

**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”

November 12, 2020

**REGULAR SCHOOL COMMITTEE MEETING ON November 16, 2020**

Notice is hereby given that the Salem School Committee will hold a **Regular School Committee meeting on Monday, November 16, 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/98501046736?pwd=aVBDOEcyZ3h5UHNCQWhkd3owK1ZoUT09>

**Passcode: 868245**

**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/cjRvALzRknxNLCQE7>.

**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/qMstWWSWDJnALpkeA>. 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 Nancy Weiss at [nweiss@salemk12.org](mailto:nweiss@salemk12.org) or 617-285-7567 with any questions or to report any technical difficulties you experience.

**II. Approval of Agenda**

**III. Approval of Consent Agenda**

- a. Minutes of the Regular School Committee meeting on November 2, 2020
- b. Approval of Warrants: 11/5/2020 in the amount of \$651,257.80 and 11/12/2020 in the amount of \$230,551.18

**IV. Public Comment**

Please see above for instructions on participating in public comment.

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

**VI. Superintendent's Report**

- a. Dual Language Program
- b. 2020-2021 Enrollment Report
- c. Update on Returning Students to School

**VII. Action Items: Old Business**

**VIII. Action Items: New Business**

- a. Vote on designation of fully remote instruction on snow days to meet DESE's time on learning requirements
- b. Resolution for suspension of MCAS for 2020-2021 school year

**IX. Finance Report**

- a. Budget Transfers

**X. Subcommittee Reports**

**XI. School Committee Concerns and Resolutions**

**XII. 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”

Noviembre 12, 2020

**REUNIÓN ORDINARIA DEL COMITÉ ESCOLAR EN noviembre 16, 2020**

Por la presente se notifica que el Comité Escolar de Salem realizará una **Reunión Ordinaria del Comité Escolar el lunes, 16 de noviembre, 2020 a las 7:00 p.m.** Esta es una reunión en línea por Zoom.

**Enlace en Zoom:** Por favor presione el siguiente enlace para unirse a la reunión en la red:  
<https://zoom.us/j/98501046736?pwd=aVBDOEcyZ3h5UHNCOWhkd3owK1ZoUT09>

**Contraseña: 868245**

**I. Llamado de la Reunión al Orden**

**a. Resumen de la Política de Participación Pública (Política de SC #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 al español está disponible para cualquier persona que la necesite.

**b. Solicitud de Interpretación al 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 al Español): <https://forms.gle/cjRvALzRknxNLCQE7>.

**c. Instrucciones para Participar en 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/qMstWWSWDJnALpkeA>. 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 Nancy Weiss en [nweiss@salemk12.org](mailto:nweiss@salemk12.org) o en el 617-285-7567 si tiene preguntas o para reportar cualquier dificultad técnica que experimente.

**II. Aprobación de la Agenda**

**III. Aprobación de Agenda Acordada**

- a. Minutas de la Reunión Ordinaria del Comité Escolar del 2 de noviembre, 2020
- b. Aprobación de Garantías: 11/5/2020 por la cantidad de \$651,257.80 y 11/12/2020 por la cantidad de \$230,551.18

**IV. Comentario Público**

Por favor ver las instrucciones previas para participar en los comentarios públicos.

***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 Representante Estudiantil – Duncan Mayer**
- VI. Reporte del Superintendente**
  - a. Programa de Lenguaje Dual
  - b. Reporte de Inscripción 2020-2021
  - c. Actualización sobre el Retorno de los Estudiantes a las Escuelas
- VII. Elementos de Acción: Asuntos Antiguos**
- VIII. Elementos de Acción: Asuntos Nuevos**
  - a. Votación sobre la designación de días de nieve como días de aprendizaje completamente remoto para cumplir con los requisitos de tiempo de aprendizaje de DESE
  - b. Resolución para la suspensión de los MCAS por el año escolar 2020-2021
- IX. Reporte Financiero**
  - a. Transferencias Presupuestarias
- X. Reportes de Sub-commités**
- XI. Preocupaciones y Resoluciones del Comité Escolar**
- XII. Aplazamiento**

Respetuosamente sometido por,

*Nancy A. Weiss*

Asistente Ejecutiva ante 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.”*

# DRAFT

## Salem Public Schools Salem School Committee Meeting Minutes November 2, 2020

On November 2, 2020 the Salem School Committee held its regular School Committee meeting at 7:00 PM using the Zoom platform.

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

**Members Absent:** None

**Others in Attendance:** Superintendent Stephen Zrike, Assistant Superintendent Kate Carbone, Ms. Mary DeLai, Dr. Jill Conrad, Ms. Liz Polay-Wettengel, Ms. Chelsea Banks, Mr. Duncan Mayer, Dr. Samantha Meier, Ms. Jennifer Winsor, Ms. Kim McFarlane, Ms. Karyn King Fargo, Mr. Ryan Monks

### Call of Meeting to Order

Mayor Driscoll called the meeting to order at 7:03 p.m. Mayor Driscoll read the new Public Participation Policy 6409 and also explained the request for Spanish interpretation for participation.

### Approval of Agenda

Mayor Driscoll requested a motion to approve the Regular Agenda. Mr. Fleming motioned and Ms. Nuncio seconded. The Mayor called a roll call vote.

|                |     |
|----------------|-----|
| 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

### Approval of Consent Agenda

Mayor Driscoll requested a motion to approve the Consent Agenda. Mr. Fleming motioned and Ms. Nuncio seconded. The Mayor called a roll call vote.

|             |     |
|-------------|-----|
| Ms. Manning | Yes |
| Mr. Fleming | Yes |

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|                |     |
|----------------|-----|
| Dr. Pangallo   | Yes |
| Ms. Nuncio     | Yes |
| Mr. Cruz       | Yes |
| Ms. Campbell   | Yes |
| Mayor Driscoll | Yes |

Motion carries 7-0

### **Public Comment**

There were no public comments.

### **Report from the Student Representative**

Duncan Mayer reported that the Student Forum for Health & Wellness on October 21st went well and was very successful and the health professionals that participated were very informative.

### **Report of the Superintendent**

Dr. Zrike announced that he would like to honor several students for their academic excellence.

#### a. MASS Superintendent's Award of Academic Excellence

The first set of awards he presented was the MASS Superintendent's Award of Academic Excellence, which is presented annually. Dr. Zrike introduced the two recipients, Duncan Mayer, a senior at Salem High School and Aniyah Akasha Mimms, a senior at New Liberty Innovation School. Dr. Samantha Meier (SHS Principal) and Ms. Jen Winsor (NLIS Principal), both spoke not only of their academic accomplishments, but of the leadership roles they have both assumed in their schools.

#### b. National Merit Letter of Commendation

Dr. Zrike next introduced the three recipients of the National Merit Letter of Commendation, Duncan Mayer, Dwight Mayer and Christin Napierkowski. Dr. Zrike explained that these students showed exceptional academic promise and placed in the top 50,000 scorers of more than 1.5 million students who entered the competition.

#### c. CTE Presentation

Dr. Zrike introduced Dr. Samantha Meier, Principal of Salem High School, Kim McFarlane, CTE Director, and Karyn King Fargo, Internship Coordinator, who gave a presentation to the Committee regarding the Career Technical Education Program.

Dr. Meier stated that this presentation would give an overview of how the CTE Program fits into the SHS model. She explained that foundational to all of their work and to their core values is equity and access for all. Therefore the CTE Program is part of their high quality instruction and follows two different pieces of work, Discovery Pathways and Work-Based Learning. She added that 90% of the students in the CTE Program graduate with both a diploma and discovery pathways endorsement. The CTE Programs at SHS include; Automotive Technology, Building Property and Maintenance, Carpentry, Culinary Arts, Early Education & Care, Electricity, and

## DRAFT

Medical Assisting and soon will also offer Programming & Web Development. Ms. McFarlane was then introduced and gave a brief overview of each of the programs, including any hours/credits they earned towards their license and certification.

Dr. Meier explained the CTE After Dark program. She stated that this is a Chapter 74 partnership with Essex Tech. The students that opt in for this receive their core academics at SHS and then go to Essex Tech for their 900+ hours of C74 instruction at the technical school. This partnership also extends to students at Salem Prep and New Liberty.

Ms. McFarlane announced that FY19 they received \$218,000 in Capital Grant money, that was used to purchase equipment and to pay for installation costs for Medical Assisting and Culinary Arts Programs. For FY20 we have received \$100,000 that will go towards opening Programming & Web Development Program at Salem High School. Ms. McFarlane also gave data on enrollment and graduation rates.

Ms. King Fargo explained the Coop and Internship Programs. She added that for 2018-2019 there were a total of 19 students participating and for 2019-March, 2020 there were a total of 33. In addition, there were 47 non-CTE internship students. The fall semester of 2020 there are a total of 37 students participating virtually.

Dr. Meier ended the presentation with an invitation for the School Committee to attend a tour of the CTE Program spaces on Friday, November 2nd.

Mr. Cruz asked questions regarding when the Black Cat Cafe would be reopened and also clarification on the Equity Leaders Internship Program. Ms. McFarland responded that the construction has been taking longer than expected and they hope to be reopened by December and the Equity Leaders will be paid a stipend from the Barr Foundation for participating in the internship. Ms. Nuncio asked if the Web Development Program would be in partnership with North Shore Community College and Ms. McFarlane responded that they are in the process of finalizing that, but a good chance that they will. Additional questions were asked from the Committee.

#### d. Salem Returns November Plan Follow-Up Presentation

Dr. Zrike announced that Chelsea Banks will be staying with SPS as a COVID Response Fellow thanks to the Barr Foundation's grant.

The Superintendent began his presentation with an update of new data and explained details for the reopening plan. Dr. Zrike highlighted SHS student artwork celebrating STEM week, SMS key conversations with famous SPS alumni regarding growing up with a diverse background in Salem, Bentley Core Values, where students celebrated Hispanic Heritage Month, and Hub Connects that continues to be positive and engaging to students at schools across the district.

Dr. Zrike next reported that there have been a few positive COVID cases in the schools in the past 10 days. Some proactive steps that have been taken with the City of Salem board of health

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has been, free voluntary on-site testing for all staff this week, the city has extended testing at their 2 locations through 12/31. Also, Chelsea Banks explained that a SPS dashboard has been set up on our district website to track COVID cases. Although we are seeing an increase in cases in the city, we still remain in the yellow category. She also explained the comparison of family demand data and stated that although some schools' data remain steady, a few did see a slight increase in demand for remote learning (K-2, 6 & 9). Several Committee members asked questions for clarification on several items including the spread of COVID in the schools.

### **Old Business**

None to report.

### **New Business**

None to report.

### **Finance Report**

#### a. Budget Transfers

Mayor Driscoll requested a motion to approve the transfer in the amount of \$15,000 for Bentley Elementary School's request from contracted services to stipends and instructional supplies. Ms. Manning made the motion and it was seconded by Mr. Fleming. 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

### **Subcommittee Reports**

Mayor Driscoll asked if there were any Subcommittees that have met and would like to report.

Ms. Campbell announced that the Equity & Inclusion Subcommittee met last week and discussed the team presentation that was made to the full Committee. We also plan to review some policies and district data. Also, Ms. Campbell has met with the LGBTQ Plus Action Committee and has determined from that meeting that there are several items that we would need to refer to the respective sub committee. Ms. Campbell made a motion that the Policy Subcommittee look at training for School Committee members on language inclusivity and gender awareness. Seconded by Dr. Pangallo. A roll call vote was taken.

|              |     |
|--------------|-----|
| Ms. Manning  | Yes |
| Mr. Fleming  | Yes |
| Dr. Pangallo | Yes |



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

Ms. Campbell also referred the Dress Code Policy to the Policy Subcommittee to review the policy in the school handbook.

Ms. Campbell has referred to the Equity & Inclusive Subcommittee to review the gender inclusive language and audit the language. In addition, an updated 4th and 5th grade puberty curriculum to be reviewed.

Mr. Fleming announced that the Building & Grounds Subcommittee met and considered the following items, the need for additional custodial support for the high school during COVID period, and update on the Bentley control project, update on the capital planning and prior year fund balance. No action was taken on any of these items at this time.

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

Ms. Manning wanted to congratulate Duncan on the successful Health Forum.

Dr. Pangallo suggested having another meeting before the reopening on November 16th, just to reassess the numbers to be sure it is safe for students and staff to return. Mayor Driscoll said she would work with Dr. Zrike and schedule a meeting if they feel it is necessary. Ms. Campbell noted that the updated DESE map is now released on Thursday afternoons.

### **Adjournment**

Mayor Driscoll requested a motion to adjourn. Mr. Cruz motioned and Mr. Fleming 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. Meeting adjourned at 9:17 p.m.

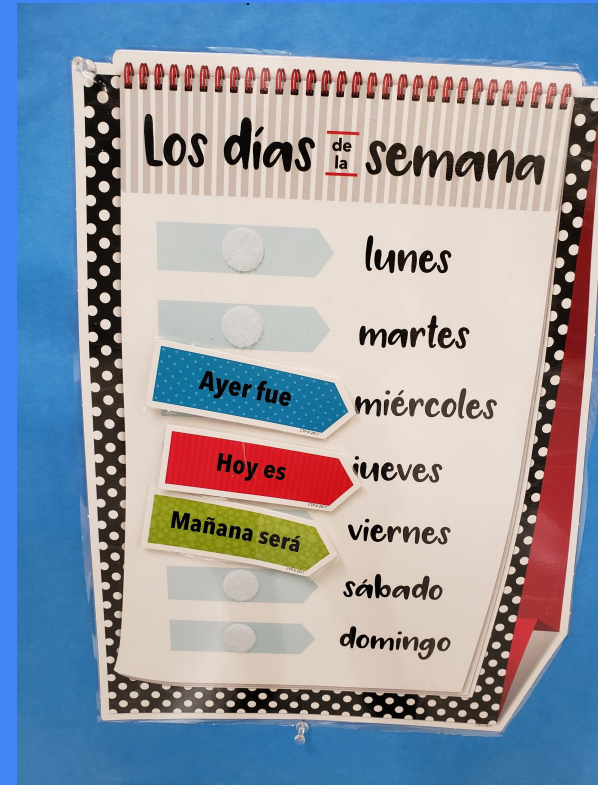
Respectfully submitted by,

*Nancy A. Weiss*

Executive Assistant to the School Committee & Superintendent

# Dual Language Launch

Salem School Committee, November 15, 2020



# Summer Work and Enrollment Update

## Summer Learning

- Spanish Literacy
- Cross Linguistic Connections
- Assessment Literacy and Differentiation
- Center for Applied Linguistics: Spanish Literacy Development
- Curriculum Writing

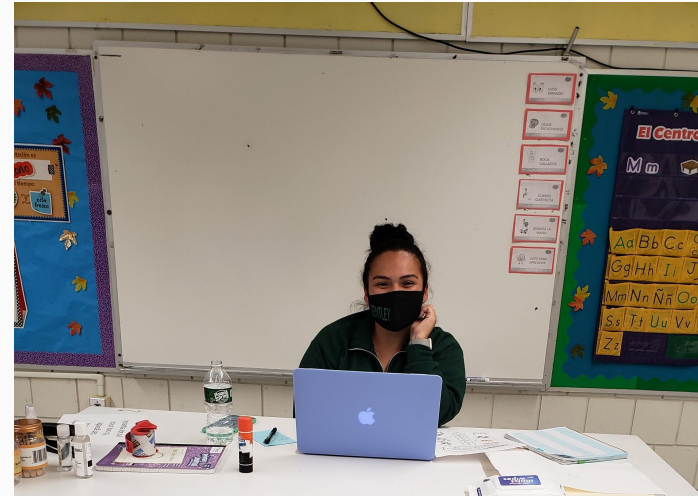


# Start to School and Updates

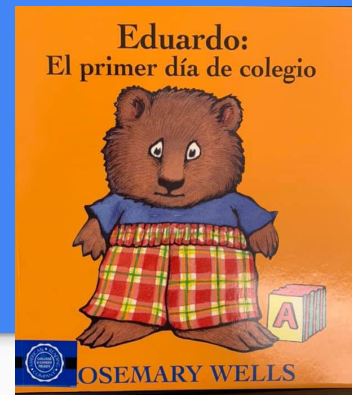
- 19 in-person learners and 16 remote
- English Language Development via Zoom

Now

- 29 in person and 6 remote



# Sneak Peek into Spanish Literacy Learning



# Ongoing Collaboration and Growth

- Weekly Professional Learning Community (PLC)
- EL Coach Support
- Math Coach
- Ongoing coaching from Dual Language expert
- Recohorting Students
- Continue Lynn P.S. partnership



# Dual Language and Bentley Community



- Bilingual Morning Announcements
- Elevating language learning for all
- Unified uniforms: Spanish tagline
- Bilingual Family Meetings



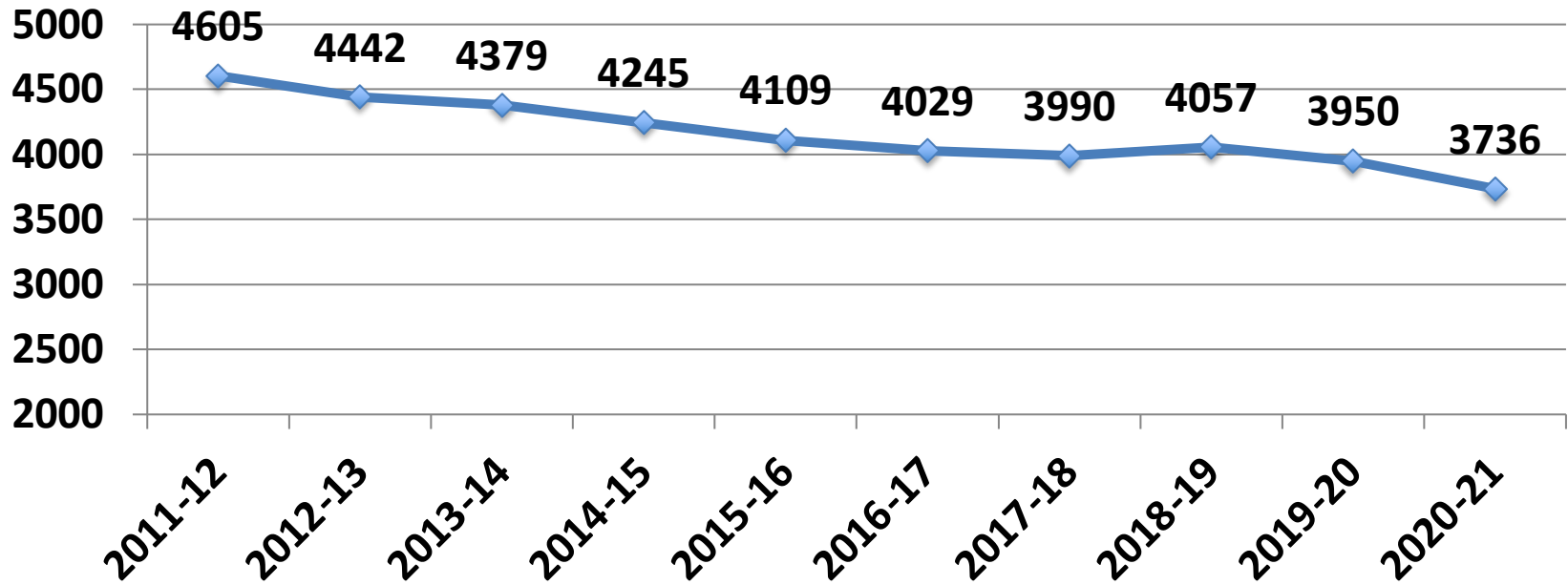
# 2020-21 Enrollment Report

**Salem Public Schools  
School Committee Meeting  
November 16, 2020**



# Total Enrollment, 2011-2020

SPS Enrollment, 2011 to 2020

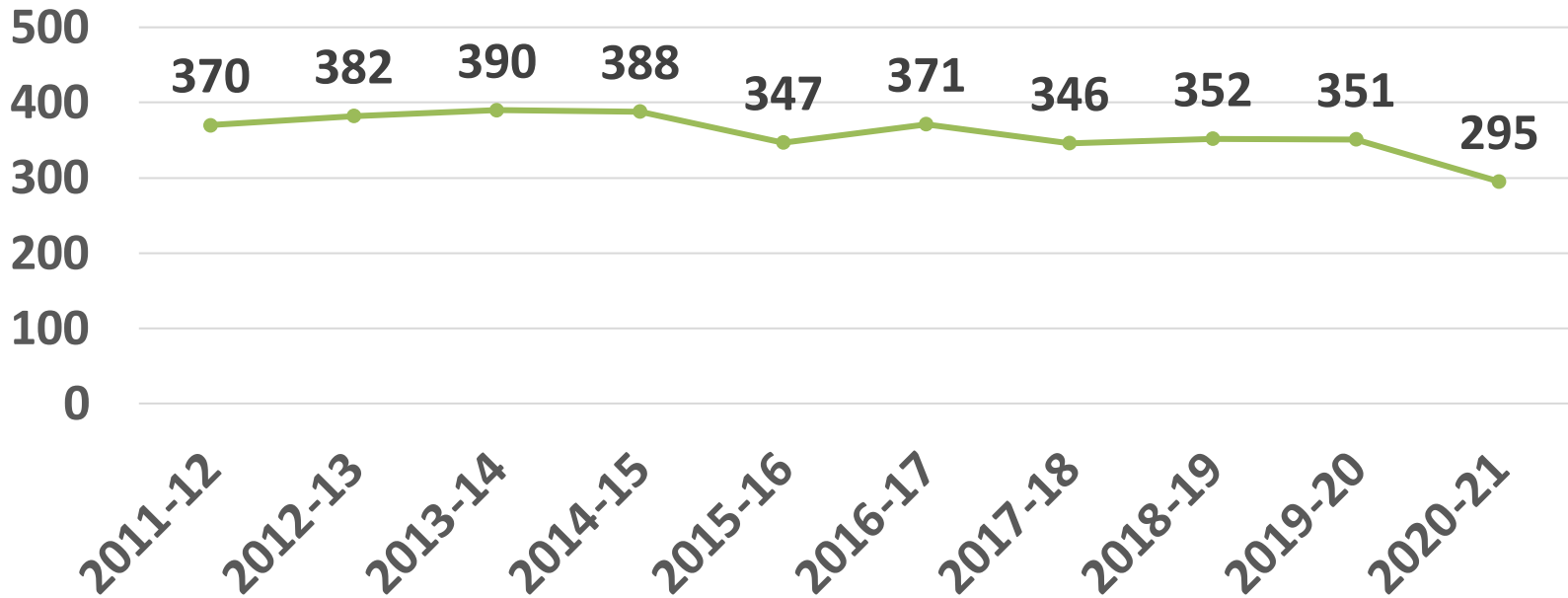


- 214 fewer students enrolled compared to last year

*Based on annual Oct 1 count*

# Kindergarten Enrollment, 2011 to 2020

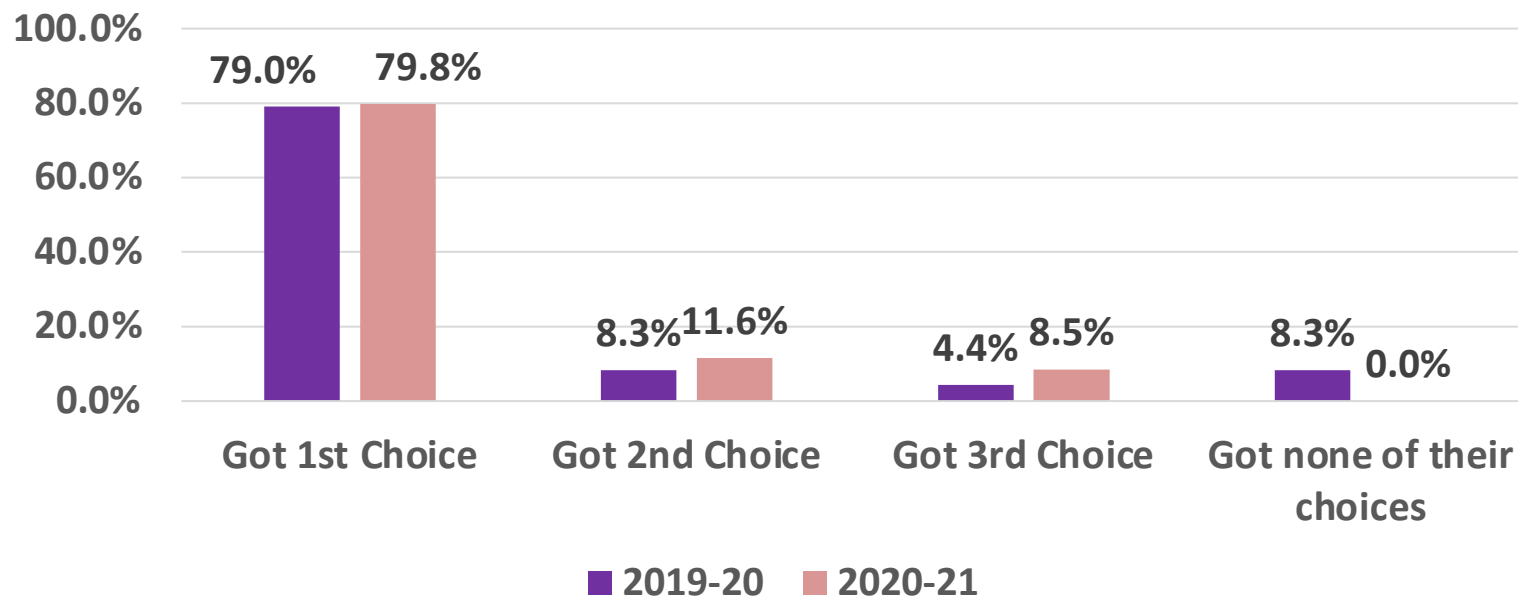
## Kindergarten Enrollment in Salem, 2011 to 2020



- **56 fewer Kindergartners enrolled this year**

# K Assignments by Choice

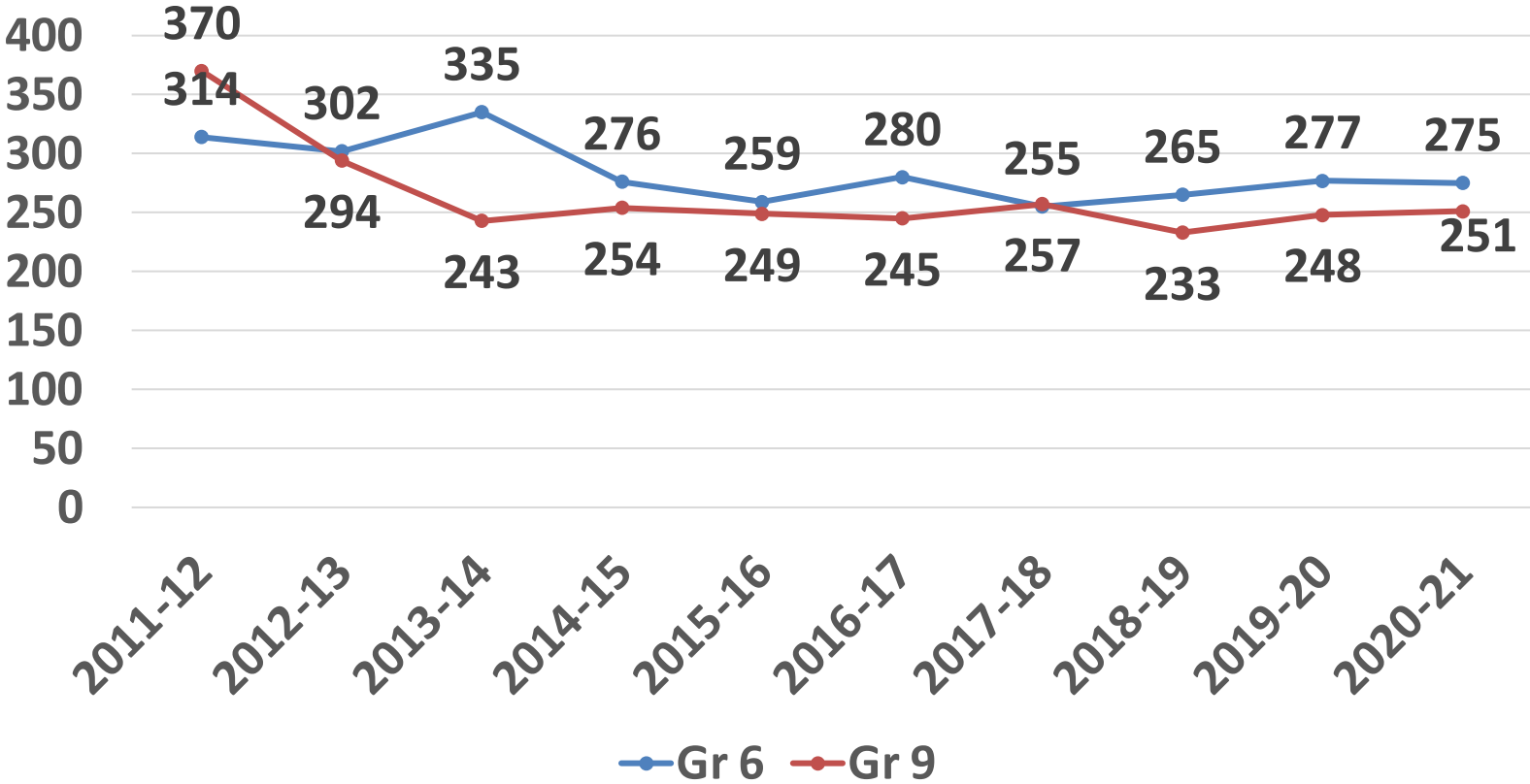
## Kindergarten Choices 2019 v 2020



- Close to 80% of Kindergarteners got their 1<sup>st</sup> choice of school this year. All applicants got one of their three choices.
- A total of 54 Kindergarten applicants opted into the new Dual Language Program at the Bentley Academy Innovation School. Approximately 72% of them enrolled in the program

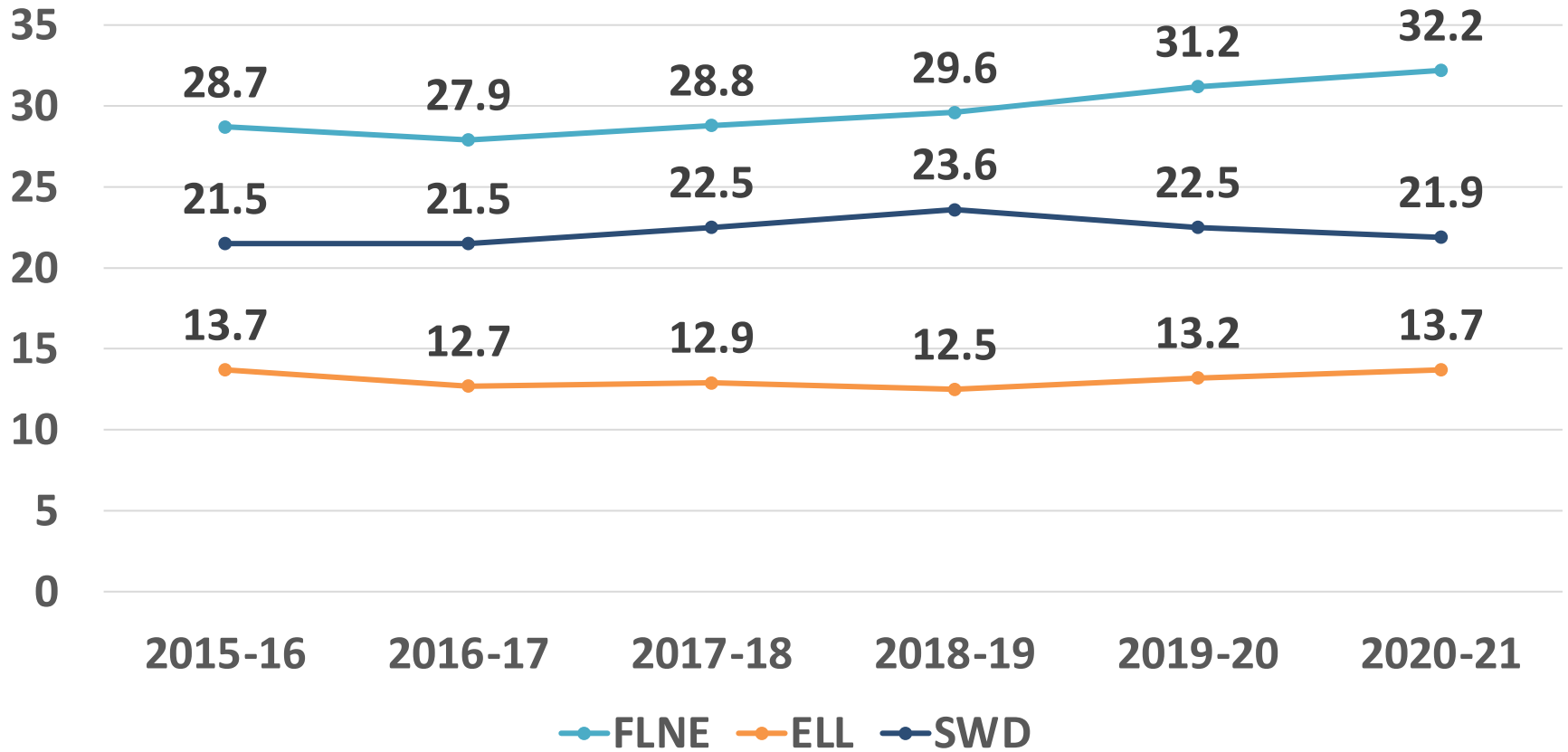
# Gr 6 and Gr 9 Enrollment, 2011 to 2020

Grade 6 and 9 Enrollment, 2011 to 2020



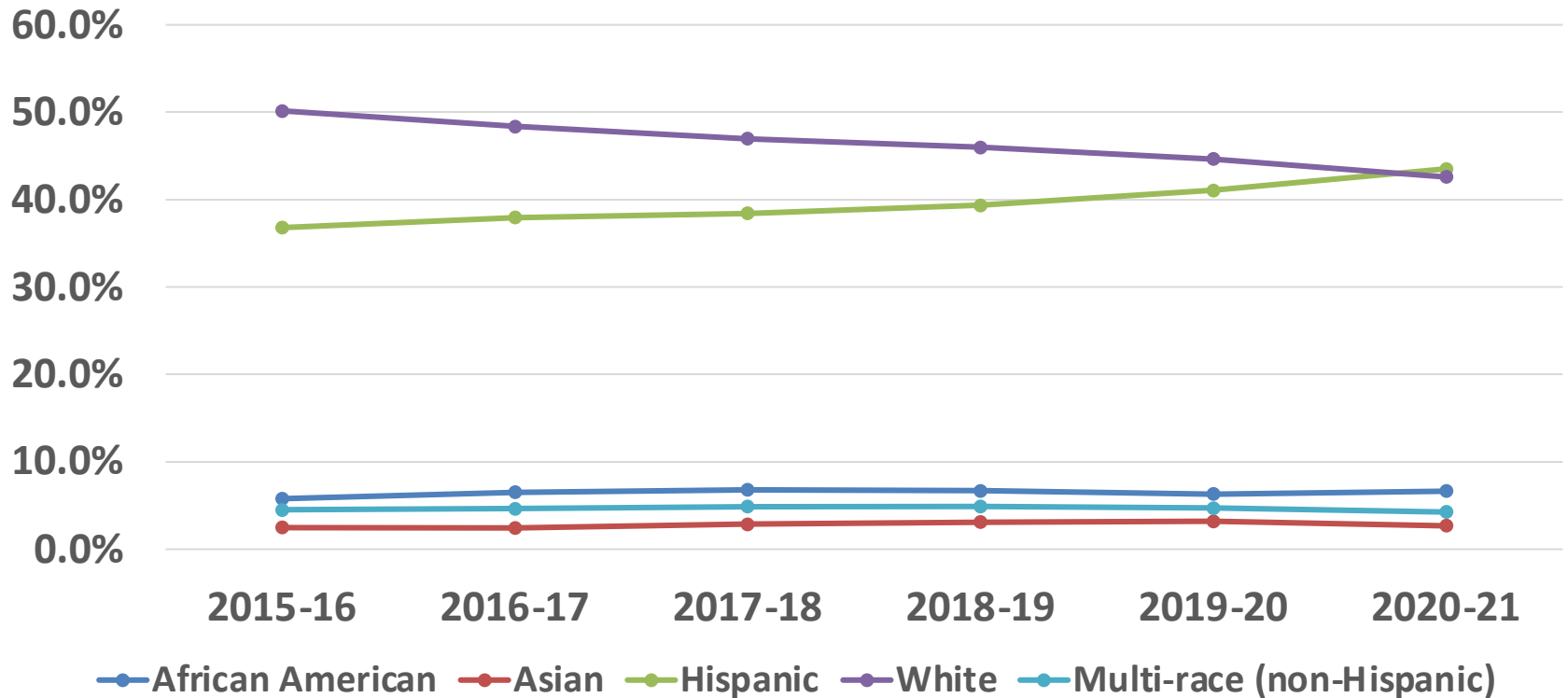
# SPS Enrollment by Subgroup

Subgroups in SPS, 2015 to 2020



# SPS Enrollment by Race & Ethnicity

## SPS Race and Ethnicity, 2015 to 2020



**Our students come from diverse racial and ethnic backgrounds.**

# Our Students and Families Speak Many Different Languages

**1<sup>st</sup> language = native language**

**Home Language = the language spoken at home**

**Guardian Notif Lang = preferred school notifications language**



| Language         | % First Language | % Home Language | % Guardian Notif Lang |
|------------------|------------------|-----------------|-----------------------|
| English          | 68.7%            | 70.6%           | 79.0%                 |
| Spanish          | 25.7%            | 13.6%           | 19.1%                 |
| Portuguese       | 2.5%             | 1.2%            | 1.7%                  |
| Albanian         | 0.9%             | 0.3%            | 0.3%                  |
| Arabic           | 0.6%             | 0.2%            | 0.3%                  |
| Creole (Haitian) | 0.4%             | 0.1%            | 0.1%                  |
| Russian          | 0.4%             | 0.1%            | 0.1%                  |
| Tagalog          | 0.4%             | 0.1%            | 0.0%                  |
| Vietnamese       | 0.2%             | 0.1%            | 0.1%                  |
| French           | 0.2%             | 0.0%            | 0.0%                  |

# And come from many different countries

|                    |       |
|--------------------|-------|
| United States      | 88.7% |
| Dominican Republic | 6.4%  |
| (blank)            | 2.7%  |
| Brazil             | 0.9%  |
| Guatemala          | 0.5%  |
| Albania            | 0.2%  |
| Honduras           | 0.2%  |
| Bangladesh         | 0.2%  |
| El Salvador        | 0.2%  |
| Haiti              | 0.2%  |
| Morocco            | 0.2%  |
| Nigeria            | 0.2%  |
| Colombia           | 0.1%  |
| India              | 0.1%  |
| Iraq               | 0.1%  |
| Kenya              | 0.1%  |
| Philippines        | 0.1%  |
| Russian Federation | 0.1%  |
| Australia          | 0.1%  |
| Cambodia           | 0.1%  |
| Germany            | 0.1%  |

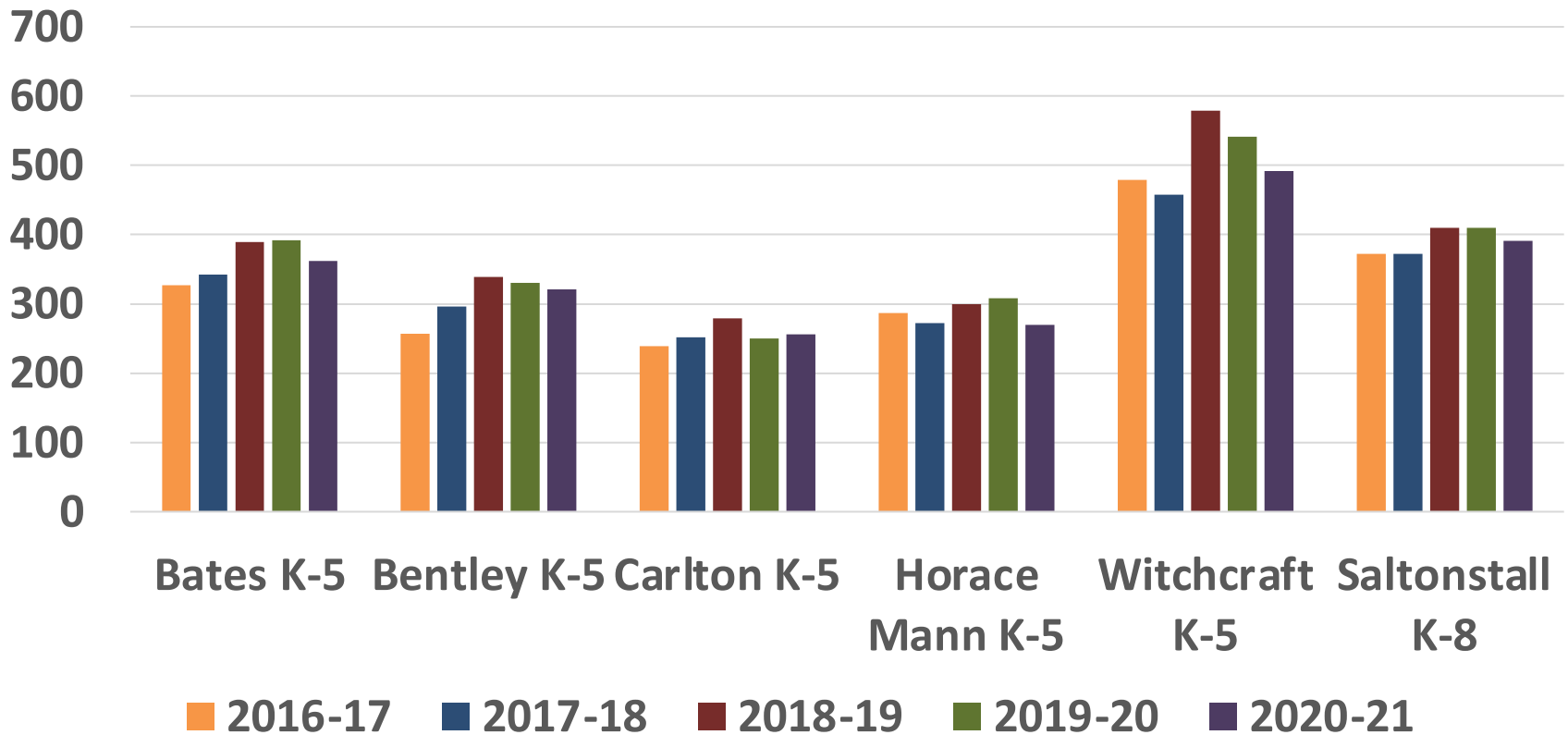


|                        |      |
|------------------------|------|
| Jamaica                | 0.1% |
| Libyan Arab Jamahiriya | 0.1% |
| Mexico                 | 0.1% |
| Portugal               | 0.1% |
| United Arab Emirates   | 0.1% |
| Viet Nam               | 0.1% |
| Algeria                | 0.0% |
| Antigua and Barbuda    | 0.0% |
| Cameroon               | 0.0% |
| Egypt                  | 0.0% |
| Greece                 | 0.0% |
| Guinea                 | 0.0% |
| Ireland                | 0.0% |
| Italy                  | 0.0% |
| Jordan                 | 0.0% |
| Korea-Democratic       | 0.0% |
| Pakistan               | 0.0% |
| Sierra Leone           | 0.0% |
| Spain                  | 0.0% |
| Tunisia                | 0.0% |
| United Kingdom         | 0.0% |



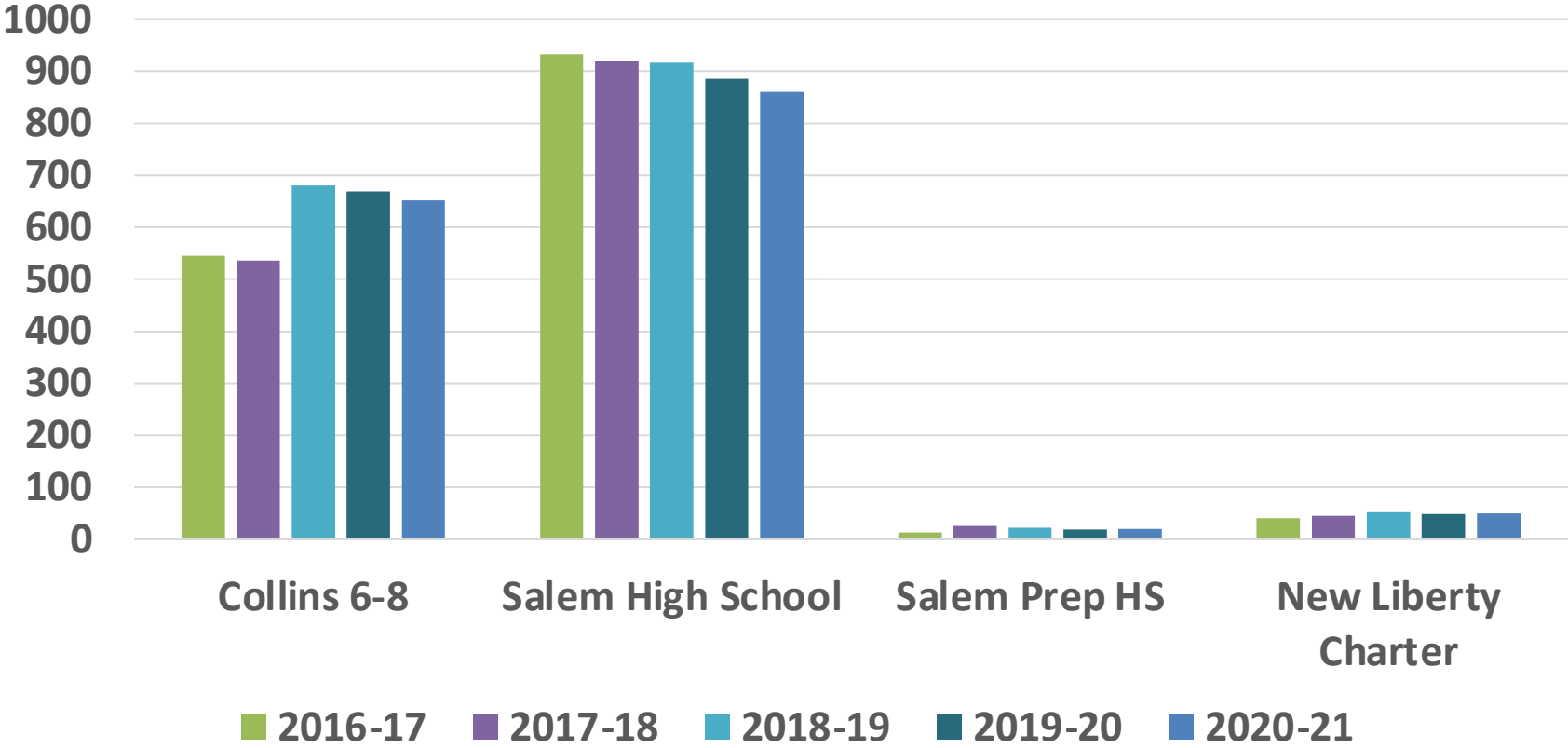
# K-5 & K-8 School Enrollment

K-5 and K-8 School Enrollment, 2016-2020



# Middle and High School Enrollment

## Middle and High School Enrollment, 2016-2020



# Kindergarten Registration

- **Kindergarten Info & Expo Night: TBD in mid-January**
- **Registrations begin mid January**
- **Key deadlines to remember:**
  - Batch 1: March 1<sup>st</sup> (assigned by May 1)
    - Sibling priority – apply by February 20th
  - Batch 2: June 15<sup>th</sup> (assigned by July 1)
  - Rolling applications after this
  - August 15<sup>th</sup> (3<sup>rd</sup> lottery for dual language program)

# Enrollment Targets for 2021-22

## Student Registration

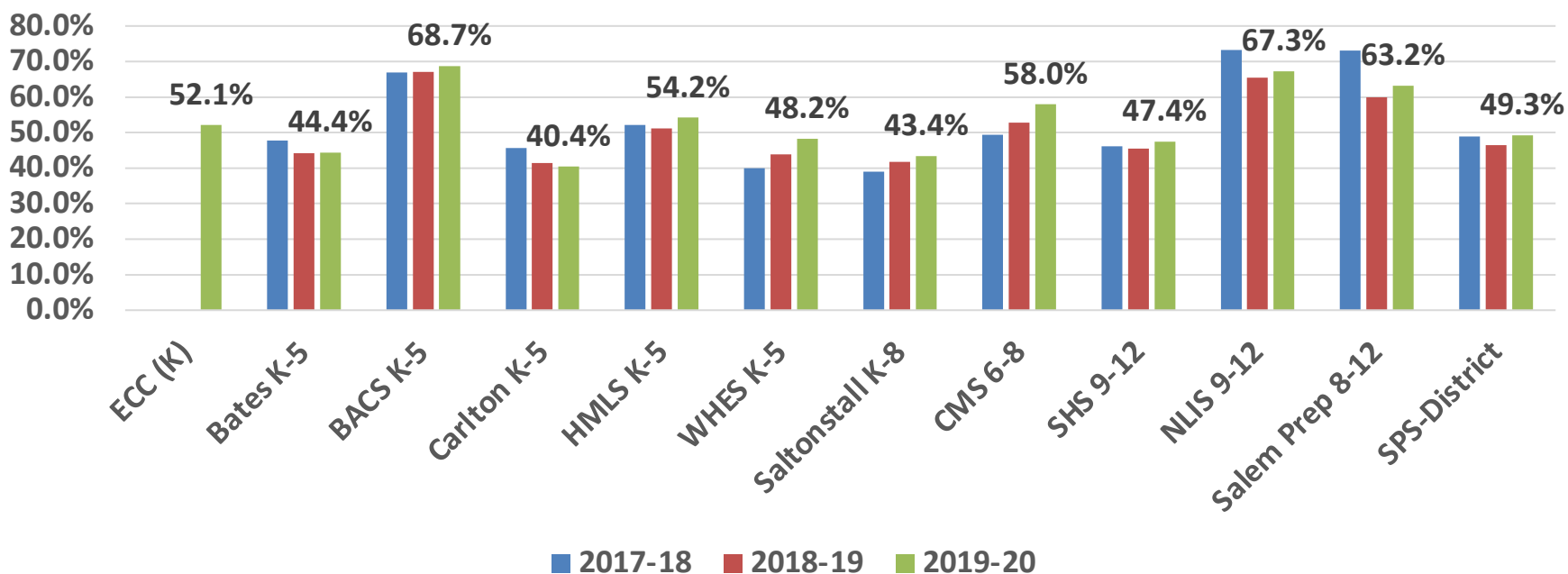
- **Targets to be set by Supt. in Jan 2021**
- **Based on DESE published % economically disadvantaged**
- **Goal is to have enrollment balance in all schools**
  - Targets can be “weighted,” if needed, in attempt to achieve the balance

# Economic Status, 2015-2019

The student assignment policy bases enrollment targets on the district-wide average of students who are economically disadvantaged (EcoDis)

The % of students who are “EcoDis” is determined by DESE each year. This data is not yet published for 2020-21.

% Economically Disadvantaged by School, Oct 2017 to Oct 2019



# Questions & Discussion?



**Memo:**

To: Salem School Committee

From: Mary C. DeLai

Date: November 12, 2020

Re: FY21 Budget Transfer Request 7

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The Saltonstall School requests the following transfer from contracted services to instructional supplies. The transferred funds will be used to purchase individual sets of math manipulatives and materials for students.

| Account Description/Use | Account Number | Amount From | Amount To |
|-------------------------|----------------|-------------|-----------|
| Contract Services       | 13570721-5320  | \$2,000     |           |
| Instructional Supplies  | 13570721-5514  |             | \$2,000   |

I recommend approval of the transfer.

