them in that work. That partner is Citi Connects. It is an organization that Ms. Ruiz is familiar with from her work in Boston. Ms. Ruiz shared a brief history of Citi Connects, information on some of its practices, and its mission statement. She said that the great benefit of having Citi Connect is that they will be able to support them on all three of the areas of their problem of practice ‘By All Means’ challenges. They can help them organize data, the data that they need to ensure they are supporting their students. They can provide them with a framework for schools. Citi Connects leverages the structures already present in their schools, they do not create new ones. They will support schools to ensure that all students receive the enrichment, the social and emotional support, and whatever they need to be successful. Boston Public Schools and other districts such as Springfield Public Schools and Quincy Schools are using Citi Connects.

Mayor Driscoll added that serving on the Cabinet as part of the Harvard ‘By All Means’ initiatives, one of the key areas they are focusing on is System-wide, not just what their schools are doing to help the community but what the community is doing to ensure that every child has the right resources they need to be able to take advantage of the wonderful learning opportunities. They have many services, partners, and opportunities from many people outside of their district but do not have a really good way of tracking kids and making sure they are checking in on a regular basis. Citi Connects offers that infrastructure. Mayor Driscoll shared more details on the positive aspects of Citi Connects, one being that it will provide more orderly way for them to be able to know where students are such as their social-emotional learning. Mayor Driscoll provided certain examples of envisions of social-emotional learning means. There are many partners willing to help and Citi Connect will help navigate that system better.

They hope this infrastructure system can help identify not only student performance, but also what the students' social emotional health and actual needs are and then work with those partners, in the community, to try and deliver them. North Shore Medical Center, a health care facility next door, is part of this effort. They are going to provide funding to help support this setup as part of their Community Benefits agreement as part of their growth. Mayor Driscoll said they have about \$350,000 that will be set aside to work in taking advantage of the supports they have, building new ones, and making that network of connections for the students.

Mr. Schultz asked about the timeline and what the next steps were. Ms. Ruiz said that they will begin organizing for the rollout in the spring but full implementation will begin in September of next year. It involves working with the schools and establishing. This year they have been in the process of revising and revamping the student support team model. Part of this implementation would be to revise and ensure that the student support team process incorporates the work of Citi Connects. Every student will be reviewed and have a plan of support, depending on individual needs. The idea is to establish and begin having the training at the end of this year into the summer and fully implement in September.

Mary Manning asked who will be trained. Ms. Ruiz said that one of the tenets of the program is that it leverages the current structure and asked Margaret Marotta to talk a little about the specifics of the training. Ms. Margaret said that the model involves having one individual. A School Adjustment Councilor needs to be a councilor by training in each school who is trained in the Citi Connects model. They begin with a database of information and a lot of professional development. It is going to encompass some of the school adjustment councilors having a different focus next year, work less with individual students and more around systems change in their schools. They have had ongoing conversations with them regarding who is interested in the traditional school councilor role and who is interested in the more sort of systems-change role.

Mr. Schultz asked where do the parents come into the process. Ms. Ruiz said that the person that will be trained at the school level will also be working with the families of the students. The families of the students are together connected to the support they need accordingly.

Mr. Schultz asked if a better part of knowing what the students need come from information their parents provide. Ms. Ruiz said the information will be received in part by parents, part by the observation of the teachers, and school staff. It will be from a combination of those. Mayor Driscoll suggested they should have Citi Connects come at an appropriate time to provide a good overview. Mr. Fleming agreed.

### **Presentations and Reports**

Ms. Ruiz recalled that last year all voted to approve the New Liberty Innovation Plan. The School has a new leader, a renewed focus. Ms. Ruiz asked Jennifer Winsor, the principal of New Liberty Innovation School of Salem, to update the Committee on the work that is happening and to provide them with the opportunity to ask questions about the work there. Ms. Winsor gave her presentation.

Ms. Manning asked if the job experience internship is offered to the students once, while they are there, as a graduation requirement. Ms. Winsor said it is a graduation requirement. Ms. Manning was wondering if the student fulfills that requirement by

doing a sheltered work, as a 14-year old. Ms. Winsor said they are actually rewriting all of their competencies right now. That is a really good point, something they should revisit, because their school used to be for ages 16-23 year olds. Now, the ages are 14-22 years old, and so a lot has to shift. Ms. Winsor agreed with Ms. Manning that a work groups for 10 weeks would not be enough. They will look into that.

Mayor Driscoll asked how many students they have at this time. Ms. Winsor said that the student body fluctuates a little, around/between 47-51 students for the last couple of months. As of January 31<sup>st</sup>, they have 49 students - 23 males, 26 females. She talked about some of the mental health, health, and housing insecurities student experience.

On July 1<sup>st</sup>, they went from being an In-District Horace Mann Charter School to Innovation School and now they are fully part of the Salem Public Schools.

Ms. Winsor reminded some of the unique aspects of being an Innovations school. They have:

- Curriculum Autonomy
- Scheduling Autonomy
- Autonomy to try new and innovative practices such as their Blended Learning Center
- Staffing Autonomies
- Ability to accept students from out of district, although they have not started doing that yet.

Mr. Fleming asked about the coexistence with the prepping, how it was going. Ms. Winsor said it is doing very good, great. Ms. Winsor continued with her presentation. She also talked about their Academic Developments since September such as their Innovative Blended Learning Center where students work either on one-on-one with their Blended Learning Strategist, who provides small group instructions. Mr. Schultz asked if there are any of the online course offerings as part of the blended learning. Ms. Winsor shared what they offer, what they are looking into, and said they have a couple.

Ms. Winsor continued with her presentation. Mayor Driscoll asked if they have a graduation rate. Ms. Winsor said it is hovered very low, around 11%. Their goal is to get it to 50%, somewhat an average for a school like theirs. Mayor Driscoll asked if students are just dropping out. Ms. Winsor said they are anticipating graduates, up to 17%. However, 3 of them are in a 4-year cohort. The state does not recognize that. Most of them are 5-year graduates. They are 19. To clarify, Dr. Walsh asked if they have more students graduate than the state might report graduating. Ms. Winsor said 'yes.' Dr. Walsh asked if she has any idea of the percentage of students who start at their school eventually graduate. Ms. Winsor said she is not sure what it was before but knows it to be a low percentage.

Margaret Marotta said she thinks that is definitely a concern and that one of the reasons they moved from a Charter School to an Innovations School. A lot of the students took advantage of the school and were not ultimately graduating. They felt they needed to partner more closely with the schools to ensure that students did graduate. Ms. Winsor added that having younger students is really exciting. Their attendance has increased. Ms. Winsor continued her presentation.

Mayor Driscoll asked if students graduate when they accumulate enough credits and meet their competencies. Ms. Winsor said 'yes', their competencies and their MCAS.

Mr. Schultz asked of what the transition looks like for younger students who does well and looks to go back to High School such as the Salem High School for example. Ms. Winsor talked about this and said it will always be a little tricky going from not having a letter grade to number grades.

They have looked at other competency based school models where they do put a grade onto it so that students can easily go into college. It is something they have talked about doing. Mr. Schultz asked if this was something they will be discussing in future conversations. Ms. Winsor said 'yes'. Ms. Marotta said it was something that has been talked about in the past, but it has been more of a case-by-case basis. Mr. Schultz said that it seems that it would be a case-by-case basis. He asked to jump back to an earlier topic. He asked what mental health services are available in the school for students who are clinically diagnosed with bipolar, depression, etc. Ms. Winsor said they have a few and are hoping to have more next year. They currently have a Clinical Coordinator who is also their Adjustment Councilor. She also supervises two part-time clinical interns, both are in their second year. They have a Recruitment and Intake Specialist who is also there to assist as informal counseling, as needed. They have a person who comes in from Friends and Family, from the outside, and does some therapy as well. They are going to have a Behavioral Specialist next year that will also assist in that area. Debbie Amaral commented that it is exciting that they are working with Friends and Family, because they are merging with JRI (Justice Resource Institute), which is the top for Trauma Based Treatment. It is fantastic that those services are going to be available in Salem. Ms. Winsor continued with, and ended, her presentation.

### **School Committee Concerns and Resolutions**

Dr. Walsh noted that he was going to present a personal view during the 'School Committee Concerns and Resolutions', which takes place near the end of the meeting but asked to share that beforehand. He wore a pink hat (with the words SHOW UP on it) for a purpose, a hat that was given to him by a dear friend who used it during a recent March in Boston. Dr. Walsh briefly shared his personal background, education, achievements, and work experience. He shared the education, background, and work experiences of his children. They are ardent supporters of Equal Rights. Dr. Walsh wore the hat this evening to encourage them and their sisters worldwide.

### **Action Items**

### **Deliberation and Vote on the Request for Approval of a New Policy Regarding the Collection of Fees on Reduced Lunch**

#### **Discussion**

Ms. Deborah Amaral said there is a policy that says that the Committee will take the Recommendation of the Superintendent for setting the fees. One of the fee is Reduced Meals. They are presently only collecting approximately \$1,100.00 a year in reduced meal fees. That amount, for children to eat free, is not hurting the Committee.

Ms. Amaral hopes everyone will vote for this. It is the Superintendent's recommendation and a Committee of the Whole discussion that they should not be collecting reduced meal lunch fees. Mayor Driscoll added that the Committee of the Whole also talked about looking at two schools next year that do not have Universal

Breakfast and Lunch. They are contemplating on making that a Uniform Policy that can work from a budgetary perspective. They are looking to have a Uniform policy across all Salem Public Schools for the next fiscal year. This will take care of this recommendation within the policy at present. Mr. Fleming asked if this would equalize the treatment of reduced lunch throughout the entire school district. Ms. Amaral said it would, only for the reduced lunch. Students from the Saltonstall and Witchcraft School, who is eligible for reduced or free lunch, will not pay anything – *equalization*. Mayor Driscoll added that next year they are hoping to look at a universal program for all of their schools. Mr. Fleming agreed that would be the form.

Mr. Fleming motioned to approve the Action Item. Dr. Walsh seconded the motion. The Motion carried.

**Deliberation and Vote on the Approval of a Request by the Rotary Club to Have Their Building Fees Waived for the Children’s Holiday Party Held at Salem High School:**

**Discussion**

Mr. Fleming also reminded of the inclusion of Custodial fees reduction. Mayor Driscoll commented on the great job Rotary Club does for the students, and that they should find a way to add them to their non-profit list. They give back a tremendous amount. Anything they could do to make the billing process easier would be great.

Ms. Amaral motioned to approve the Action Item. Ms. Wilson seconded the motion. The Motion carried.

**Deliberation and Vote on the Approval of a Request of a Statement of Interest to the Massachusetts Building Authority related to the relocation of the Horace Mann Laboratory School to the Harrington Building in Salem State University’s South Campus:**

**Discussion**

Mr. Fleming had some questions beforehand, as it is the first mention that the Commonwealth State and the College has come to an agreement relative to the convenience of the Horace Mann school. He would like to know what that status is, if they are giving anything up. Mr. Fleming added that he is very happy that it is happening, that there is no opposition on this. Mr. Fleming said that the 2<sup>nd</sup> part of this is that he does not know how they will do without ownership if they are to consider this at this time.

Mayor Driscoll updated the Committee on the status from a high level perspective. She explained that as they may be aware that between 18-24 months ago, they had commissioned Winner Street Architect to work with them to look at the Assisting program at Horace Mann Laboratory School and whether or not it could fit in the Harrington Building at South Campus. They essentially did a feasibility study for them,

interviewed their staff at Horace Mann, understood their program, then went over and *'peaked under the hood'* so to speak at the Harrington Building to better understand what would it take to put all of the current programs at Horace Mann into the Harrington Building. The good news with respect to that is it fits. The students are going there now for gym. It is set up similar to an elementary school. It is probably in better shape right now than many of the classrooms in the Horace Mann School.

They also did a look at what the rehab cost would be while the Harrington Building at the South campus is being used for college students. There are substantial Building Code upgrades. It is set up like a Catholic School, Boys bathroom on one floor and Girls bathroom in another. There are definitely necessary renovations anywhere from 3 to 10 million dollars, and that is a two-year rolled number, put the escalation on that going forward.

The next step in the process was to work with Salem State to identify how, and where, do the things in the Harrington building go? As much as they would like to have an easy switch happen, where Horace Mann students go to the Harrington Building and what is in the Harrington Building goes over to the Horace Mann, they do not fit as seamlessly. Part of that is because of the degree of the programs that are in the Harrington Building such as the Nursing programs there; labs, some specialty programs they have, along with Criminal Justice, and a few other programs. What Salem State did, in concert with neighbors and ward councilors, was put together a Master Plan to look at the contents of the things that are in the Harrington Building. They have academic space, up on the hill, behind the Harrington Building and looked to see where those things fit and how would that work. They have just completed that study in January. There is much of moving parts to where things can go. That, again, was done with neighbors and ward councilors. The question is how do they move the students into the Harrington Building. Someone is going to need some swing space. It is clear that they need to renovate that building. They cannot begin to renovate until they are out. They cannot leave until they have some place else to go.

They are reaching out to the MSBA to understand if they need to have ownership of the building, because this is a State building, it will require state legislation. Both Senator Lovely and Representative Tucker have been engaged in parts of this discussion, around their help. There are other components of the sight such as the Alumni House and the Academic Building that would not be part of what they want or need. That needs to be a component of any legislation. They are not clear with MSBA that they would actually need to own the sight. They want to better understand from Salem State. Details need to be worked out. The first thing they need to do is have things squared away with MSBA. Mayor Driscoll thinks that rather than deliberate and vote on this request this evening, it may be something they may want to hold off on. She explained that being that it is a regular core program, and not an accelerated one, the deadline date of April allows them to have a little more time and not have to rush this. More information can be gathered from now to the next meeting.

Mayor Driscoll said that there is a strong commitment from Salem State to make this work. They recognize and value that the current building is not living up to all the educational expectations they have and it would be much better for the student move. Mr. Fleming agreed and said that safety is also one of the big factors, the location of that building has a drop off and pick up area that is unsafe. Mayor Driscoll agreed and

added some notes. Mr. Fleming asked if there is another representative of the School Committee, other than Mayor Driscoll? Mayor Driscoll said they have not put together a task force yet. They had pieces of information, some of which were from the neighborhood. They hope to have more people, by the end of February, once they have a critical path timeline. She said that eventually, they are going to need a full Building Committee and continued that the last component is some interest from Pathways, whom they work with as an Early Ed component, to work with both them and Salem State and to determine if there is any opportunity to work with them as part of this issue. There may be opportunity to work with them later on as well.

Ms. Mary Manning asked, as clarification, if for them to move into that building, their programs would be moved to another building, at that campus. Mayor Driscoll said 'no'. At this time, their North Campus Study has the Nursing program moving into where the current Dining Commons is, on North Campus. The Dining Commons would be a component of a new residential hall, on North Campus. Ms. Manning said 'okay', because she was going to ask how much work would have to be done to renovate the spaces they were going to move in, because that would push it back time wise. Mayor Driscoll agreed and said that is something they are working on. Ms. Manning said she heard, from friends who live in that area, of the traffic at South Campus, the bigger of the Harrison Road intersection (where Little Peach was, where the Bank is). She asked if there has been any talk about that. Mayor Driscoll answered that the entire intersection is going to be redone, as part of the Canal Street project. Ms. Manning wondered if moving the Horace Mann down would add to the traffic. Mayor Driscoll said she hopes it would not, as some traffic would not be going into South Campus. Salem State still has and will maintain their base complex. Their International School is no longer there.

Mr. Fleming stated that it is critical to have a statement from the School Building Authority. It is necessary for them to have the right vote before them, as they have had problems crafting votes before. Mayor Driscoll agreed and said that is why they are not suggesting moving this forward.

Mr. Fleming moved to table the matter under 7C, relative to the Horace Mann Laboratory School. Motion made to table. Dr. Walsh seconded the motion. The motion carried.

**Deliberation and Vote on the Approval of a Submission of a Statement of Interest to the Massachusetts Building Authority related to the renovations needed at Salem High School:**

**Discussion**

They are going to have to better understand what the pecking order is with MSBA. Dr. Walsh motioned to table the Vote on the Statement of Interest to the Massachusetts Building Authority related to the renovations needed at Salem High School. Mr. Fleming seconded the motion. The motion carried.

## **Deliberation and Vote on the Resolution to affirm safe and welcoming environments within the Salem Public Schools.**

Mayor Driscoll read the Proclamation out loud for the audience.

### **Discussion**

Mayor Driscoll hoped that everyone is aware that the current status of the law, in this country, is that they do not ask for immigration status for children who are signing up for schools. They educate students who come through the door. Asking about immigration status is prohibited and she believes they have a welcoming support environment, whether that was the law or not. With regard to City Ordinance, Mr. Fleming was concerned and asked Mayor Driscoll to reaffirm, that by adopting this and the language of the ordinance, they would not and could not be in fear of losing federal money. He wanted to ensure they would not be affected by putting this language on the table.

Mayor Driscoll said they do not believe this jeopardizes any federal funding at present. They have to follow 8USC1373. They have just received a Federal Cop's Grant, particularly for any of their Department of Justice grants. They had to sign an affidavit that they did not have any policies prohibiting that communication. They would not be violating that policy, going forward, by virtue of this ordinance. They strongly feel they are reaffirming what they currently do. They are not violating federal law. They are certainly not jeopardizing federal funding. They would never want to risk their federal funding. Mayor Driscoll continued that they thoroughly examined this.

Dr. Walsh shared some thoughts. Mr. Schultz asked members of the committee, members of the audience, and people at home, to please read the City Ordinance. Please contact your City Councilors. It provides protection to those vulnerable in the city. It is the right the thing to do. Although they have a wonderful police force and fire department, what the Ordinance will do is codify that practice. Chief Butler had also written a policy that is referred to in the Ordinance. They know the law and its policy. Mr. Schultz asked everyone to reach out to their politicians to urge them to support this ordinance, even if they have some reservations about federal funding. A lot of those reservations are unfounded and are being used as an excuse to protect other interests they may have. He urges everyone to help them to see through those screens and to do the right thing for the Salem families and students they serve. Mayor Driscoll asked Superintendent Ruiz, as leader of the Schools, to share her perspective. Ms. Ruiz explained that although she was born an American Citizen, she does personally relate. She speaks English as a second language and came from another country. Ms. Ruiz continued to share her thoughts. Mr. Fleming added that Salem City consisted of immigrants or children of immigrant parents. Many nationalities blended and made it a great city that got better year after year.

Ms. Manning motioned in support. Ms. Wilson seconded the motion. The motion carried.

## **Finance Report**

### **a. Approval of Warrants**

January 19, 2017 in the amount of \$198,901.05

January 26, 2017 in the amount of \$404,739.97

February 2, 2017 in the amount of \$670,718.52

Mr. Fleming motioned to approve the warrants as stated. Ms. Manning seconded the motion. The motion was approved.

## **Budget Transfer Request FY17-13**

Business Administrator, Kristin Shaver explained that this is a request from the Bowditch School to reallocate funds from positions that have been vacated and won't be filled for the remainder of the fiscal year. This will allow for the implementation of additional professional development in the purchase of needed literacy materials. Ms. Manning asked what the names of the positions were. Ms. Marotta said that one was the retirement of an ESL teacher and the other was an ESL coach.

Mr. Fleming moved to approve the Budget Transfer as stated. Dr. Walsh seconded the motion. The motion was approved.

## **Year-to-Date Budget Report**

There were no questions or concerns

## **Subcommittee Reports**

### **Personnel Subcommittee**

Deliberation and Vote on the Contract for School Committee Secretary Angelica Alayon

### **Discussion**

Mr. Fleming said that the Personnel Committee finalized negotiations with a law firm relative to representation and the contract will be before them in the first week of March. Mr. Fleming requested a two-months extended contract for predecessor Eileen Sacco. Mayor Driscoll asked whether they really need to extend the contract and suggested Angelica may receive informal help from the Superintendent as needed.

Mayor Driscoll talked about the Labor Council Mr. Fleming is reporting on for the next meeting. She had some discussion with individuals and Superintendent about a Hybrid approach that might also use the assistance of City Solicitor. They have a Part-Time City Solicitor who has done good work when she has been there to represent them at various times. There are occasions when having someone in-house is a lot more efficient and cost-effective. Mr. Fleming said, regarding cost-effectiveness, that they have a very solid financial arrangement with the firm he is talking about. Mr. Fleming firmly believes that using a City Solicitor creates, at least the appearance, of a conflict of interest. They should have independent counsel at all times. Members of the School Committee continued to discuss the topic with Mayor Driscoll. Mr. Schultz asked Ms. Driscoll if she was interested in a formalized, contractual, or just an agreement hybrid approach. Mayor Driscoll responded and suggested further discussion on the next meeting.

Mr. Fleming moved to approve the Contract as stated. Dr. Walsh seconded the motion. The motion was approved.

### **Policy Subcommittee**

- a. Deliberation and Vote on the Second Reading of Policy 6406 Voting Method – Tabled from January 17, 2017.

Ms. Amaral motioned this policy remains tabled.

#### **Discussion**

Ms. Amaral said she spoke about this policy in the Committee of the Whole Meeting and does not want to do anything with it at this time.

- b. Deliberation and Vote on the Third Reading of the Recommendation of the Policy Subcommittee on the revisions to the following policies in the 6000-policy series.

6408          Minutes to SC Meetings

Dr. Walsh motioned to approve. Ms. Wilson seconded the motion. The motion carried.

#### **Discussion**

Mr. Fleming said he does not recall and asked if there are any major changes. Mayor Driscoll said she does not believe so. The School Committee members carefully reviewed the policy before them. Ms. Amaral commented that Policy 6102 does not belong in the packet for that evening and that Policy 6408 is not the final copy. It was supposed to have been corrected. They had decided to notate what was changed in the Minutes that it was going to be posted in the School Committee packet. What they currently had in their packet was not the final that was submitted to everyone and the School Secretary. Mayor Driscoll asked if they wanted to leave it on the table. Dr. Walsh suggested Ms. Amaral withdraw the motion and then come back on the next meeting with the correct one.

Ms. Amaral motioned to leave the Third Reading of Policy 6408 on the table. Mr. Fleming seconded the motion. The motion carried.

- c. Deliberation and Vote on the Second Reading of the Recommendations of the Policy Subcommittee on the revisions to the following policies:

1101          School – Community Relations Goals  
3202          Acceptance of Gifts Grants and Bequests  
6114          Use of Electronic Messaging by School Committee Members

Dr. Walsh motioned to approve. Ms. Wilson seconded the motion. The motion carried.

## **Policy Subcommittee**

### **Discussion**

Dr. Walsh said that the Curriculum Subcommittee met on February 1<sup>st</sup>. Mr. Andramo presented the plans for the Salem High School Program of Studies for next year and presented handouts, describing the courses and new courses. It involved some electives being streamlined and redeveloped. They have added a course called *Functions in Modeling*, which is designed for students who have had struggles in Algebra 1 or Geometry to allow them to be successful when they move on to Algebra 2. It is a directed course. If students are having trouble, they will be placed in that course. It is not an elective. All Freshmen take Biology. There will be variations in the Science program. Dr. Walsh continued informing the Committee. Dr. Walsh moved to approve the Program of Studies. Mayor Driscoll said it was not listed on the Agenda. They would not be able to approve it.

Mr. Schultz commented that the Social Studies Department is still considering changes to their elective program. They may actually come up with a new course that they were not previewed to at the Curriculum Subcommittee meeting.

Dr. Walsh suggested it be put on the Agenda for the next meeting. Mayor Driscoll agreed, it be noted to make sure that the Approval of the Program of Studies for the Salem High School be on the next Agenda. Ms. Manning had a question for Deborah Amaral on the policy Subcommittee meeting. She mentioned a policy that should not have been in the packet before them. She did not catch it. Ms. Manning asked for clarification. Ms. Amaral said they had already approved it and did not know why it was still there. Ms. Manning asked which policy number this referred to. Ms. Manning asked of its location on the Agenda. Mayor Driscoll and Ms. Amaral said it was ahead of 6400, on an attached copy. Ms. Manning confirmed that this was not on the Agenda but on a copy. Everyone agreed.

Ms. Amaral said that Policy 1301 was supposed to be deleted and its language was to be put into Policy 3202 *Acceptance of Gifts Grants and Bequests*. This would have been the second time they voted on the deletion of 1301, but it is not on the Agenda. Mayor Driscoll said that, in essence, they are voting on Policy 3202 and they would have to get Policy 1301 as a separate deletion.

All agreed to remove Policy 6102, revisit 6408, and delete 1301.

### **School Committee Concerns and Resolutions**

Mr. Fleming said that he saw a notice on Facebook today that he had not seen before. It was a notice for Saltonstall students to receive free tutorial advice from Marblehead tutors at Salem State. Mr. Fleming did not know who authorized it and why this was not first offered to Salem Students. He was concerned about this and wanted to know

the origins. Mr. Fleming mentioned the title of this tutoring offer. Mayor Driscoll said they will ask the Superintendent to find out information on that.

Dr. Walsh thanked the Committee and everyone for bearing with him wearing the pink hat throughout the meeting.

### **Questions and Comments from the Audience**

There were no official questions or comments from the audience.

Two members of the audience had inquired on the approval of the Paraprofessionals MOU contract. Mr. Fleming asked if the Union had voted on it. They said they voted on Thursday. Mayor Driscoll and Mr. Fleming said that voting on Thursday would have been too late to include it on the Agenda as they would have missed the deadline, under the Open Meeting Law, for having it posted. All agreed that due to the year and a half time frame, they would look into expediting this by pulling together a majority of the Committee to support it through a special meeting.

### **Adjournment**

There being no further business to come before the School Committee this evening, the meeting was adjourned.

Respectfully submitted by:

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Angelica Alayon, Secretary  
Salem School Committee

### **Meeting Materials and Reports**

School Committee Agenda January 17, 2017

School Committee Minutes January 3, 2016

1000, 3000, and 6000 Policy Revisions Recommended