

**Ms. Mary A. Manning  
Mr. James M. Fleming  
Dr. Kristin Pangallo**



**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”

October 8, 2020

**REGULAR SCHOOL COMMITTEE MEETING ON October 13, 2020**

Notice is hereby given that the Salem School Committee will hold a **Regular School Committee meeting on Tuesday, October 13, 2020 at 7:00 p.m.** This is an on-line Zoom meeting.

**Zoom Link:** Please click the link below to join the webinar:

<https://us02web.zoom.us/j/85078630188?pwd=MXpUclUwT1JVQmE1ZVhkZFo0QUhVUT09>

**Password:** 497239

**I. Call of Meeting to Order**

**a. Summary of Public Participation Policy (SC Policy #6409).**

*Read aloud: The Salem School Committee would like to hear from the public on issues that affect the school district and are within the scope of the Committee's responsibilities. Spanish interpretation is available for anyone who needs it.*

**b. Request for Spanish Interpretation.**

Should any member of the public need Spanish interpretation in order to participate in the meeting, please click on the below link (no later than 12:00 pm on the day of the meeting to request Spanish interpretation): <https://forms.gle/dVwtaQS8EaCo2VAG8>.

**c. Instructions for Participating in Public Comment**

Should any member of the Salem community wish to participate in public comment during this meeting, please click on the below link to sign up and submit your comment electronically: <https://forms.gle/HR1TTbzFWNUnWcB47>. A district staff member will be compiling all comments which will be shared with members prior to the end of the public meeting. Comments will also be summarized in the meeting minutes. Please contact Jill Conrad at [jconrad@salemk12.org](mailto:jconrad@salemk12.org) or 978-998-0481 with any questions or to report any technical difficulties you experience.

**II. Consent Agenda**

- a. Minutes of the Regular School Committee meeting held on September 29, 2020
- b. Approval of Warrants: 10/8/2020 in the amount of \$111,361.62

**III. Public Comment**

Please see above for instructions on participating in public comment.

**IV. Report from the Student Representative – Duncan Mayer**

- V. Superintendent's Report**
  - a. Back to School Update  
-Recommendations for Next Phase
  
- VI. Action Items: Old Business**
  
- VII. Action Items: New Business**
  
- VIII. Finance Report**
  - a. Budget Transfers
  
- IX. Subcommittee Reports**
  
- X. School Committee Concerns and Resolutions**
  
- XI. Adjournment**

Respectfully submitted by,  
*Nancy A. Weiss*  
Executive Assistant to the School Committee  
& the Superintendent

*“Persons requiring auxiliary aids and services for effective communication such as sign language interpreter, an assistive listening device, or print material in digital format or a reasonable modification in programs, services, policies, or activities, may contact the City of Salem ADA Coordinator at (978) 619-5630 as soon as possible and not less than 2 business days before the meeting, program, or event.”*

**Sra. Mary A. Manning  
Sr. James M. Fleming  
Dra. Kristin Pangallo**



**Sra. Ana Nuncio  
Sr. Manny Cruz  
Sra. Amanda Campbell**

**Alcaldesa Kimberley Driscoll, Preside**

“Conozca sus Derechos Bajo la Ley de Reuniones Abiertas, M.G.L. c.30A § 18-25 y Secciones de Ordenanzas de la Ciudad 2-2028 hasta 2-2033”

Octubre 8, 2020

**REUNION ORDINARIA DEL COMITÉ ESCOLAR DE Octubre 13, 2020**

Por este medio notificamos que el Comité Escolar de Salem realizará una **Reunión Ordinaria del Comité Escolar Martes, 13 de Octubre, 2020 a las 7:00 p.m.** Esta es una reunión por Zoom.

**Enlace para Zoom:** Por favor presione el enlace debajo para unirse a la reunión en la red:

<https://us02web.zoom.us/j/85078630188?pwd=MXpUcUwTlJlVQmE1ZVhkZFo0QUhVUT09>

**Contraseña:** 497239

**I. Llamado de la Reunión al Orden**

**a. Resumen de la Política de Participación Pública (SC Política #6409).**

Leer en voz alta: *Al Comité Escolar de Salem le gustaría escuchar al público sobre asuntos que afectan el distrito escolar y que están dentro del alcance de las responsabilidades del Comité. La interpretación al Español está disponible para cualquier persona que la necesite.*

**b. Solicitud para Interpretación al Español.**

Si algún miembro del público necesita interpretación en Español para participar en la reunión, presione el enlace a continuación (a más tardar a las 12:00 pm del día de la reunión para solicitar interpretación al Español): <https://forms.gle/dVwtaQS8EaCo2VAG8>.

**c. Instrucciones para Participar en Comentarios del Público**

Si algún miembro de la comunidad de Salem desea participar en el comentario público durante esta reunión, por favor presione el siguiente enlace para inscribirse y someter su comentario electrónicamente: <https://forms.gle/HR1TTbzFWNUnWcB47>. Un miembro del personal del distrito reunirá todos los comentarios los cuales serán compartidos con los miembros antes del final de la reunión pública. Los comentarios serán además resumidos en la minutas de la reunión. Por favor contacte a Jill Conrad en [jconrad@salemk12.org](mailto:jconrad@salemk12.org) o en el 978-998-0481 si tiene preguntas o para reportar cualquier dificultad técnica que experimente.

**II. Agenda de Consentimiento**

- a. Minutas de la Reunión Ordinaria del Comité Escolar realizada en Septiembre 29, 2020
- b. Aprobación de Garantías: 10/8/2020 por la cantidad de \$111,361.62

**III. Comentario Público**

Por favor mire las instrucciones previas sobre como participar en los comentarios públicos.

**IV. Reporte del Representante Estudiantil – Duncan Mayer**

***Sra. Mary A. Manning  
Sr. James M. Fleming  
Dra. Kristin Pangallo***



***Sra. Ana Nuncio  
Sr. Manny Cruz  
Sra. Amanda Campbell***

***Alcaldesa Kimberley Driscoll, Preside***

- V. Reporte del Superintendente**
  - a. Actualización sobre el Regreso a la Escuela  
-Recomendaciones para la Próxima Fase
- VI. Elementos de Acción: Asuntos Antiguos**
- VII. Elementos de Acción: Asuntos Nuevos**
- VIII. Reporte Financiero**
  - a. Transferencias Presupuestarias
- IX. Reportes de Subcomité**
- X. Preocupaciones y Resoluciones del Comité Escolar**
- XI. Aplazamiento**

Sometido respetuosamente por,

*Nancy A. Weiss*

Asistente Ejecutivo para el Comité Escolar  
& el Superintendente

*“Las personas que requieran ayudas y servicios auxiliares para una comunicación eficaz, como un intérprete de lenguaje de señas, un dispositivo de ayuda auditiva o material impreso en formato digital o una modificación razonable en programas, servicios, políticas o actividades, pueden comunicarse con el Coordinador de ADA de la Ciudad de Salem al (978) 619-5630 tan pronto como sea posible y no menos de 2 días hábiles antes de la reunión, programa o evento”.*

# DRAFT

## Salem Public Schools Salem School Committee Meeting Minutes September 29, 2020

On September 29, 2020 the Salem School Committee held its regular School Committee meeting at 7:00 PM using the Zoom platform.

**Members Present:** Mayor Kimberley Driscoll (entered at 7:57 p.m), Ms. Mary Manning, Ms. Amanda Campbell, Ms. Ana Nuncio, Dr. Kristin Pangallo, Mr. Manny Cruz, and Mr. James Fleming

**Members Absent:** None

**Others in Attendance:** Superintendent Stephen Zrike, Assistant Superintendent Kate Carbone, Mary DeLai, Jill Conrad, Liz Polay-Wettengel, Chelsea Banks, Victoria Masone, and Amber Shomo

### Call of Meeting to Order

Vice Chair Manning called the meeting to order at 7:15 p.m.

Mr. Cruz read the new Public Participation Policy 6409 and also explained the request for Spanish interpretation for participation.

Vice Chair Manning announced that she would like to acknowledge the passing of retired custodian Anthony Mento, Sr. who worked at the Carlton Elementary. Mr. Fleming added that he would also ask that we recognize the passing of Frank Nolan who was a history teacher at Salem High School for 38 years. A moment of silence was observed.

### Agenda

Vice Chair Manning requested a motion to approve the Regular Agenda. Mr. Fleming motioned and Mr. Cruz seconded. The Vice Chair called a roll call vote.

Ms. Manning	Yes
Mr. Fleming	Yes
Dr. Pangallo	Yes
Ms. Nuncio	Yes
Mr. Cruz	Yes
Ms. Campbell	Yes

Motion carries 6-0

### Consent Agenda

Vice Chair Manning requested a motion to approve the Consent Agenda. Mr. Fleming motioned and Mr. Cruz seconded. The secretary called a vote by roll call.

## DRAFT

Ms. Manning	Yes
Mr. Fleming	Yes
Dr. Pangallo	Yes
Ms. Nuncio	Yes
Mr. Cruz	Yes
Ms. Campbell	Yes

Motion carries 6-0

### **Public Comment**

Dr. Conrad announced that there were several public comments that had been submitted in writing and have requested to be read aloud.

Steve Kapantais, 23A Wisteria Street, asked for his comment to be read aloud. Mr. Kapantais thanked Mr. Cruz, Dr. Zrike, Ms. Conrad, and Ms. Marino for their work on creating SPAC (Salem Parent Advisory Council), which has been created as part of a plan to provide 2 way communication and improve transparency between all stakeholders in our school district.

Catherine Miller, 15 Warren Street, asked that her comment be read aloud. Ms. Miller is a parent of a Salem High School student. She voiced her support of the current remote learning plan for the high school and would like to see it continue throughout the winter. In addition, she is also supportive of the Hub Learning Labs, which is a creative example of how to make learning more accessible in a safe environment.

Donna Fritz, 57 Summit Street, asked for her comment to be read aloud. Ms. Fritz would like to express her thanks for the hard work of the School Committee and Dr. Zrike. She is also expressing her support for moving forward with a hybrid learning plan for all grades in November.

Ann Berman, 1401 Crane Brook way, Peabody, requested to speak during public comment. Ms. Berman wanted to thank and commend the SPS educators for the outstanding work they have been doing the past few weeks.

### **Report of the Student Representative Duncan Mayer**

Duncan Mayer reported to the Committee that the Student Advisory Council is continuing their work from last year. He added that Dr. Zrike mentioned that there was funding available for improvements to the bathrooms due to their increased sanitary needs. He also said that they are in the process of planning a potential health town hall for students. This is being coordinated with medical experts so that any questions students may have will be answered. He also said that they will be resuming their regularly scheduled meetings and try to grow the council.

Vice Chair Manning asked if the health town hall would be regarding COVID or broader concerns. Mr. Mayer responded that they initially planned that it would focus on the

## DRAFT

coronavirus, but have also discussed trying to bring in a mental health professional so they could field questions regarding other concerns.

### **Report of the Superintendent**

#### a. Back to School Update

Superintendent Stephen Zrike wanted to provide a back to school update. He began by thanking the teachers and educators for the hard work they are doing providing remote instruction to a very challenging, but yet successful start of the school year. He has visited several schools and also the Hub Connect at the YMCA in the past few days. He explained that we are now in day 12 of remote learning and there are 569 “Tier 1” students getting in person instruction in the Hub labs. Our total enrollment at this time is 3,825 students, which is approximately a 240 student decline from last year. He said that the teachers are working very hard on engagement with the students, making sure the families and students have all they need to connect. He added that they are taking attendance each period and also review it the next day. Dr. Zrike informed the Committee that home art and physical education materials have been ordered for K-5 students. Also, the Curriculum & Instruction team has been together resources for teachers to use with students celebrating cultural heritage and histories. In addition, a protocol has been developed for safely providing students with access to books from our libraries. The Superintendent announced that 900 Chromebooks were distributed since late August, but were in need for more. An additional 450 have been distributed this past week. All critical needs families have received their device and are now working on replacing older devices. There are an additional 1,000 devices that are on backorder. Also, technology support systems have been set up for families in both English and Spanish. Dr. Zrike explained that they are outreaching to families and surveying how many are interested in returning to schools, as we prepare the plans to bring more students back after the November break. Dr. Zrike said they are planning on focus groups for both staff and families and he added that before they can bring the students back, the HVAC improvements and repairs need to be completed and the transmission rates for COVID-19 needs to remain low. Dr. Zrike will update the Committee with additional information with the plan for returning to school at the next School Committee meeting.

Mr. Fleming asked how the use of masks and the 6” social distancing has been going and the Superintendent said that he has witnessed masks being worn and the social distancing guidelines being followed as best as they can.

Mayor Driscoll entered the meeting at 7:57 p.m.

Mr. Cruz made a recommendation to the Committee members to submit comments regarding Chapter 70 Funding and the Student Opportunity Act to DESE. He added that the submission deadline for the comments is October 16th. Mr. Cruz also explained that the shortage of devices in the district is due to an international shortage and is happy to see the recent donation of devices from Alternative Therapies Group.

## DRAFT

Dr. Pangallo echoed the comments from the other members regarding the difficulties with remote teaching and praised the teachers for the remarkable job they are doing. She also commented on the CDC guidance that Dr. Zrike presented and mentioned that she has been in contact with Ms. Banks and they are taking a critical look at the numbers especially regarding back to school.

Ms. Manning also wanted to also thank the teachers, staff, administrators etc. for the great job they are all doing.

### Old Business

- a. Deliberate and vote to amend the 2020-2021 School Committee meeting calendar and reschedule the scheduled 10/5/20 meeting to Tuesday 10/13/20.

It was noted that the Committee of the Whole meeting will still be held on 10/5/20 at 6:00 pm. Mayor Driscoll requested a motion. Mr. Fleming made a motion to amend the School Committee meeting calendar as indicated on the agenda. Seconded by Ms. Manning. A roll call vote was called.

Ms. Manning	Yes
Mr. Fleming	Yes
Dr. Pangallo	Yes
Ms. Nuncio	Yes
Mr. Cruz	Yes
Ms. Campbell	Yes
Mayor Driscoll	Yes
Motion Carries 7-0	

### New Business

- a. Acceptance of donation of 38 devices from Alternative Therapies Group for the Salem School District.

Superintendent Zrike announced that Alternative Therapies Group donated 38 new devices for the Salem Public Schools district to be distributed.

The Mayor asked for a motion. Mr. Fleming made a motion to accept the 38 new devices from Alternative Therapies Group and Mr. Cruz seconded. A roll call vote was called.

Ms. Manning	Yes
Mr. Fleming	Yes
Dr. Pangallo	Yes
Ms. Nuncio	Yes
Mr. Cruz	Yes
Ms. Campbell	Yes
Mayor Driscoll	Yes



**DRAFT**

Motion Carries 7-0

- b. Discuss the recommendation of the formation of the Parent Advisory Council.

Dr. Zrike introduced Mr. Cruz who spoke regarding the recommendation of the formation of the Parent Advisory Council. Mr. Cruz explained that their goal is for two way communication with the parents of the district. They want to make sure that there is open dialogue between the School Administration, School Committee Members and parents. Mr. Cruz added that they would like to eventually set up a policy for this Parent Advisory Council similar to what they have set up for the Student Advisory Council.

- c. Deliberate and vote on the appointment of Superintendent Stephen Zrike as Salem Representative to the Northshore Education Consortium Board for 2020-2021.

Mayor Driscoll requested a motion on the appointment of Superintendent Stephen Zrike as Salem Representative to the Northshore Education Consortium Board for 2020-2021. Mr. Fleming made the motion and Ms. Nuncio seconded. A roll call vote was taken.

Ms. Manning	Yes
Mr. Fleming	Yes
Dr. Pangallo	Yes
Ms. Nuncio	Yes
Mr. Cruz	Yes
Ms. Campbell	Yes
Mayor Driscoll	Yes

Motion Carries 7-0

- d. Deliberate and vote on the delegation of authority authorizing Assistant Superintendent Kate Carbone to represent the Superintendent in his absence of the District.

Mayor Driscoll requested a motion. Mr. Cruz made a motion for the delegation of authority authorizing Assistant Superintendent Kate Carbone to represent the Superintendent in his absence from the District. A roll call vote was taken.

Ms. Manning	Yes
Mr. Fleming	Yes
Dr. Pangallo	Yes
Ms. Nuncio	Yes
Mr. Cruz	Yes
Ms. Campbell	Yes
Mayor Driscoll	Yes

Motion Carries 7-0

# DRAFT

## e. Presentation on use of outdoor spaces

Superintendent Zrike introduced parents Amber Shomo and Victoria Masone who presented to the Committee how we can utilize outdoor spaces for learning. This presentation began with the plan to provide safe, functional outdoor learning spaces for students and staff in Salem Public Schools. Ms. Shomo explained that many children are experiencing pandemic fatigue and parent's are seeing an increase in emotional, behavioural, and attentional difficulties. Having time outside even for just part of the day has allowed students to have lower anxiety, less aggression, more creativity, and longer attention spans. Ms. Masone explained that they have been meeting with the district and Salem Public Schools has committee \$80,000 in COVID funding that can be utilized for upgrades to outdoor learning space, for example the tents that were purchased. Ms. Masone said that they have agreed on three shared priorities, 1. ensure equity that all elementary students will have access to these upgraded outdoor spaces; 2. that although this project meets the safety needs for the moment, this initiative should be building the foundations for long-term outdoor learning; and 3. curriculum should be enhanced to include hands-on outdoor learning projects. Ms. Masone went on to make recommendations for improvements that would maximize access and learning to outdoor spaces. In addition, she explained the proposed process and timeline and invited anyone who would like to be part of the task force or volunteer in other ways to contact them at [saferoutsideinsalem@gmail.com](mailto:saferoutsideinsalem@gmail.com). Several committee members asked questions and offered their support.

## Finance Report

### a. Budget Transfers

Mary DeLai, interim Business Manager, announced there were three budget transfers. First transfer is for the Horace Mann Lab School. This transfer in the amount of \$40,000 is from contracted services to stipends to cover the stipends of four of the Salem State University Fellows. The second transfer in the amount of \$470 is from dues and membership to insurance - athletics to cover the premium increase for supplemental insurance for student athletes. And the third is requested by the Saltonstall School in the amount of \$2,820 from contracted services to stipends to cover summer stipends associated with additional work for staff.

Mayor Driscoll requested a motion to approve the transfer of \$40,000 from contract services to fringe/stipends, a transfer of \$470 from dues and subscriptions to insurance - athletics, and a transfer of \$2,820 from contract services to fringe/stipends. Mr. Cruz made the motion and it was seconded by Ms. Nuncio. A roll call vote was taken.

Ms. Manning	Yes
Mr. Fleming	Yes
Dr. Pangallo	Yes
Ms. Nuncio	Yes

## DRAFT

Mr. Cruz                      Yes  
Ms. Campbell                Yes  
Mayor Driscoll              Yes  
Motion Carries 7-0

### b. COVID-19 Expenditure Update

Mayor Driscoll stated that Ms. DeLai provided a report update on COVID-19 expenditures. Ms. DeLai reported that since March 15th, we have already expended nearly \$1,500,000. This amount does not include the expenses for the HVAC assessment and repair work, we are still awaiting invoices for. We have so far only been invoiced for less than 50% of the required work, which amounts to just under \$110,000. She added that approximately, 75% of expenses incurred to date have been charged to special revenue funds, mostly state and federal grants, but approximately 40% of these funds will be shifted to the state COVID grant, which we have received. Ms. DeLai will provide regular updates to the School Committee.

### Subcommittee Reports

- a. Policy Subcommittee
  - i. Policies for Third Reading  
5221 Co-Curricular and Extra Curricular Activities

Mayor Driscoll requested a motion for the policies for the third reading for Policy 5221 Co-Curricular and Extra Curricular Activities. Ms. Nuncio motioned and Ms. Campbell seconded. A roll call vote was taken.

Ms. Manning                Yes  
Mr. Fleming                 Yes  
Dr. Pangallo                Yes  
Ms. Nuncio                 Yes  
Mr. Cruz                     Yes  
Ms. Campbell               Yes  
Mayor Driscoll              Yes  
Motion carries 7-0

### School Committee Concerns and Resolutions

Mr. Cruz requested an update on the CTE Program. Ms. Campbell requested an update on the dual language program that began this fall. Dr. Zrike said that he will plan on adding those updates to an upcoming meeting.

### Adjournment

Mayor Driscoll requested a motion to adjourn. Mr. Fleming motioned and Mr. Cruz seconded. A roll call vote was taken.

Ms. Manning                Yes

**DRAFT**

Mr. Fleming	Yes
Dr. Pangallo	Yes
Ms. Nuncio	Yes
Mr. Cruz	Yes
Ms. Campbell	Yes
Mayor Driscoll	Yes

Motion carries 7-0

Meeting adjourned at 9:03 p.m.

Respectfully submitted by,

*Nancy A. Weiss*

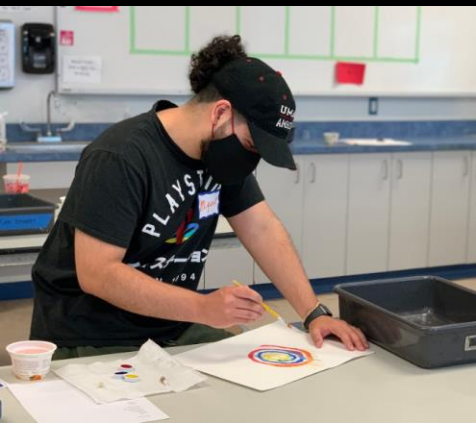
Executive Assistant to the School Committee  
& the Superintendent



# Sallem Returns

## School Committee Presentation – Plan for November

10-13-2020



# Agenda

- Review Reopening Data & Context for November
- Proposal for November Transition & Keys to Implementation



# Setting the Context:

## A reminder of our current models

### All Grades



**Foundation:  
Remote  
Instruction**

#### **The Hub: Connects**

Outdoor in-person connecting activities open to all students

#### **The Hub: Labs**

In-person learning labs for prioritized students

### Context

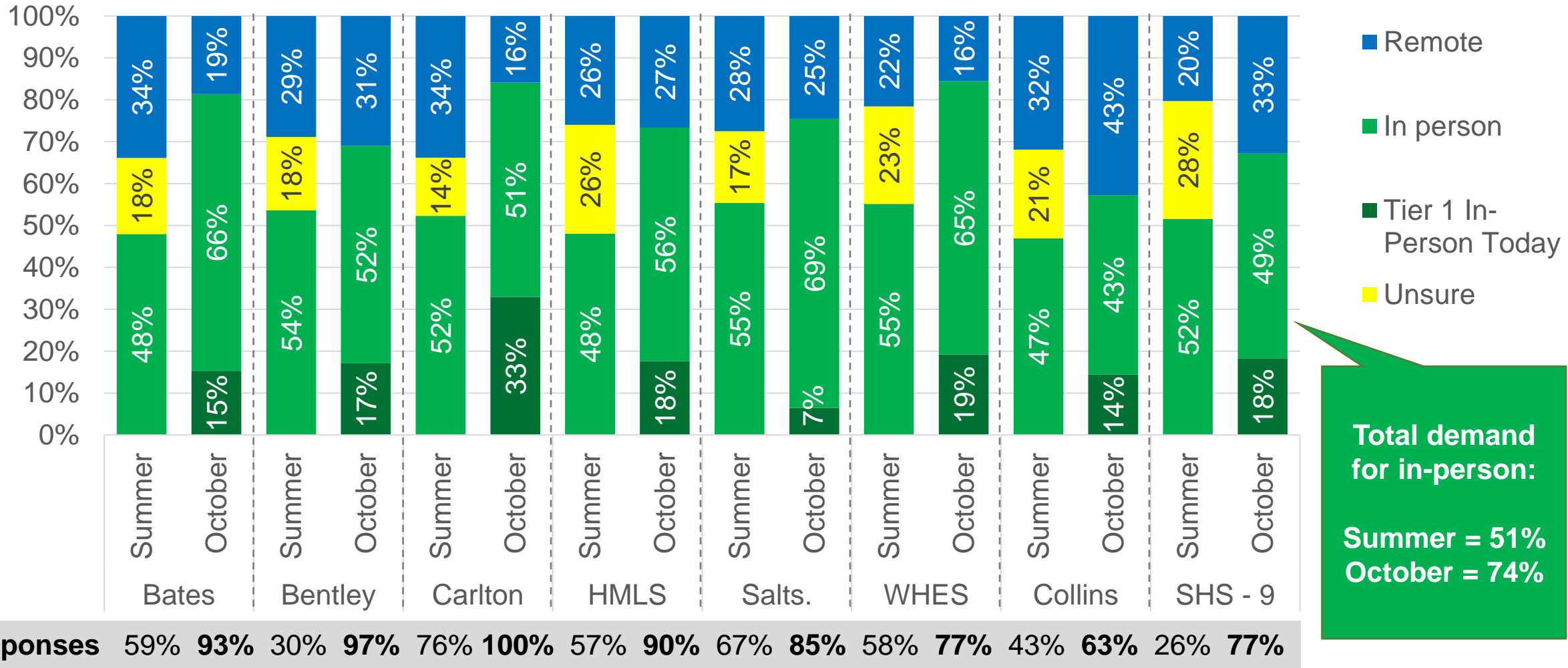
- **Currently serving 570 Tier 1 priority students in-person** in Hub Labs or in substantially separate classrooms
- This summer, we received 1,406 survey responses representing 2,198 students in the district (56%)
- Today, we have data from **87% of elementary students and 82% of all students in grades preK to 9th grade**
- New data is primarily from phone calls and some surveys

### Highlights

- **Strength of remote learning** experience: comprehensive & flexible
- **Encouraging examples of in-person learning:** ECC, substantially separate classrooms, and Dual Language K program
- No changes for mixed delivery models at NLIS & Salem Prep; ECC to add peers
- **Positive feedback from Hub Connects experience**

# We saw a significant increase in demand from families, converting nearly all “unsure” to “in-person” since August

## Comparison of Family Demand Data – Summer to October 2020

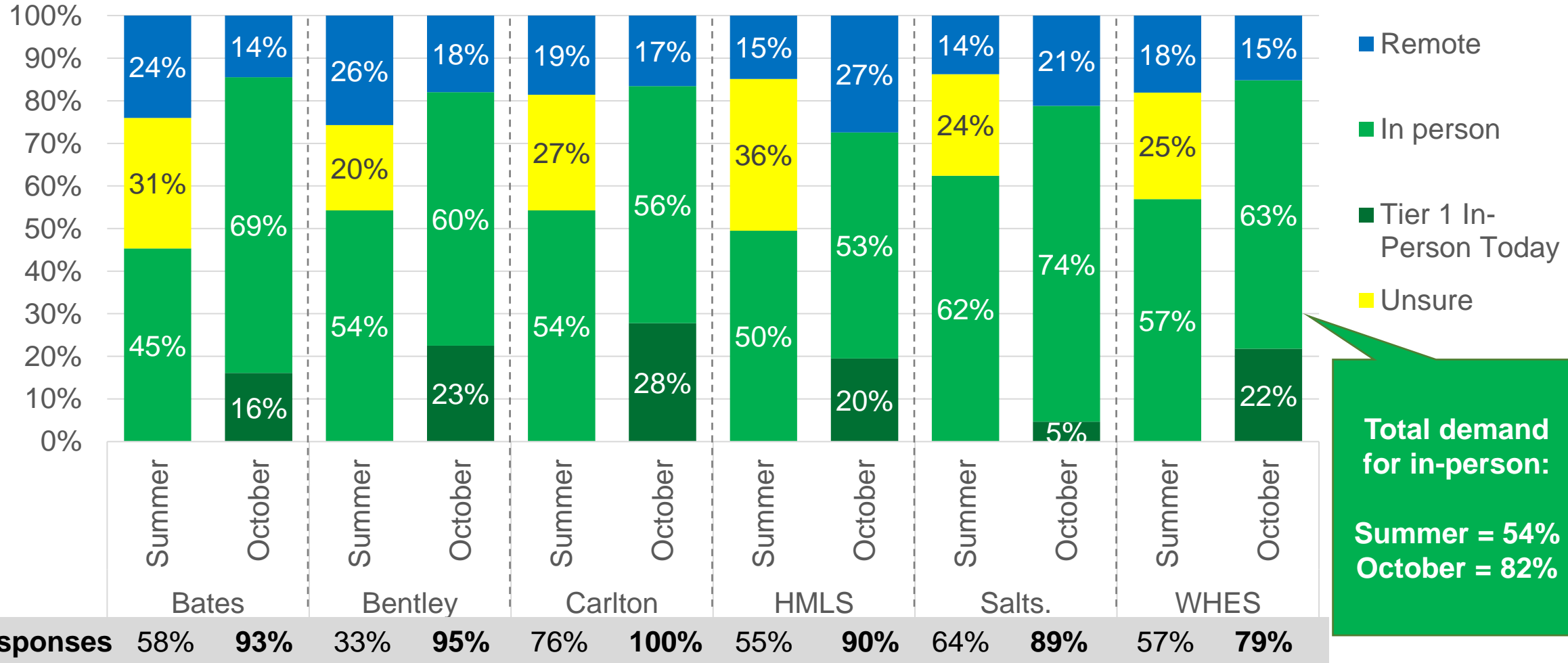


Sources: Summer Data is from Parent Survey conducted August 2020 (n=1403); October Data from district Aspen data (n=441) and individual school collection through phone calls and some surveys (n=2,1155)



# That demand from families for in-person instruction was even stronger when looking at our youngest learners

## Comparison of Family Demand Data – Summer to October 2020



Sources: Summer Data is from Parent Survey conducted August 2020, n=1403. October Data from district Aspen data (n= and individual school collection through phone calls and some surveys, n=2,1155

# We combined this clear demand from families with qualitative feedback from educators and students

## Focus Groups

- ~20 Middle School Students
- ~25 High School Students across Salem Prep, NLIS, and SHS
- 29 educators representing all levels and current assignments (in person & remote), inclusive of teachers, paras, and coaches
- 2 groups of parents

## Themes from Feedback

**Flexibility**

**Teacher Responsiveness**

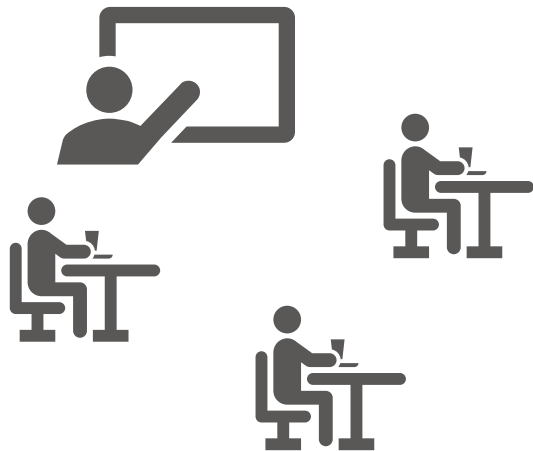
**Challenges for Youngest Students**

**Building Momentum**

**Focus on Equity**

# Context: The School Committee approved our original plan for K-3 in-person and 4-12 remote in August

## Grades preK-3



**Foundation:  
In-person  
Instruction**

**The Hub: Connects**  
Outdoor connecting activities with option 2x/month for remote students to join

**SPS Remote:**  
Opt-in remote learning with SPS teachers

## Grades 4-12



**Foundation:  
Remote  
Instruction**

**The Hub: Connects**  
Outdoor in-person connecting activities open to all students

**The Hub: Labs**  
In-person learning labs for prioritized students

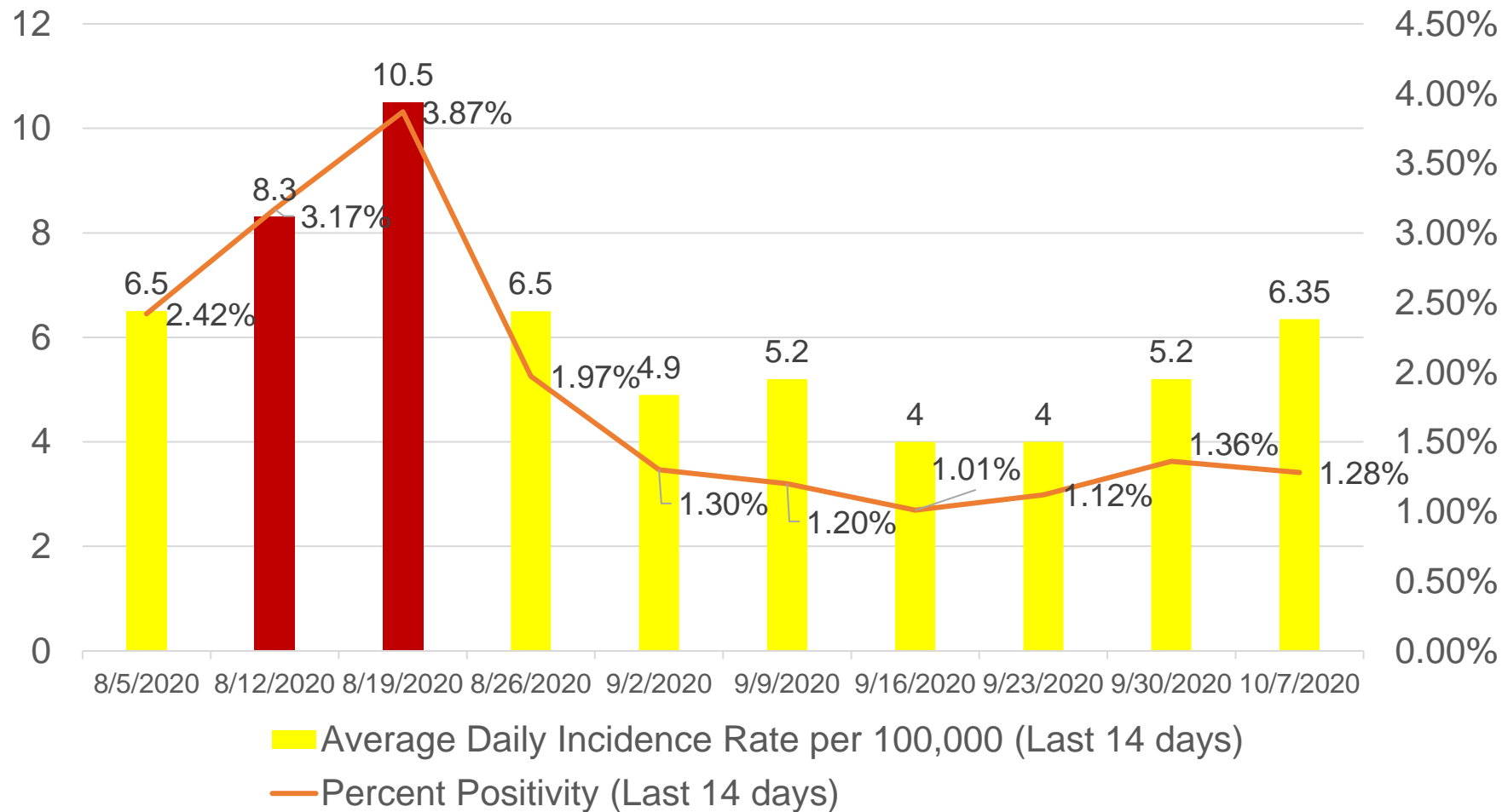
# Context: We set clear conditions on that plan, and responded accordingly when conditions changed

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- |   |   |
|---|---|
| 1. Safe community health benchmarks   | ▶ 1. Plan changed 8/12                                |
| 2. A building ventilation/HVAC system review completed in each building and improvements (if needed) undertaken | ▶ 2. Review complete, repairs ongoing                 |
| 3. Daily building cleaning and sanitization plans and protocols reviewed and adopted                            | ▶ 3. Reviewed and adopted                             |
| 4. Adoption of COVID prevention protocols   | ▶ 4. Adopted  |
| 5. Adoption of a COVID testing and contact tracing protocol   | ▶ 5. Tracing – yes; Stop-the-spread testing           |
| 6. Regular tracking of chrome book device distribution and internet connection for students/families            | ▶ 6. Distributed & ongoing                            |
| 7. Collaboration between SPS leadership and staff & ongoing review of the plan                                  | ▶ 7. MOU signed, regular staff input, review underway |

# Context: After the initial two weeks in “red,” our community has held steady in the “yellow”

## Salem's Community Spread Data

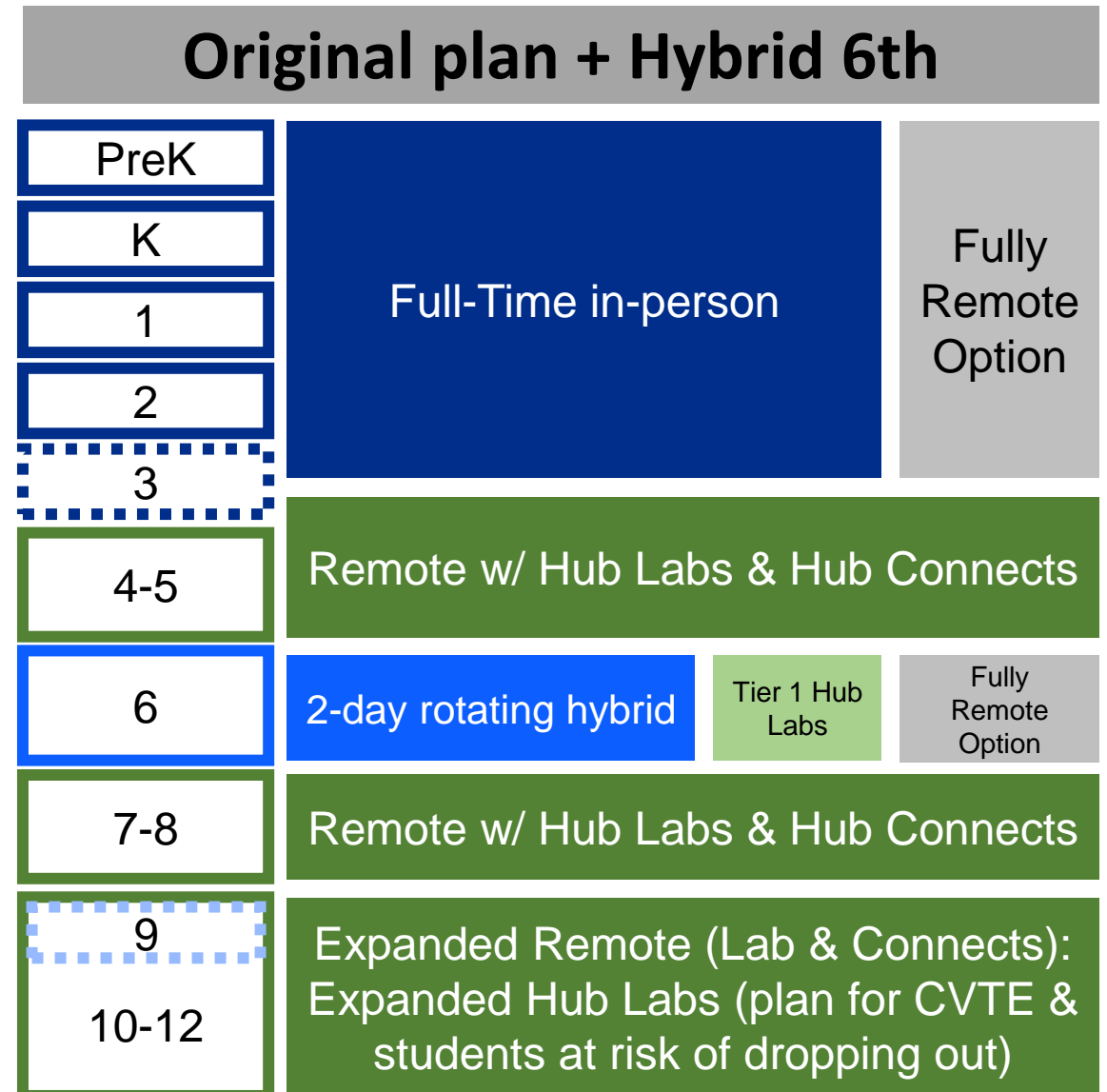


- Plan changed 8/12 in response to new data
- Ongoing monitoring – watching upward trend & Halloween
- **DESE & Board of Health recommend three-week trends**

# Proposal Overview:

## We will work to return to our original plan

- Return to the original plan to bring our youngest students in-person
- Continue to prioritize students in transition grades and explore options to expand labs in high school
- Sequence the plan to ensure we can effectively serve students
- **In-person:** PreK-2 (possibly grade 3)
- **Hybrid:** Grade 6 (possibly grade 9)
- **Remote:** Grades 4-5, Grades 7-12



# Proposal Overview:

## We will work to return to our original plan

### Grade 3

- Requests for in-person increased from 54% to 82% of responses between summer and October
- Will offer full in-person option *if* sufficient in-person staff, or expand priority tiers in-person
- Will announce plan by October 19<sup>th</sup> SC Meeting

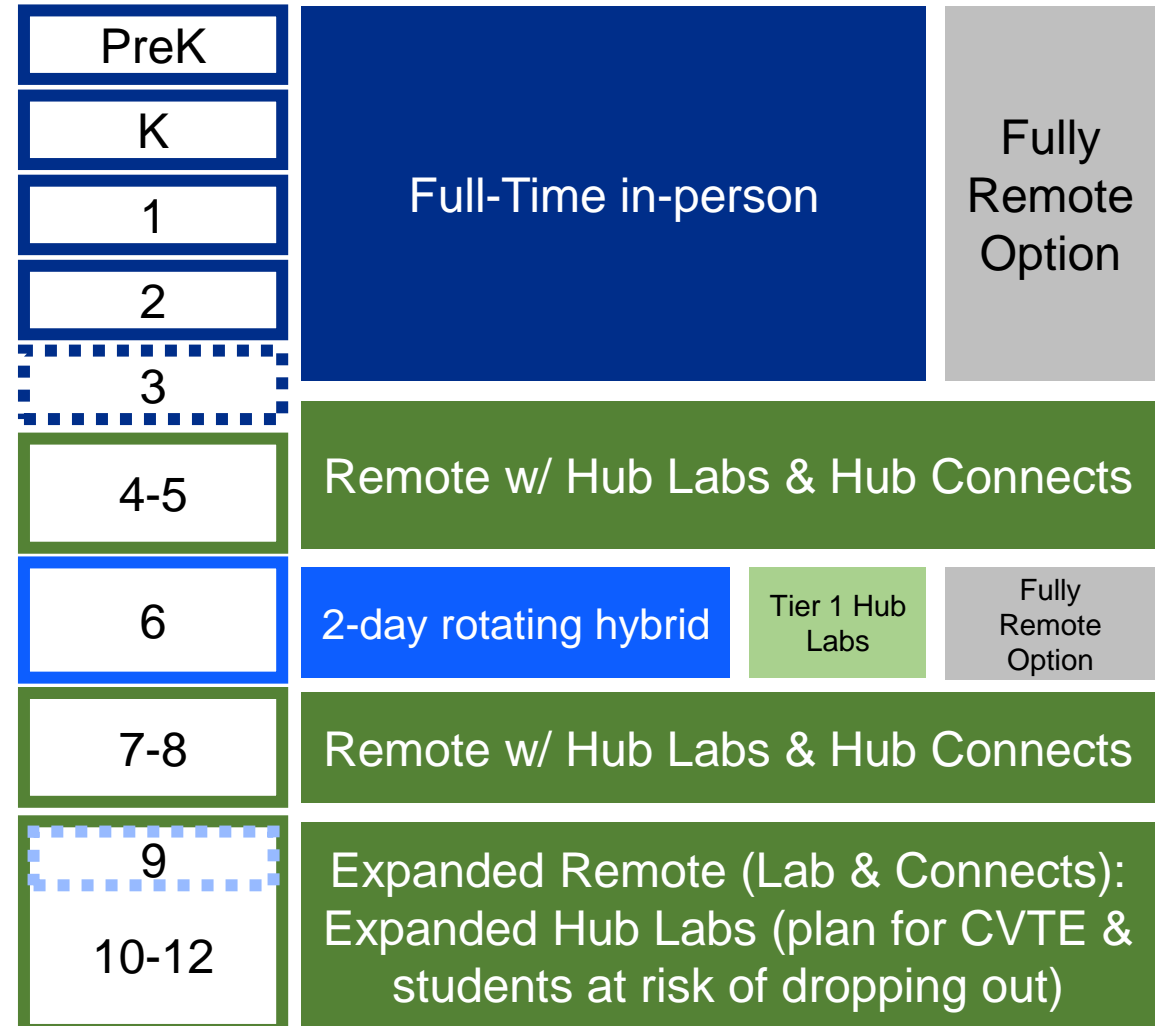
### Grade 6

- Greater ability to offer synchronous learning on remote days in hybrid due to staffing model
- 71% of 6<sup>th</sup> graders requesting in-person compared to 40% of 7<sup>th</sup> and 8<sup>th</sup> graders

### Grade 9

- Concerns about chronic absenteeism
- Difficult to switch schedule mid-semester
- Exploring adding in-person options for next level of priority including CVTE, students at risk of dropping out, and students who are overage and under-credit
- Exploring option to offer hybrid

### Original plan + Hybrid 6th



# Proposal:

## Logistics to make in-person work

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### PreK-2 or PreK-3 In Person

- Likely shorten the in-person day:
  - 70 minutes for regular day
  - 90-95 minutes for extended day
- Create remote specials:
  - Struggling to solve exposure
  - Exploring creative district-wide solutions
- Lunch in-person or grab-n-go by school
- Remote learners will have five days, consistent with current model; may have blended grade-level classes if very low #s

### 6<sup>th</sup> Grade Hybrid

- Four Groups of Students:
  - **Group A:** Current in-person students - Five days in-person; Labs on remote days
  - **Group B:** Monday & Tuesday in-person
  - **Group C:** Thursday & Friday in-person
  - **Group D:** Fully Remote
- Wednesdays: Remote for all - synchronous morning & asynchronous afternoon
- Staffing model enables some synchronous Math & ELA on remote days

### Key Considerations

- Increased transportation costs due to limited capacity, bus demand and cleaning between tiers
- Staffing challenges due to smaller class sizes and safety protocols, including maintaining 6' distance



# Next Steps

## Short-Term Next Steps

- **Return Bentley/ECC** to their building
- **Re-plan the details:** Class groupings, facilities, schedules, transportation
- **Announce by 10/19:**
  - Plan for third grade
  - Any changes to start & end times
- Continue to **partner with unions**
- Confirm and announce **9<sup>th</sup> grade plan**
- Continue to work to **improve hub lab experience** (solving for multiple schedules)

## Longer-Term Planning

- Examine **options for in-person for upper elementary**
- **Establish clear windows** for families that opt-out of in-person to change to in-person instruction:
  - Students can opt-out of in-person to remote at more frequent intervals and in the case of two-week quarantines
- **Plan for social connection after Thanksgiving** (end of outdoor Hub Connects)

**Memo:**

To: Salem School Committee

From: Mary C. DeLai

Date: October 7, 2020

Re: FY21 Budget Transfer Request 5

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The Teaching and Learning Department requests the following transfer from salaries to instructional supplies. The salary savings result from the shifting of a position to the Title I grant. The funds remaining in that line are being transferred to instructional supplies to cover expenses for home learning kits for students.

<b>Account Description/Use</b>	<b>Account Number</b>	<b>Amount From</b>	<b>Amount To</b>
Districtwide Teaching	13571540-5125	\$50,000	
Instructional Supplies	13570141-5514		\$50,000

I recommend approval of the transfer.

