

*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 15, 2020

REGULAR SCHOOL COMMITTEE MEETING ON October 19, 2020

Notice is hereby given that the Salem School Committee will hold a **Regular School Committee meeting on Monday, October 19, 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://zoom.us/j/97832412253?pwd=ei84NmNCSzJCdGFwU3Erc25hZGx2UT09>

Passcode: 351524

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/oo8ykZF1w35kqTgR7>.

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/nBTt3u4AKQdpaNg99>. 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 or 978-998-0481 with any questions or to report any technical difficulties you experience.

II. Consent Agenda

- a. Minutes of the School Committee of the Whole meeting held on October 5, 2020
- b. Minutes of the Regular School Committee meeting on October 13, 2020
- c. Approval of Warrants: 10/15/2020 in the amount of \$568,966.72

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. Update on the work of the Equity Matters Team
- b. Salem Returns November Plan Follow-up Presentation

VI. Action Items: Old Business

VII. Action Items: New Business

- a. Acceptance of donation from Cell Signaling Technology (CST) to support Science Programs in 2020 for Salem Public Schools

VIII. Finance Report

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 15, 2020

REUNIÓN ORDINARIA DEL COMITÉ ESCOLAR EN Octubre 19, 2020

Por la presente se notifica que el Comité Escolar de Salem realizará una **Reunión Ordinaria del Comité Escolar el Lunes, 19 de Octubre, 2020 a las 7:00 p.m.** Esta es una reunión en línea a través de Zoom.

Enlace de Zoom: Por favor presione el siguiente enlace para unirse a la reunión en línea:
<https://zoom.us/j/97832412253?pwd=ei84NmNCSzJCdGFwU3Erc25hZGx2UT09>

Contraseña: 351524

I. Llamada de la Reunión al Orden

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

Leer en Voz Alta: *El Comité Escolar de Salem quisiera escuchar al público sobre asuntos que afectan al distrito escolar y están dentro del alcance de las responsabilidades del Comité. La interpretación en Español está disponible para cualquier persona que la necesite.*

a. Solicitud para Interpretación en Español .

Si algún miembro del público necesita interpretación en español para poder participar en la reunión, por favor presione el enlace a continuación (a más tardar a las 9 am del día de la reunión para solicitar interpretación en Español): <https://forms.gle/oo8ykZF1w35kqTgR7>.

b. Instrucciones para Participar en los Comentarios Públicos

Si algún miembro de la comunidad de Salem desea participar en un comentario público durante esta reunión, por favor presione el enlace a continuación para inscribirse y someter su comentario electrónicamente: <https://forms.gle/nBTt3u4AKQdpaNg99>. Un miembro del personal del distrito recopilará todos los comentarios que se compartirán con los miembros antes del final de la reunión pública. Los comentarios también se resumirán en el acta de la reunión. Por favor contactar a Jill Conrad jconrad@salemk12.org o en el 978-998-04810481 si tiene preguntas o para reportar cualquier dificultad técnica que experimente.

II. Consentimiento de Agenda

- a. Minutas de la reunión Plenaria del Comité Escolar realizada en Octubre 5, 2020
- b. Minutas de la reunión Ordinaria del Comité Escolar realizada en Octubre 13, 2020
- c. Aprobación de Garantías: 10/15/2020 por la cantidad de \$568,966.72

III. Comentario Público

Por favor ver las instrucciones previas para 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 trabajo del Equipo Equity Matters (Asuntos de Equidad)
 - b. Presentación de Seguimiento al Plan de Noviembre para el Regreso de Salem
- VI. Elementos de Acción: Asuntos Viejos**
- VII. Elementos de Acción: Asuntos Nuevos**
 - a. Aceptación de donación de Cell Signaling Technology (CST) para apoyar los Programas de Ciencias del 2020 de las Escuelas Públicas de Salem
- VIII. Reporte Financiero**
- IX. Reportes de Sub-Comités**
- X. Preocupaciones y Resoluciones del Comité Escolar**
- XI. Aplazamiento**

Respetuosamente sometido por,
Nancy A. Weiss
Asistente Ejecutiva para el Comité Escolar & el Superintendente

“Las personas que requieran ayudas y servicios auxiliares para una comunicación eficaz, tales 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 lo antes posible y no menos de 2 días hábiles antes de la reunión, programa o evento.”

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Salem School Committee Committee of the Whole Meeting Minutes Tuesday, October 5, 2020

A Committee of the Whole (COW) meeting of the Salem School Committee was held on Monday, October 5, 2020 at 6:00 pm using the Zoom platform.

Members Present: Mayor Kimberley Driscoll, Ms. Mary Manning, Ms. Amanda Campbell, Ms. Ana Nuncio, Dr. Kristin Pangallo, and Mr. Manny Cruz

Members Absent: Mr. James Fleming

Others in Attendance: Superintendent Stephen Zrike, Amanda Chiancola

Mayor Driscoll announced that Amanda Chiancola, a senior planner in the Planning & Community Development Office, would be joining the meeting. Ms. Chaincola works closely with the Affordable Housing Trust Fund Board and other affordable housing committees.

Call of Meeting to Order

Mayor Driscoll called the School Committee of the Whole meeting to order at 6:05 p.m. and explained that the purpose of the meeting is for discussion of the items on the agenda, the School Department owned land at Salem High School and a parcel located at 5 Rear Frederick Street for feasibility of creating affordable community housing options, in particular housing preferences for teachers and school staff.

Mayor Driscoll gave a brief overview explaining the housing crisis in Salem. She said they are looking to meet demands on all levels, market rate, affordable, subsidized and workforce housing. Mayor Driscoll explained that Salem Housing Board works with subsidized housing, which includes elderly, disabled or family housing. They have very long waiting lists and not enough housing for everyone on the list. Workforce housing is also a challenge. This is for individuals that work in our community and would like to live here, but can not afford housing here. The most amount of housing that has been created is market rate housing.

Mayor Driscoll introduced Amanda Chiancola. Ms. Chaincola presented options for School Department owned land at Salem High School and a parcel located at 5 Rear Frederick Street for feasibility of creating affordable community housing options.

Ms. Chaincola began with presenting the site information for Salem High School property. She said that this is a 61 acre property and an active school on site. She said that although there are a lot of advantages with the property, there are also a lot of challenges. The property has extensive ledge and wetlands, there are powerline constraints, there are current zoning restrictions, and traffic and flow is difficult and would need to be rerouted.

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Mayor Driscoll added that the ULI (Urban Land Institute) came in to do an assessment on the properties. She emphasized that this was just a preliminary assessment. Mayor Driscoll explained that this group consists of land experts and that they spent the day assessing both advantages and challenges and providing their potential plans.

The recommendations that were made include to create a long range master plan that would consider improvement to the site circulation and parking, future programming for the needs of the school and future needs of the community.

The parcel of land located at 5 Rear Frederick Street near the Witchcraft Heights Elementary School is a smaller piece of land, only 29,555 square feet and is landlocked. A new street would need to be built between the school and the property. This would also require relocating parking.

The Mayor answered several questions from the Committee. She explained that the goal is to introduce concepts to the School Committee and to see if there is any value to consider these plans.

Ms. Manning asked a question regarding the student population and enrollment trends at the high school and when was the data they used from. Ms. Chiancola responded that the data used was from 2018. Duncan Mayer brought up the issue of the traffic flow and how busy that area is now. Ms. Chiancala responded that there were no traffic experts on the panel, but if housing was to be added, the master plan would be worked to include the school and housing. Mr. Cruz commented that he would like to see how this possible teacher housing would work as a recruitment tool, since many young professionals out of college, especially in the teaching field, can not afford housing in Salem. Dr. Pangallo expressed her concerns, especially with land issues and cited the problems that the Horace Mann school has had with settling and structural issues. She also asked how much housing demand there is and did they know how many units would become available. Mayor Driscoll responded that they are currently updating their citywide housing demand study. She reiterated that this property is in a preliminary study stage and that they may not work out since they have yet to do any testing on soil and topography and was waiting to speak to the School Committee before going forward with any testing. Ms. Campbell asked regarding the ownership of the land. Ms. Chiancola clarified that the property at the Salem High School is owned by the school district and the land at the Witchcraft Heights location is owned by the city. Ms. Campbell asked who would ultimately have ownership of the properties and Mayor Driscoll responded that it is too early to respond to that and we still have due diligence to do to see if this is even feasible. Mr. Cruz suggested working with our partners in higher education to poll individuals who are entering the teaching profession to see how many would like to live where they work. Ms. Nuncio asked if we had given any thought to partnering with neighboring communities regarding housing and Mayor Driscoll responded that we are already in partnership with Beverly and Peabody regarding affordable housing availability. She also explained that whenever housing is built in any of those 3 cities, those 3 cities receive preference with regards to waiting lists.

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Mayor Driscoll explained that the next steps for the high school property would involve building a master plan and for the property that abuts Witchcraft Heights, it would involve working with MHP to do the next phase of due diligence and if housing can be accommodated and reach out to neighbors.

Mr. Cruz made a motion to continue review and analysis on these sites to accommodate additional housing to serve our district. Dr. Pangallo seconded the motion. Ms. Manning requested a friendly amendment to add potential housing for schools and staff. A roll call vote was taken.

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

Motion carries 6-0

Adjournment

There being no further business to come before the School Committee of the Whole (COW) meeting this evening, Mr. Cruz motioned to rise and report. Ms. Manning seconded. A roll call vote was taken.

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

Motion carries 6-0

Meeting adjourned at 7:12 p.m.

Respectfully submitted by,

Nancy A. Weiss

Executive Assistant to the School Committee
& the Superintendent

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Salem Public Schools Salem School Committee Meeting Minutes October 13, 2020

On October 13, 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 8:30 p.m), Ms. Mary Manning, Ms. Amanda Campbell, Dr. Kristin Pangallo, Mr. Manny Cruz, and Mr. James Fleming

Members Absent: Ms. Ana Nuncio

Others in Attendance: Superintendent Stephen Zrike, Mary DeLai, Jill Conrad, Liz Polay-Wettengel, Chelsea Banks, Deb Connerty, and Duncan Mayer

Call of Meeting to Order

Vice Chair Manning called the meeting to order at 7:02 p.m.

Vice Chair Manning read the new Public Participation Policy 6409 and also explained the request for Spanish interpretation for participation.

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
Mr. Cruz	Yes
Ms. Campbell	Yes
Motion carries 5-0	

Consent Agenda

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

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

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Motion carries 5-0

Public Comment

There were no public comments.

Report from the Student Representative

Duncan Mayer reported that they will be hosting a Student Forum for Health & Wellness on October 21st at 5:00 p.m. Mr. Mayer explained that there will be medical experts and wellness professionals that will be participating. He is coordinating with the principals to make sure it is advertised. Mr. Mayer also reported that there will be elections coming up for class officers and the student advisory council.

Report of the Superintendent

a. Back to School Update

Superintendent Stephen Zrike presented the plan for returning more students to school in November. He added that there will be items that he will have more details on at next week's School Committee meeting.

Dr. Zrike began with explaining that tonight's presentation will review the reopening data, including data that we have received from families, information on how things are working now, a proposal for transition to the November reopening, and the logistics and next steps to make this happen.

The Superintendent explained that our current model is remote instruction for all grades with the exception of 570 Tied 1 priority students that are in-person either in the classroom or at hub labs. Another 142 students are in partner labs such as YMCA, Boys & Girls Club, Campfire Girls, etc. In addition, Hub Connects is available outdoors to all students. Feedback so far has been that remote learning has improved from this past Spring. Chelsea Banks add that results from a parent survey that was conducted recently, shows that there was a significant increase in demand from families changing their "unsure" response to "in-person". This past summer the demand for in-person was 51% where in October it jumped to 74%. The demand is even higher for the youngest learners (PreK-3) where the summer survey showed 54% demand for in-person and in October it was 82%. Dr. Zrike explained that focus groups were held with parents, students, and educators (including teachers, paras and coaches). Dr. Zrike added that the feedback he has received from these focus groups include the flexibility for remote learning, appreciation of teacher responsiveness and acknowledging that teachers are working very hard, understanding the challenges for the youngest students but admitting that things are getting better, and also to focus on equity with understanding why some students were prioritized.

Superintendent Zrike reminded the Committee that they had approved in August the original plan, which was K-3 in person and remote for 4-12, which set conditions that if they changed, so would the plan. The plan changed on August 12th due to new data and we are continuing to watch the trends.

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Dr. Zrike's proposal is to return to the original plan with bringing back the youngest students in-person, therefore, in-person PreK-2 (possibly 3), hybrid grade 6 (possibly 9), and remote grades 4 - 5 and grades 7-12. The Superintendent went on to explain that there has been a high request for in-person and we are looking at possibly offering in-person if possible. In addition, grade 6 had a higher request for in-person than grade 7 & 8 and is considered a transition grade (from the Collins). He added that grade 9 is also a transition grade and they are exploring the option of possibly offering hybrid to them. In addition, they are exploring adding in-person options for next level of priority which would include CVTE, students at risk of dropping out and students who are overage and under credit. Logistics for this in-person PreK-2/3 proposal to work would likely include shortening the in-person day, as well as other changes. For the grade 6 hybrid, it would involve separating the students into 4 groups such as Group A: current in-person students, Group B: Mon/Tue in-person, Group C: Thurs/Fri in-person, and Group D: fully remote. Wednesday will be remote for all. The key items to consider are increased transportation costs due to limited capacity and additional cleaning and staffing challenges due to small class sizes and safety protocols.

The next steps include returning Bentley/ECC to their buildings, work out details of the class groupings, facilities, schedules and transportation, continue working with the Unions. At the School Committee meeting of October 19th, they are hoping to announce the plan for the 3rd grade, any changes to start and end times, confirm and announce the 9th grade plan and continue to work to improve the hub lab experience. As far as long term planning, they would like to examine options of in-person learning for upper elementary, establish clear windows for families that want to opt-out and plan for social connection after Thanksgiving.

Several School Committee members asked questions regarding the proposal, including clarification of the reduction in time and inquiring who will be doing the contact tracing for the district and explanation of how the cohorts would work and transportation questions. In addition, it was established that a vote for this plan would not take place until next week's meeting of October 19th.

Mayor Driscoll entered the meeting at 8:30 p.m.

Old Business

None to report.

New Business

None to report.

Finance Report

a. Budget Transfers

Mayor Driscoll requested a motion to approve the transfer for the Teaching and Learning Department in the amount of \$50,000 from salaries to instructional supplies to cover expenses

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for home learning kits for students. Mr. Fleming made the motion and it was seconded by Ms. Manning. A roll call vote was taken.

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

Motion Carries 6-0

Subcommittee Reports

Mayor Driscoll explained that the Committee of the Whole had met on October 5, 2020 to review opportunities to look at land under the jurisdiction of the school department and city owned land in close proximity to school department property for exploration of potential housing. There was a review that took place for the high school land by the Urban Land Institute, which outlined the next steps and are looking at a master plan. In addition, the property adjacent to Witchcraft Heights Elementary School we are looking at the next steps of exploration of feasibility. Mayor Driscoll added that they have agreed to move forward with exploration and will keep the School Committee informed. She added that these are very preliminary conversations.

School Committee Concerns and Resolutions

Mr. Cruz reminded the Committee that the deadline for submitting public comments for the Chapter 70 local contribution study to DESE is Friday, October 16th and encourages his colleagues to submit a comment. The School Committee secretary will forward the link to the Committee members. Mayor Driscoll requested a motion as a School Committee to submit comments to this body in order suggesting that DESE engage in a hold harmless with respect to student counts for Chapter 70 formula. Mr. Cruz made the motion and Mr. Fleming seconded. A roll call vote was taken.

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

Motion carries 6-0

Ms. Manning voiced a concern over DESE requiring MCAS this year and also a concern on the Spanish Interpretation policy. Ms. Manning is concerned about the noon deadline for the request of the interpretation and asked for clarification. Mr. Cruz responded that he agrees that the time is restrictive and is something we should revisit. Ms. Campbell also agrees and would

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like to have a conversation regarding the translation services. Mayor Driscoll suggested that the Policy Subcommittee discuss this.

Adjournment

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

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

Motion carries 6-0

Meeting adjourned at 8:56 p.m.

Respectfully submitted by,

Nancy A. Weiss

Executive Assistant to the School Committee
& the Superintendent

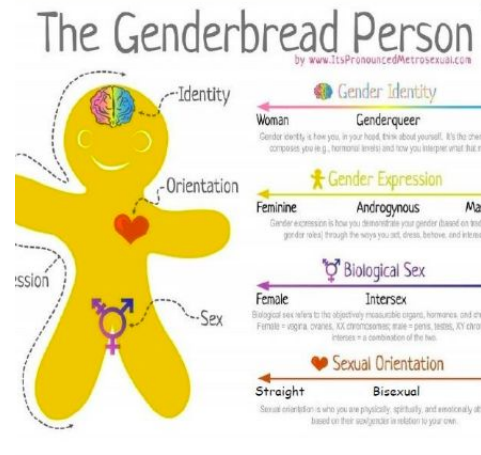
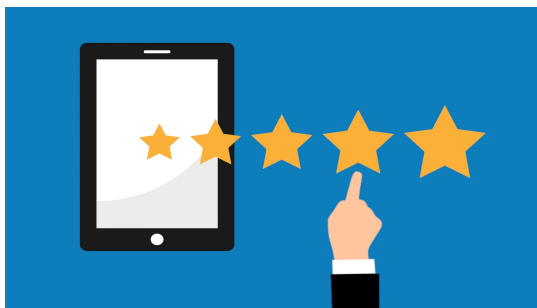
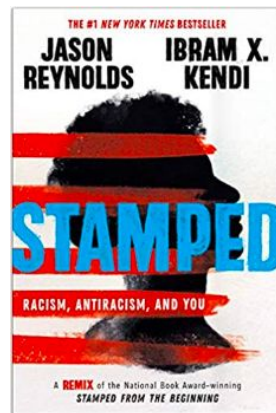


Equity Matters

Salem School Committee Meeting
10/19/20

Equity work across the district

- PD across schools and
- Anti-racist book groups
- Social studies curriculum revision
- Gender inclusivity/awareness group
- Affinity groups for staff of color
- Developing our Cultural Curiosity PD
- Equity reviews



Equity Reviews

- Grassroots group of individuals from across the district
- Conduct Equity Reviews across district
- Reviews include
 - observations; staff focus group; student focus group
- Participation has grown from 6 to 40
- Review teams included SPS staff, community partners and a high school student



“A Talk to Teachers” by James Baldwin

“Let’s begin by saying that we are living through a very dangerous time. Everyone in this room is in one way or another aware of that. We are in a revolutionary situation, no matter how unpopular that word has become in this country. The society in which we live is desperately menaced, not by Khrushchev, but from within. To any citizen of this country who figures himself as responsible – and particularly those of you who deal with the minds and hearts of young people – must be prepared to “go for broke.” Or to put it another way, you must understand that in the attempt to correct so many generations of bad faith and cruelty, when it is operating not only in the classroom but in society, you will meet the most fantastic, the most brutal, and the most determined resistance. There is no point in pretending that this won’t happen.”



This is a moral imperative

Jonathan Price, 31 years young
Lost to the world: October 2nd, 2020



"Price's family has said **he had intervened Saturday night in a fight** between a man and a woman at a gas station before the shooting."



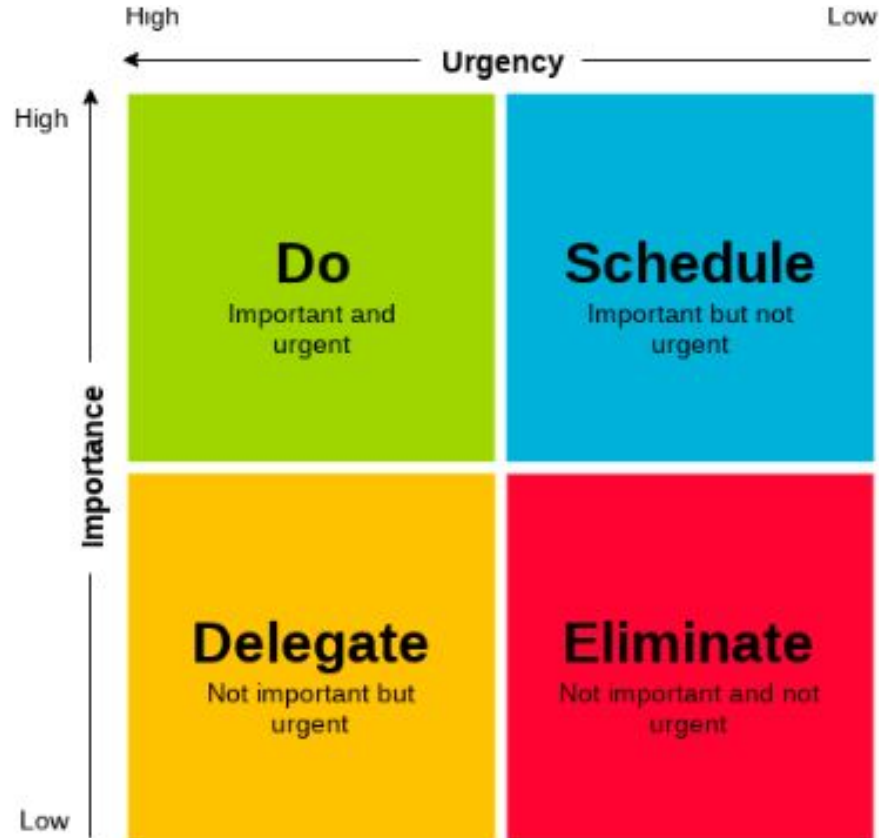
Brooklyn Deshuna, 20 years young
Lost to the world: October 9th, 2020
"Sadly, 2020 has already seen **at least 33 transgender or gender non-conforming people fatally shot or killed by other violent means, the majority of which were Black and Latinx transgender women.**"

Racism hurts all of us.



Racism holds us back as a society.

Eisenhower Matrix



ABCD's of Equity

Academics (Instructional Priorities)

All students have strong academic preparation, capitalizing on and connecting to students of all backgrounds, with high levels of knowledge and skills.

Belonging (Engagement)

All students have a strong sense and appreciation of their own culture and heritage, as well as of those of their diverse classmates.



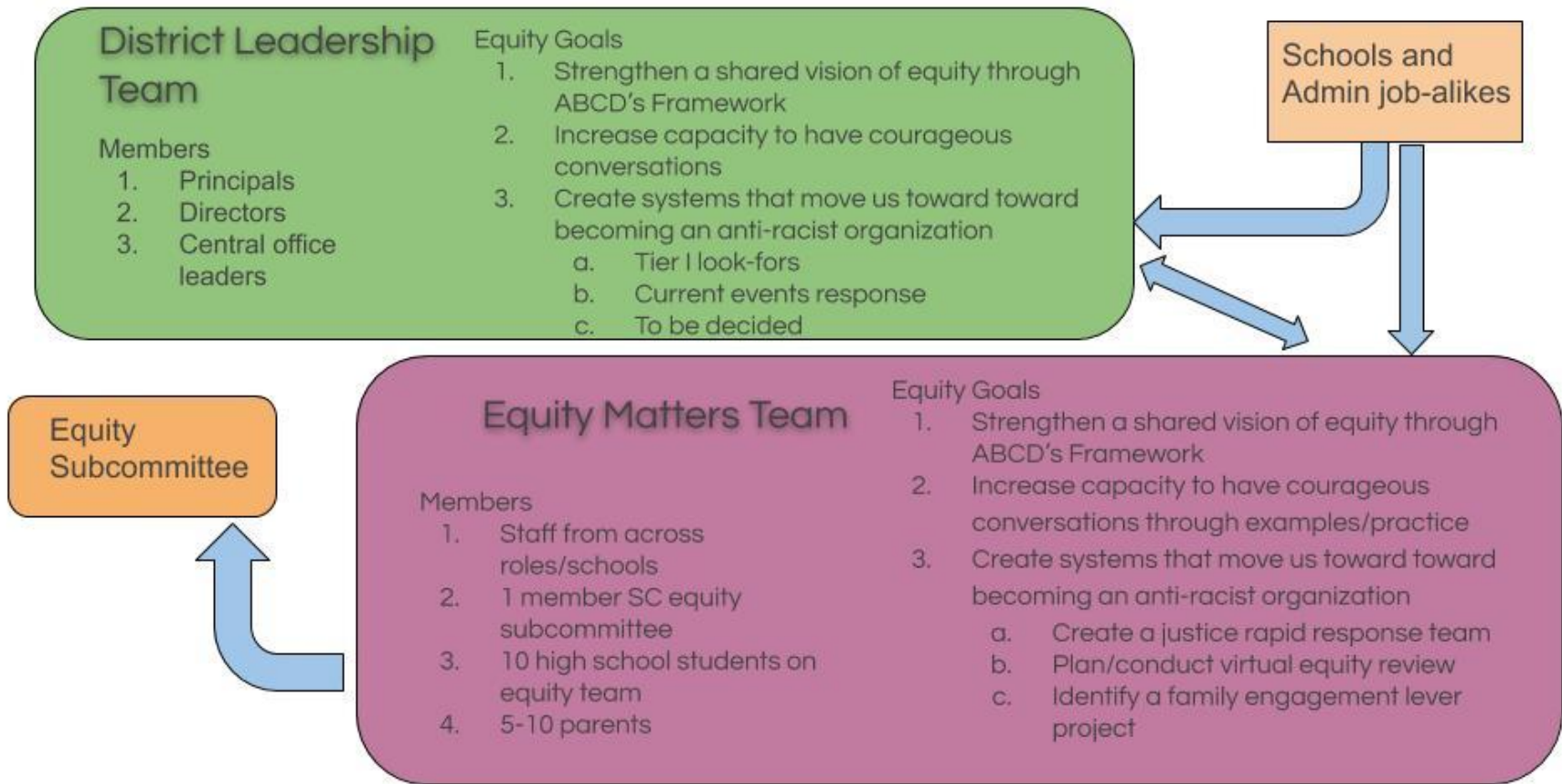
Commitment to dismantling racism/oppression (Becoming an Anti-racist organization)

All students understand the role that institutional racism and other forms of oppression play in our society and have the skills, vision, and courage to dismantle them.

Diversity (Social Emotional Supports)

All students appreciate and value different perspectives, thoughts, and people and have friendships and collaborative working relationships with students and adults from different racial and economic backgrounds

Equity Structures within SPS 2020-2021



From: Krystyna Hincman <khincman@cellsignal.com>
Date: Thursday, September 24, 2020 at 4:46 PM
To: "Dr. Stephen Zrike" <szrike@salemk12.org>
Cc: Taylor MacDonald <taylor.macdonald@cellsignal.com>, Susan Faria-Smith <SFaria-Smith@salemk12.org>, Danielle Marquis <DMarquis@salemk12.org>, Kate Carbone <KCarbone@salemk12.org>
Subject: CST to support Salem School District with a donation of \$30K to support Science Programs in 2020

Dear Dr. Zrike,

At Cell Signaling Technology (CST) we believe in the power of science to help us meet some of the big challenges ahead. Science is our passion, and our mission is to find answers to critical questions about disease that have the potential to raise the quality of life for everyone. As we go about our business and try to achieve these important goals, we cannot ignore the important link we have with each other, our local communities, and the planet as a whole. As good corporate citizens, we are able to promote economic growth while also maintaining the highest standards of social and environmental responsibility.

Being rooted in science ourselves CST knows there is great value in exposing our youth to science early on. We believe that education in science has the potential to spark interest and seed curiosity in young minds, making it critical to the future of sustained scientific discovery. Many of us in the life sciences industry can look back to a certain mentor or experience that steered the course of our education and re-shaped our understanding of the world during our formative years.

In past years we have supported local schools through our Volunteer Program, Science Scholarship Program, Internship Program, tours of our Facilities, and Education in Science Grant Programs. Many of your amazing teachers have submitted and been awarded grants from CST in the past. This year our Education in Science Committee, CSR, and Leadership Committee did not want to put an extra burden of writing grants for funding. We know that Salem has a large student population and extra funding could make a great impact.

I am so pleased to let the Salem School District know that CST would like to award **\$30K in funding to help support Science Programs** and other essential supplies/projects you might need to help navigate this unusual year. This funding is intended to help support teachers and students make the most out of this unprecedented situation and it can be used at any grade level: elementary through high school.

What we would ask of you is that you let us know how this funding was used - and provide a glimpse into its impact by next Spring. We would love to be able to discuss your projects before the next grant cycle that would be next May (2021).

If you would let us know that correct address and contact person to send this award to we will process this as soon as possible. Thank you for all that you do to help inspire our next generation! We are so proud of the hard work and dedication of all your teachers and staff.

Sincerely,
Krystyna Hincman

cc: Taylor MacDonald, Production Research Associate, and Education in Science Committee Chairperson

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"The best way to find yourself is to lose yourself in the service of others." Mahatma Gandhi

Krystyna Hincman
Director of Corporate Social Responsibility

Cell Signaling Technology | 3 Trask Lane | Danvers, MA 01923
email khincman@cellsignal.com | office [978-867-2426](tel:978-867-2426) | webpage <http://www.cellsignal.com>