



CITY OF SALEM, MASSACHUSETTS

**Kimberley Driscoll
Mayor**

February 14, 2019

Honorable Salem City Council
Salem City Hall
Salem, Massachusetts 01970

Ladies and Gentlemen of the City Council:

I am very pleased to appoint Todd Waller of 148 Washington Street to the Salem Traffic and Parking Commission to complete the remainder of a three-year term previously held by Jamie Metsch to expire September 29, 2019. Mr. Waller's appointment is to the Commission seat designated for a representative of the Salem business community.

Mr. Waller is the owner of The Merchant, a small hotel located on Washington Street here in downtown Salem. He will bring to the Commission the perspective of our small business community, as well as our burgeoning hospitality industry. I believe the Commission and our City will be well-served by having this important voice engaged in our traffic and parking planning and operations efforts.

I strongly recommend confirmation of Mr. Waller's appointment to the Traffic and Parking Commission. We are fortunate that he is willing to serve our community in this important role and lend his insights and dedication to the Commission and its work.

Very truly yours,

A handwritten signature in cursive script, reading "Kim Driscoll".

Kimberley Driscoll
Mayor
City of Salem

Todd H. Waller
Salem, MA

Tel: 781-760-3000
E-mail: todhdwaller@gmail.com

Summary

Over 25 years of independent commercial and residential real estate investment, business and development experience.

Areas of Expertise

- Commercial and Residential Real Estate Investment, Marketing, and Development
 - Hotel Development, Design, and Management.
 - Real Estate Financing, Cost/Price Analysis, Construction Financing and Valuation
 - Real Estate Construction, Historic Renovation, Adaptive Re-Use, and HTC Projects
 - Real Estate Legal, Environmental/21E, Community, Negotiating, Planning and Zoning Issues
-

Experience

ZXE, Llc Salem, Massachusetts

1994-Present

CEO

Created a real-estate investment trust and development corporation to finance, develop, manage, and operate \$10M real estate portfolio.

Initiate, direct, and manage all financial, operational and managerial aspects of the corporation. Create, negotiate and administer all lease, offer, purchase and sale, and financial agreements. Engage and implement local, government, community and legal relationships.

The Merchant Hotel, Salem

2015-Present

Owner/Developer

Constructed, designed, and developed Salem's first boutique hotel.

Responsible for development, financing, and operational success of the business.

Salem Self-Storage Llc, Salem

1997-2013

Owner/Developer

Built, designed, and developed independent self-storage business.

Responsible for growth and profitability of self-storage business. Manage business development, construction, sales, purchase and operation of facilities.

US Department of State, US Embassy Yerevan, Armenia

2008-2009

GSO Aid

Assisted GSO Office with the management of the US Embassy, property and CMR.

Proposed and initiated acquisitions and leases of real property for US Embassy staff. Worked directly with the Ambassador to plan, develop, and execute a new CMR.

NAI Global Kiev, Ukraine

2005-2006

Director

Advised international investment funds on investment strategies for real estate acquisitions in Ukraine.

Responsible for success and performance in asset acquisition and negotiation as well as participating in high level meetings with fund directors and deal structuring acquisition for a portfolio of over \$400M.

Ogden Hawkes Construction Company, Beverly, MA

1990-1997

Partner

Started and managed a construction corporation in Massachusetts. Managed 30+ employees involved in all phases of commercial and residential construction.

Fred L. Woods Nautical Instruments and Supplies Marblehead MA

1990-2003

Owner

Owned and Managed a US Government Chart and Marine Supply Company.

Board and Committees

House of the Seven Gables, Trustee

2017-Present

Salem Chamber of Commerce, Director

2016-Present

Chamber of Commerce Development Committee

2017-Present

289 Derby St Park Designer Selection Committee

2018

Recent Awards

Paul and Niki Tsongas Award for Historic Preservation

2017

Salem Historic Preservation Award

2016

Salem Best New Business Nomination

2015

US Embassy Armenia Extra Mile Award

2009

Foreign Service Negotiation Certificate

2009

Education

Syracuse University, Syracuse NY, B. A., Political Science

1991

US Government Clearance

Top Secret Clearance

2008

Languages

English-Native, Russian 2/1, Spanish 2/1



CITY OF SALEM, MASSACHUSETTS

Kimberley Driscoll
Mayor

February 14, 2019

To the City Council
City Hall
Salem, Massachusetts

Ladies and Gentlemen of the Council:

Please note that my letter to you of January 24 reappointing Mikhaela Abreu to the Salem Youth Commission was drafted in error and should have stated that Mikhaela is being appointed as a new alternate member to the Commission. I have enclosed a copy of her resume here and ask that you hold this matter under the rules and take up her appointment for a confirmation vote at your next regular meeting of February 28. Mikhaela is appointed to a one-year term as an alternate member of the Youth Commission, to expire February 14, 2020.

Mikhaela has been a member of the Salem Youth Commission as an associate member since September 2017. She is a Junior at Salem Academy Charter School and aspires to pursue a career in medicine with a focus on genetics. Mikhaela currently holds high honors at Salem Academy. She brings positive energy, enthusiasm, and leadership to the Commission and I wholeheartedly support her appointment.

Sincerely,

A handwritten signature in cursive script that reads "Kim Driscoll".

Kimberley Driscoll
Mayor
City of Salem

28 Albion Street
Salem, MA 01970
(978) 880-1244
mikhaela.abreu@sastudent.org

Mikhaela Abreu

SKILLS

Able to use Microsoft Office Suite and other platforms. Able to lead in the appropriate settings and respectfully follow those who take the lead. Able to articulate my ideas to my peers.

EXPERIENCE

Salem Youth Commission, Salem – Chair

December 2018 - PRESENT

- Create agendas for the following meeting
- Lead meetings
- Head representative of the Commission

Salem Youth Commission, Salem – Associate Member

2017 - December 2018

- Create minutes for the following meeting
- Keep track of meeting contents

EDUCATION

Salem Academy Charter School, Salem – High School

August 2016 - Present

Expected Year of Graduation- 2020

AWARDS

- High honor roll for the first three years
- No discipline events
- REACH Award
- English Award
- Service Learning Award



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Kimberley Driscoll
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February 14, 2019

Honorable Salem City Council
Salem City Hall
Salem, Massachusetts 01970

Ladies and Gentlemen of the City Council:

I am very pleased to appoint Kerry Neenan of 331 Lafayette Street #1 to the Salem Disabilities Commission, for a three-year term to expire February 14, 2022. Ms. Neenan will take the seat previously filled by Mr. James Nowlan, who has stepped down from the Commission.

Ms. Neenan is the parent of a child with Down syndrome and, as a result, has become a volunteer and advocate in the Down syndrome community. She is a First Call Parent Volunteer with the Massachusetts Down Syndrome Congress (MDSC), serving as a critical point of contact and resource for others parents whose children are newly diagnosed with Down syndrome. She has also hosted New Family Socials for the MDSC and helped the organization raise funds through their annual Buddy Walk. Locally, Ms. Neenan is also an at-large board member for the Salem Special Education Parent Advisory Council.

I strongly recommend confirmation of Ms. Neenan's appointment to the Disabilities Commission. She will bring an important perspective, especially around matters related to the needs of our residents diagnosed with a developmental or cognitive disability. We are fortunate that she is willing to serve our community in this important role and lend her insights and dedication to the Commission and its work.

Very truly yours,

A handwritten signature in black ink that reads "Kim Driscoll".

Kimberley Driscoll
Mayor
City of Salem

Kerry Neenan

330 Lafayette St Unit 1
Salem, MA 01970

Cell: (413) 977-1778
kerry.neenan@gmail.com

Volunteer Work

May 2016 – Present

Massachusetts Down Syndrome Congress (MDSC)

First Call parent volunteer

- First point of contact for parents who have received a new Down syndrome diagnosis for their child prenatally or at birth. Provide support and resources.

First Call Advisory Council

- Updated First Call parent information packets in 2017

Co-host, New Family Socials

- New Family Socials are an informal get together of parents and children with Down syndrome under the age of 4. I help new families connect with others for social and parental support and help answer questions about resources available to parents.

Buddy Walk team leader

- Raised over \$8,000 in 2018

2019 Buddy Walk Committee

November 2018 – Present

Salem Special Education Parent Advisory Council (SEPAC)

At-large board member

- Help to coordinate monthly events, answer parent questions, attend SEPAC group meetings.

December 2008 –
December 2014

Northeast Animal Shelter

Kennel Volunteer

- Weekly volunteer working with currently adoptable dogs. Walk dogs, clean kennels, socialize dogs, and assist patrons with questions about the dogs and adoption process.

Work Experience

December 2006 - Present

Continuing Education and Exhibitor Services Manager (Sept 2007 – Present)

Simplify Compliance (HCPro), Middleton, MA

- Coordinate the process of offering continuing education credits with all product lines (books, conferences, newsletters, webcasts, e-learning, etc.) from various healthcare education associations including ANCC, ACCME, AAPC, AHIMA, and others.
- Manage exhibit hall setup and pre-planning logistics for conferences ranging in size from 10-12 small tabletop exhibits to 50 booth halls with a contracted decorating company. This includes creating budget estimates, floorplan design, coordination of signage, marketing presence for show management booths, contracting with a decorating company, and coordinating sponsored promotional items.
- Manage logistics for 15-20 external tradeshow exhibits annually. This includes participation in meetings to discuss specific branding strategies, coordinate booth space, furniture, A/V rental, registration, and shipping of all materials and equipment.

Previous titles at HCPro:

Administrative Assistant, Live Events and Continuing Education (Dec 2006 – Aug 2007)

Skills

- Proficient in a variety of software including Microsoft Word, Excel, Power Point, Outlook, Filemaker, Access, as well as education evaluation tools such as Key Survey, Zoomerang, etc.
- Knowledgeable in English grammar rules and styles.

Education

University of Massachusetts Dartmouth, Dartmouth, MA – 2002
B.A. in English Writing/Communications, Magna Cum Laude



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Kimberley Driscoll
Mayor
City of Salem

Kerry Neenan

330 Lafayette St Unit 1
Salem, MA 01970

Cell: (413) 977-1778
kerry.neenan@gmail.com

Volunteer Work

May 2016 – Present

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Skills

- Proficient in a variety of software including Microsoft Word, Excel, Power Point, Outlook, Filemaker, Access, as well as education evaluation tools such as Key Survey, Zoomerang, etc.
- Knowledgeable in English grammar rules and styles.

Education

University of Massachusetts Dartmouth, Dartmouth, MA – 2002
B.A. in English Writing/Communications, Magna Cum Laude

Joshua Gillis

EDUCATION

Bates College, Lewiston, ME

Concentration in U.S. political processes

Bachelor of Arts in Political Science, June 1997

Received a 4.0/4.0 on Senior Thesis: *A Comparison of Public versus Private Production*; this paper was specifically cited in research done by the Lewiston-Auburn Together Commission Staff.

Honors: Deans' List

EXPERIENCE:

Converge:

Peabody, MA

Reverse Supply Chain Solutions Manager:

07/11-Current

- Led internal effort to reduce inventory reserve exposure by more than 40%
- Work with customers to identify inefficiencies in their reverse supply chain
- Create custom automation scripts for both planning and web scraping using PERL

Arrow Electronics: April, 2000 – July, 2010

Wilmington, MA

Oracle Implementation Functional/Technical Analyst:

01/07-07/11

- Aided in the design and implementation of the Demand Planning and Purchasing portions of Arrow's recent worldwide Oracle R12 rollout.
- Documented, enhanced & consolidated regional business processes in to a single global business flow.
- Focused on the technical/functional side including system monitoring via SQL reports, excel/access analysis, UI redesign, and daily troubleshooting of user issues.

Supply Chain Application Analyst:

01/04-01/07

- Utilized Focus and Visual Basic for Applications to create custom tools now used by over 1500 Arrow employees.
- Liaised with IT on new internal supply chain enhancements (i.e. No Touch order entry cleanup, managing inventory based on dollars as opposed to breadth of usage).
- Participated in cross-functional CPI Teams (Continuous Process Improvement) for two of Arrow's largest customers to analyze broken aspects of the supply chain (i.e. Excess inventory and Forecast inaccuracies).
- Exceeded our target KPIs which resulted in a 50% increase in turns for Arrow and 5% higher service levels to our customer.

Supply Chain Solutions Field Specialist:

04/02-01/04

- Helped to define newly created role.
- Trained 3 other Supply Chain Field Application Specialists
- Conducted Branch trainings with upwards of 100 Inside Sales Representatives for Arrow's Supply Chain initiatives (i.e. Manugistics and eCompass).
- Worked with Customers and local Supply Chain solution managers to develop custom solutions using Arrow's suite of supply chain tools.
- Worked with many of Arrow's In-Plant Store's to reduce low dollar shipments in the stores saving on both shipping costs and alleviating warehouse personnel workload.

Inside Sales:

04/00-04/02

- Selected to work with one of Arrow-Boston's largest accounts (Teradyne).
- Increased Gross Profit margins in a two-year period by 3.5% with a focus on the customer's "A" class parts.
- Worked to automate quoting process to enable quick turnarounds on semiannual customer quotes.

State Street Bank, Global Corporate Actions

Quincy, MA

Research Specialist:

09/98-02/99

- Utilized sub-custodians and various wire services to obtain information on upcoming corporate actions.
- Delegated completed corporate actions to processing specialists.
- Trained 6 new employees in the intricacies of the emerging markets.
- Spearheaded effort to implement a system that circumvents the sub-custodian and initiates claims directly with brokers.
- Extensively communicated with brokers resulting in the recovery of millions of outstanding shares.

PERSONAL:

Excel / VBA Power User and SQL. Six Sigma Greenbelt. Taught English in China.



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Kimberley Driscoll
Mayor

February 28, 2019

Honorable Salem City Council
Salem City Hall
Salem, Massachusetts 01970

Ladies and Gentlemen of the City Council:

I am very pleased to appoint Christian Bednar of 17 Beacon Street to the Affordable Housing Trust Fund Board for a one-year term to expire February 28, 2020.

Mr. Bednar is a member of the Bridge Street Neck Neighborhood Association steering committee and currently serve as the Assistant Dean of Liberal Studies at North Shore Community College. He holds a Bachelor's degree from Saint Anselm College and earned a Master's degree and his PhD from the University of Massachusetts in Boston. Mr. Bednar will bring the perspective of a neighborhood resident to the board and add another thoughtful voice to their work around housing issues in our community.

I strongly recommend confirmation of Mr. Bednar's appointment to the Affordable Housing Trust Fund Board. We are fortunate that he is willing to serve our community in this important role and lend his expertise and dedication to the board and its work.

Very truly yours,

A handwritten signature in black ink that reads "Kim Driscoll". The signature is written in a cursive, flowing style.

Kimberley Driscoll
Mayor
City of Salem

CHRISTIAN M. BEDNAR
Cbednar01@gmail.com
17 Beacon Street, Salem, MA 01970
(978) 979-2052

EDUCATION

DOCTOR OF PHILOSOPHY IN HIGHER EDUCATION, expected May 2020
University of Massachusetts Boston, Boston, MA

Working dissertation title: "Talking White: The Role of Whiteness, Discursive Positioning, and Relationship Formation in Cross-Racial Faculty-Student Interactions"

MASTER OF ARTS IN ENGLISH, May 2013
University of Massachusetts Boston, Boston, MA

MASTER OF ARTS IN TEACHING ENGLISH, May 2006
Boston University, Boston, MA

BACHELOR OF ARTS IN ENGLISH, May 2005
Saint Anselm College, Manchester, NH

HIGHER EDUCATION ACADEMIC AND ADMINISTRATIVE EXPERIENCE

ASSISTANT DEAN OF LIBERAL STUDIES, North Shore Community College, Danvers, MA (September 2016–present)

- Oversee, evaluate, and collaborate with Liberal Studies full-time and part-time faculty in the department of English as a Second Language, Gender and Women's Studies, Interdisciplinary Studies, Environmental Studies, and First Year and Foundational Literacy
- Work with Department Chairs and Program Coordinators to address program and departmental needs, including program redesign and development, course scheduling, appropriate staffing, professional development, and resource allocation
- Oversee program review and evaluation for the departments of English as a Second Language, Gender and Women's Studies, Interdisciplinary Studies, Environmental Studies, and First Year and Foundational Literacy
- Collaborate with the Dean of Strategic Partnerships to develop Early College/Dual Enrollment programs in the Liberal Arts.
- Manage student issues relative to division-related issues
- Work with Center for Teaching, Learning, and Innovation (CTLI) to provide professional development for faculty
- Collaborate with Division Deans, Student Support Center, Accessibility Services, Dean of Students, and the CTLI to ensure quality instruction and faculty development
- Redesign of student placement testing to support equity and inclusion

INTERIM CHAIR OF ENGLISH AS A SECOND LANGUAGE DEPARTMENT, North Shore Community College, Danvers, MA (September 2017–present).

- Assume ESL chair responsibility, including course review, syllabi review, scheduling, and hiring
- Develop integrated reading and writing models for ESL students

CENTER FOR TEACHING, LEARNING AND ASSESSMENT FACULTY COORDINATOR, North Shore Community College, Danvers, MA (September 2015–September 2016)

- Coordinated the Center for Teaching, Learning and Assessment
- Facilitated and supported comprehensive program review for all credit departments and programs
- Developed and organized mentoring program for all new part-time faculty
- Supported Division Deans with Early College/Dual Enrollment professional development
- Designed and facilitated institutional professional development days
- Created and organized teaching circles for faculty professional development

ASSISTANT PROFESSOR, North Shore Community College, Danvers, MA (September 2007–2016)

- Designed, implemented, and worked to scale accelerated learning for developmental English students
- Redesigned and taught the Introduction to Interdisciplinary Studies Course (IDS101)

FIRST YEAR AND FOUNDATIONAL LITERACY LYNN FACULTY CONTACT FOR CONTINGENT FACULTY, North Shore Community College, Danvers, MA (September 2012-September 2016)

- Met regularly with part-time faculty to answer questions, discuss syllabi, provide curricular resources, share assessment materials, and review program design
- Assisted department chair in distributing curricular materials to part-time faculty
- Supported department chair in outreach efforts to part-time faculty

INTERIM FIRST YEAR AND FOUNDATIONAL LITERACY DEPARTMENT CHAIR, North Shore Community College, Danvers, MA (September 2014-December 2014)

- Assumed chair responsibilities, including course review, syllabi review, scheduling, and making hiring recommendations
- Assisted in the expansion of the accelerated learning model
 - Worked on cross-college collaborative efforts to ensure seamless implementation
 - Redirected eligible students to college credit-bearing pathways
- Researched and proposed integrated reading and writing models.

K-12 ACADEMIC AND ADMINISTRATIVE EXPERIENCE

Co-owner, Boston Scholastic, Marblehead, MA (September 2007-present)

- Created and co-direct K-12 academic tutoring company
- Manages administrative duties related to hiring, scheduling, program review, assessment design, billing, and social media outreach

MCAS PATHWAYS TO SUCCESS WINTER PROGRAM, North Shore Community College, Danvers, MA (January 2011)

- Tutored the English section of the MCAS to high school students

ENGLISH TEACHER, Masconomet Regional High School, Topsfield, MA (September 2006-June 2008)

- Taught English 9 and English 10 honors and college preparation courses

ALIGNMENT, PATHWAYS, AND CURRICULUM DEVELOPMENT

FIRST-YEAR EXPERIENCE REVIEW, DESIGN, AND PROFESSIONAL DEVELOPMENT, North Shore Community College, Danvers, MA (December 2014-present)

- Collaborate with administrators and faculty to develop first-year experience course to support student transition to college
- Support professional development for First-Year Experience faculty

ENGLISH AS A SECOND LANGUAGE PROGRAMATIC REDESIGN, North Shore Community College, Danvers, MA (December 2017-present)

- Lead the development and implementation of comprehensive ESL program redesign to support access to college-level courses for ELL students.

GENDER AND WOMEN'S STUDIES, North Shore Community College, Danvers, MA (December 2017-present)

- Lead the development and implementation of the new Gender and Women's Studies Department at NSCC
- Currently overseeing the development and implementation of courses in masculinity studies, GLTBQ studies, and gender and women's studies.

MASTER ACADEMIC PLANNING COMMITTEE, North Shore Community College, Danvers, MA (November 2014-May 2015)

- Participated in cross-college planning team to articulate educational priorities of academic programs

ACCELERATED LEARNING DESIGN, North Shore Community College, Danvers, MA (June 2013-June 2014)

- Created contextualized and accelerated reading and writing courses for developmental students to support greater equity and inclusion

DEPARTMENT OF LABOR GRANT-FUNDED SOCIAL PSYCHOLOGY SUPPORT PROJECT, North Shore Community College, Danvers, MA (July 2014-September 2014)

- Developed student support interventions to enhance academic performance and persistence
- Researched interventions for improving faculty-student relationships through perspective taking and social belonging

ADULT LEARNING CENTER, North Shore Community College, Danvers, MA (August 2014)

- Collaborated with Adult Basic Education (ABE) instructors to develop curriculum for ABE program redesign

MASSACHUSETTS COMMUNITY COLLEGE TRANSFORMATION AGENDA DESIGN TEAM, Massachusetts Community College System (June 2012-August 2014)

- Appointed to the Transformation Agenda Design Team. Statewide initiative was funded through the \$20 million United States Department of Labor grant to contextualize and accelerate developmental and Adult Basic Education curricula

EARLY COLLEGE HIGH SCHOOL, North Shore Community College, Danvers, MA (June 2012-August 2014)

- Developed vertical curricular alignment for secondary students enrolled in post-secondary coursework
- Collaborated and built relationships with administrators and teachers in the Lynn Public School System as part of the Raising the Rigor initiative

ADULT BASIC EDUCATION INSTRUCTOR TRAINING, North Shore Community College, Danvers, MA (September 2013-April 2014)

- Conducted contextualized learning workshops for adult basic education instructors
- Collaborated with instructors to adapt Transformation Agenda modules for ABE program

SERVICE-LEARNING CHILDREN'S LITERACY DESIGN, North Shore Community College, Danvers, MA (January 2012)

- Created curricula for developmental reading and writing students to meet college-level proficiency requirements through community-based literacy program

PROJECT GRAD, North Shore Community College, Danvers, MA (September 2011-May 2012)

- Developed, taught, and piloted hybrid, contextualized developmental reading and writing courses funded through North Shore Community College's 2009 \$500,000 FIPSE grant award

CONFERENCES AND PRESENTATIONS

ASSOCIATION FOR THE STUDY OF HIGHER EDUCATION 43rd ANNUAL CONFERENCE, Tampa, FL (November 2018)

- Paper on Critical Whiteness Studies and Critical Discourse Analysis in Higher Education accepted

CONFERENCE ON COLLEGE COMPOSITION AND COMMUNICATION 66th ANNUAL CONFERENCE, Tampa, FL (March 2015)

- Presentation on the development and implementation of a rhetorically-orientated basic writing program accepted

THE NATIONAL ASSOCIATION FOR DEVELOPMENTAL EDUCATION 39th ANNUAL CONFERENCE, Greenville, SC (February 2015)

- Presented on literacy assessment and instruction in open-access institutions

MASSACHUSETTS COALITION FOR ADULT EDUCATION'S NETWORK 2014 ANNUAL CONFERENCE, Marlborough, MA (April 2014)

- Presented on bridging the gap between traditional liberal arts curricula and career-focused, contextualized learning

TEACHING, LEARNING AND STUDENT DEVELOPMENT CONFERENCE, Northern Essex Community College, Haverhill (March 2014).

- Presented on service-learning and persistence in developmental education

CONTEXTUALIZED CURRICULUM FOR DEVELOPMENTAL AND ADULT BASIC EDUCATION WEBINAR (March 2014)

- Presented on contextualized curriculum for Adult Basic Education and developmental education

MASSACHUSETTS COMMUNITY COLLEGE WORKFORCE DEVELOPMENT TRANSFORMATION AGENDA'S LEARNING SUMMIT CONFERENCE, Marlborough, MA (January 2014)

- Presented framework for providing college-level credit to developmental students through online instruction, contextualization, and traditional liberal arts approaches

MIDDLESEX COMMUNITY COLLEGE ENGLISH DEPARTMENT'S GUEST SPEAKER, Bedford, MA (January 2014)

- Presented contextualized curricular modules to the English Department at Middlesex Community College

LEARNING ASSISTANCE ASSOCIATION OF NEW ENGLAND 2013 CONFERENCE, Greenfield Community College, Greenfield, MA (October 2013)

- Presented on combining contextualization and traditional approaches to liberal arts instruction in developmental reading and writing courses

STATEWIDE CONTEXTUALIZED CURRICULUM WEBINAR, Massachusetts Community Colleges (June 2013)

- Led webinar for administrators and instructors of Adult Basic Education and developmental education interested in incorporating contextualization in literacy instruction

NEW ENGLAND FACULTY DEVELOPMENT CONSORTIUM 2013 CONFERENCE, Westford, MA (May 2013)

- Presented on service-learning and community-based partnerships in developmental reading and writing

THE NATIONAL ASSOCIATION FOR DEVELOPMENTAL EDUCATION 37th ANNUAL CONFERENCE, Denver, CO (February 2013)

- Presented an extended institute and workshop on contextualization for pre-conference registrants

TEACHING, LEARNING, AND STUDENT DEVELOPMENT 2013 CONFERENCE, Middlesex Community College, Lowell, MA (March 2013)

- Presented on service-learning, children's literacy, and developmental reading and writing instruction

THE NATIONAL ASSOCIATION FOR DEVELOPMENTAL EDUCATION 36th ANNUAL CONFERENCE, Orlando, FL (February 2012)

- Presented FIPSE-funded Project GRAD curriculum

THE AMERICAN SOCIETY FOR EIGHTEENTH-CENTURY STUDIES 42nd ANNUAL MEETING, Vancouver, BC (March 2011)

- Presentation on teaching Voltaire's *Candide* and Alexander Pope's *Essay on Man* accepted

BRITISH SOCIETY FOR EIGHTEENTH CENTURY STUDIES ANNUAL CONFERENCE, St. Hughes College, Oxford University, Oxford, UK (January 2006)

- Presented paper on Samuel Johnson's *Rasselas*

RESEARCH EXPERIENCE

SOCIAL PERSPECTIVE TAKING AND TEACHER-STUDENT RELATIONSHIPS, North Shore Community College, Danvers, MA (June 2014- September 2016)

- Co-investigator in social psychology research project designed to support student persistence and retention through faculty-student interactions

ASSESSMENT RESEARCH PROJECT, North Shore Community College, Danvers, MA (June 2013-May 2014)

- Co-led research project to investigate assessment measures for developmental reading and writing instruction

RESEARCH ASSISTANTSHIP, University of Massachusetts Boston, Boston, MA (September 2010-May 2011)

- Worked with rare books and manuscripts in the Boston Public Library's Rare Books and Manuscript Department
- Researched eighteenth-century interreligious dialogue

PROFESSIONAL WRITING EXPERIENCE

MCCWDTA (March 17, 2015)

- Manuscript on non-academic support and student retention and completion, "Socially Situated: Student Success and Classroom-based Psychosocial Interventions"

Education Week (April 8, 2009)

- Manuscript on school reform, "Education as Ritual: Uncovering Standardization's Depths"

The Salem News (March 26, 2008)

- Article on window replacement, "To Replace or Restore: Character, Efficiency among Considerations when Fixing Old Windows"

The Salem News (January 21, 2008)

- Article on the reaction of North Shore fans to the New England Patriots playoff victory, "North Shore Devoted to the Patriots"

The Salem News (January 11, 2008)

- Article on Wenham train show, "Wenham Museum's Railroad Hobby Show Woo-Woos Train Fans"

The Salem News (December 6, 2007)

- Article on holiday road race, "Runners Dress and Play the Part for Y's 'Reindeer Run'"

The Salem News (November 13, 2007)

- Article on Middleton chef appearing on ABC's Family Channel, "Middleton Chef/Author/Educator to Cook on National TV"

The Salem News (October 8, 2007)

- Article on Topsfield Fair, "Crowning Achievement: Special Ed Assistant Named Mrs. Essex County at Topsfield Fair"

Gloucester Daily Times (July 23, 2007)

- Article on Cape Ann rental market, "Summer Rental Market Going Strong"



CITY OF SALEM, MASSACHUSETTS

Kimberley Driscoll
Mayor

February 28, 2019

Honorable Salem City Council
Salem City Hall
Salem, Massachusetts 01970

Ladies and Gentlemen of the City Council:

I reappoint, subject to City Council confirmation, the following department heads and assistants:

Name	Position	Term	Term Expiration
John Doyle	Sealer of Weights & Measures	3 years	January 31, 2022
Kathleen McMahon	City Treasurer	3 years	January 31, 2022
David Knowlton	Director of Public Services	2 years	January 31, 2021
David Kucharsky	Director of Traffic & Parking	2 years	January 31, 2021
Tom Watkins	Purchasing Agent	2 years	January 31, 2021

I enthusiastically recommend confirmation of all of these reappointments.

Very truly yours,

A handwritten signature in black ink that reads "Kim Driscoll".

Kimberley Driscoll
Mayor
City of Salem



CITY OF SALEM, MASSACHUSETTS

Kimberley Driscoll
Mayor

February 28, 2019

Honorable Salem City Council
Salem City Hall
Salem, Massachusetts 01970

Ladies and Gentlemen of the City Council:

I reappoint, subject to City Council confirmation, Mr. Paul Durand, of 209 Essex Street, to the Design Review Board for a term of 3 years to expire 3/1/2022.

I recommend confirmation of his reappointment to the board and ask that you join me in thanking Mr. Durand for his continued dedicated service and commitment to our community.

Very truly yours,

A handwritten signature in black ink, appearing to read "Kim Driscoll".

Kimberley Driscoll
Mayor
City of Salem



CITY OF SALEM, MASSACHUSETTS

Kimberley Driscoll
Mayor

February 28, 2019

Honorable Salem City Council
Salem City Hall
Salem, Massachusetts 01970

Ladies and Gentlemen of the City Council:

I reappoint, subject to City Council confirmation, Mr. David Pabich, PE, of 8 Harbor View Terrace, to the Salem & Beverly Water Supply Board for a term of 3 years to expire 3/1/2022.

I recommend confirmation of his reappointment to the board and ask that you join me in thanking Mr. Pabich, PE for his continued dedicated service and commitment to our community.

Very truly yours,

A handwritten signature in black ink that reads "Kim Driscoll".

Kimberley Driscoll
Mayor
City of Salem



CITY OF SALEM, MASSACHUSETTS

Kimberley Driscoll
Mayor

February 28, 2019

Honorable Salem City Council
Salem City Hall
Salem, Massachusetts 01970

Ladies and Gentlemen of the City Council:

I reappoint, subject to City Council confirmation, Mr. Mickey Northcutt, of 9 Northey Street #1, to the Community Preservation Committee for a term of 3 years to expire 3/1/2022.

I recommend confirmation of his reappointment to the board and ask that you join me in thanking Mr. Northcutt for his continued dedicated service and commitment to our community.

Very truly yours,

A handwritten signature in black ink that reads "Kim Driscoll".

Kimberley Driscoll
Mayor
City of Salem



CITY OF SALEM, MASSACHUSETTS

Kimberley Driscoll
Mayor

February 28, 2019

Honorable Salem City Council
Salem City Hall
Salem, Massachusetts 01970

Ladies and Gentlemen of the City Council:

I reappoint, subject to City Council confirmation, Mr. Scott Sheehan, of 51 Lafayette Street #408, to the Conservation Commission for a term of 3 years to expire 3/10/2022.

I recommend confirmation of his reappointment to the board and ask that you join me in thanking Mr. Sheehan for his continued dedicated service and commitment to our community.

Very truly yours,

A handwritten signature in black ink, reading "Kim Driscoll". The signature is written in a cursive, flowing style.

Kimberley Driscoll
Mayor
City of Salem



CITY OF SALEM, MASSACHUSETTS

Kimberley Driscoll
Mayor

February 28, 2019

Honorable Salem City Council
Salem City Hall
Salem, Massachusetts 01970

Ladies and Gentlemen of the City Council:

I reappoint, subject to City Council confirmation, Mr. Dan Ricciarelli, of 397 Essex Street, to the Conservation Commission for a term of 3 years to expire 3/1/2022.

I recommend confirmation of his reappointment to the board and ask that you join me in thanking Mr. Ricciarelli for his continued dedicated service and commitment to our community.

Very truly yours,

A handwritten signature in black ink, appearing to read "Kim Driscoll", is written in a cursive style.

Kimberley Driscoll
Mayor
City of Salem



CITY OF SALEM, MASSACHUSETTS

Kimberley Driscoll
Mayor

February 28, 2019

Honorable Salem City Council
Salem City Hall
Salem, Massachusetts 01970

Ladies and Gentlemen of the City Council:

I reappoint, subject to City Council confirmation, Mr. F. Reed Cutting, of 14 Clifton Avenue, to the Historical Commission for a term of 2 years to expire 3/1/2021.

I recommend confirmation of his reappointment to the board and ask that you join me in thanking Mr. Cutting for his continued dedicated service and commitment to our community.

Very truly yours,

A handwritten signature in black ink that reads "Kim Driscoll". The signature is written in a cursive, flowing style.

Kimberley Driscoll
Mayor
City of Salem



CITY OF SALEM, MASSACHUSETTS

Kimberley Driscoll
Mayor

February 28, 2019

Honorable Salem City Council
Salem City Hall
Salem, Massachusetts 01970

Ladies and Gentlemen of the City Council:

I reappoint, subject to City Council confirmation, Ms. Rebecca English, of 24 Prescott Street, to the Historical Commission for a term of 3 years to expire 3/1/2022.

I recommend confirmation of her reappointment to the board and ask that you join me in thanking Ms. English for her continued dedicated service and commitment to our community.

Very truly yours,

A handwritten signature in black ink that reads "Kim Driscoll". The signature is written in a cursive, flowing style.

Kimberley Driscoll
Mayor
City of Salem



CITY OF SALEM, MASSACHUSETTS

Kimberley Driscoll
Mayor

February 28, 2019

Honorable Salem City Council
Salem City Hall
Salem, Massachusetts 01970

Ladies and Gentlemen of the City Council:

I reappoint, subject to City Council confirmation, Mr. Ben Anderson, of 10 Adams Street, to the Planning Board for a term of 5 years to expire 3/1/2024.

I recommend confirmation of his reappointment to the board and ask that you join me in thanking Mr. Anderson for his continued dedicated service and commitment to our community.

Very truly yours,

A handwritten signature in black ink that reads "Kim Driscoll".

Kimberley Driscoll
Mayor
City of Salem



CITY OF SALEM, MASSACHUSETTS

Kimberley Driscoll
Mayor

February 28, 2019

Honorable Salem City Council
Salem City Hall
Salem, Massachusetts 01970

Ladies and Gentlemen of the City Council:

I reappoint, subject to City Council confirmation, Mr. Noah Koretz, of 10 Woodside Street, to the Planning Board for a term of 5 years to expire 3/1/2024.

I recommend confirmation of his reappointment to the board and ask that you join me in thanking Mr. Koretz for his continued dedicated service and commitment to our community.

Very truly yours,

A handwritten signature in black ink, appearing to read "Kim Driscoll", written in a cursive style.

Kimberley Driscoll
Mayor
City of Salem



CITY OF SALEM

In City Council, February 28, 2019

Ordered:

That a petition to the General Court, accompanied by a bill for an act concerning the establishment of a means-tested senior citizen property tax exemption in the city of Salem as set forth below, be filed with an attested copy of this Order be, and hereby is, approved under Clause (1) of Section 8 of Article II, as amended, of the Amendments to the Constitution of the Commonwealth of Massachusetts, to the end that the following legislation be adopted, except for amendments by the Senate or House of Representatives which conform to the intent of this home rule petition:

AN ACT AUTHORIZING THE CITY OF SALEM TO ESTABLISH A MEANS-TESTED SENIOR CITIZEN PROPERTY TAX EXEMPTION.

Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same as follows:

SECTION 1. (a) Notwithstanding any general or special law to the contrary, and subject to sections b to e, inclusive, the city of Salem shall reduce the property taxes due on a qualifying property by the amount equal to fifty percent of the amount of the circuit breaker income tax credit, provided under subsection (k) of section 6 of chapter 62 of the General Laws, that the applicant received in the year prior to the application being filed, except that there shall be a dollar cap on the total exemptions granted pursuant to this act equal to 0.5 per cent of the fiscal year's total residential property tax levy for the city of Salem with the total exemption amount granted pursuant to this act allocated proportionally within the tax levy on all residential taxpayers. In the event that the dollar cap is reached, a reduction shall be reduced proportionally. The property taxes due on such property shall not be reduced below zero. This reduction shall not be in addition to any exemption allowable under the General Laws. For the purposes of this act, "parcel" shall be a unit of real property as defined by the assessors under the deed for the property and shall include a condominium unit.

(b) Real property shall qualify for the exemption under this act if all of the following criteria are met:

- (i) the qualifying real property is owned and occupied by a person who qualified and received the circuit breaker income tax credit the previous year under subsection (k) of section 6 of chapter 62 of the General Laws;
- (ii) the qualifying real property is owned by a single applicant age 65 or older at the close of the previous year or owned jointly by persons either of whom is age 65 or above at the close of the previous year and if the joint applicant is 60 years of age or older;

(iii) the qualifying real property is owned and occupied by the single applicant or by the joint applicants as their domicile;

(iv) the single applicant or at least 1 of the joint applicants has been domiciled and owned a home in the city of Salem for at least the 10 consecutive years preceding the filing of the application for the exemption;

(v) the maximum prior year assessed value of the domicile is not greater than the prior year's maximum assessed value for qualification for the circuit breaker income tax credit under subsection (k) of section 6 of chapter 62 of the General Laws as adjusted annually by the department of revenue; and

(vi) the board of assessors has approved the application.

(c) A person who seeks to qualify for the exemption under this act shall, before the deadline established by the board of assessors, file an application on a form to be adopted by the board of assessors along with the supporting documentation of the filed income tax return of the applicant showing the circuit breaker tax credit. The application shall be filed each year for which the applicant seeks the exemption.

(d) No exemption shall be granted under this act until the department of revenue certifies a residential tax rate for the applicable tax year where the total exemption amount is raised by a burden shift within the residential tax levy.

(e) The exemption provided for in this act shall begin in fiscal year 2020 and shall expire after 3 years of implementation, provided, however, that the city of Salem may reauthorize the exemption for additional 3-year intervals by a vote of the city council.

SECTION 2. This act shall take effect upon its passage.



CITY OF SALEM, MASSACHUSETTS

Kimberley Driscoll
Mayor

February 28, 2019

Honorable Salem City Council
Salem City Hall
Salem, Massachusetts 01970

Ladies and Gentlemen of the City Council:

As I had written to you earlier this month, I am pleased to present to you the enclosed Home Rule Petition for submission to the state legislature. If enacted, it would establish the Salem Seniors Tax Exemption (SSTE), a new and further reaching property tax exemption program for qualifying older adults in Salem, which would allow qualifying seniors to have a percentage of their circuit breaker income tax credit deducted from their property tax bills.

As you may recall, our current property tax exemption is based on MGL Chapter 59, Section 5, clause 41C. In Salem, that program allows residents age 70 and older (lowering age to 65 pending) to apply for an exemption of between \$500 and \$1000 from their property taxes if their income is below \$31,040 (if married) or \$25,473 (if single) and if their estate (excluding their home) is valued at less than \$55,000 (if married) or \$40,000 (if single). So far for FY2019, fewer than 50 residents have applied for this exemption.

If approved, SSTE would tie the qualifications for the new exemption to state's existing circuit breaker income tax threshold, which is more generous than what is included in 41C. Both standards apply to those ages 65 and older. But, where the 41C income threshold is \$31,041 for married couples, for the circuit breaker it is \$88,000; for those who are single the 41C threshold is \$25,473, where the circuit breaker credit is \$58,000. You can read more about the circuit breaker credit here: <https://www.mass.gov/service-details/senior-circuit-breaker-tax-credit>. One of the benefits of tying SSTE to the circuit breaker, in addition to it covering more older adults, is that it more appropriately reflects the cost of living and adjusts each year accordingly and automatically. In 2016, the last year for which we have data currently, Salem had 777 older adults who qualified for the circuit breaker credit.

Seniors would be able to choose between SSTE and the 41C exemptions and could apply for whichever one they qualified for and provided them the greatest level of tax relief for their particular circumstances.

Because this is a Home Rule Petition, we have the ability to consider other criteria. For example, after discussing similar exemption programs with other communities and their finance teams, we determined that a real dollar cap on the amount (0.5% of the property tax levy each year) was important to include. This provides a back-stop against future potential problems. Property tax exemptions remove the tax liability from qualifying individuals and balances it out across the remainder of the tax base. While this brings a degree of progressiveness and fairness to the otherwise regressive property tax, it can mean that without a cap there may some year be an unanticipated spike in non-exempt taxpayer's tax bills. For that reason, we recommend including the real dollar cap.

We also included a 10-year Salem residency requirement. The purpose of this component was to mirror the similar requirement for 10-year Massachusetts residency in clause 41C-1/2, a similar state program upon which SSTE modeled. Setting a residency requirement ensures that the benefits of this program accrue to those who have spent time already contributing to our City's tax base and investing in our community. Over the last decade, while many of the costs of living have increased –here and across our nation – these residents have not necessarily witnessed a comparable increase in their income. In some instances, they may be house-rich, but income-poor, because a house is an unrealized capital gain. For that reason, too, we have eliminated the asset restrictions imposed by clause 41C. This is not about pitting long-term residents against newer residents. We have included this requirement in order to reflect the financial value of time: of qualifying seniors' increasing contributions over the years in comparison to their more relatively stagnant incomes.

Lastly, there is a provision requiring the City Council to reauthorize the SSTE program every three years. This allows for future City Council's to have the flexibility to determine whether or not the program continues to be necessary or sufficient.

The Salem Seniors Tax Exemption continues our commitment to making our city an even more age-friendly community – one where residents of all ages can live and grow old in comfort. I am hopeful you will approve this measure so we may advance it to the state legislature as soon as possible. Given the timetable of the legislative process, we would like to be able to have this approved and in place well in advance of the start of FY2020, on July 1, 2019. I look forward to answering your questions about this proposal.

Sincerely,



Kimberley Driscoll
Mayor
City of Salem

MAYORAL SALARY SURVEY COMPILED FEBRUARY 2019

CITY	POPULATION	MAYORAL BASE		MAYORAL STIPEND		REASON FOR STIPEND		MAYORAL TOTAL
		MAYORAL BASE	MAYORAL STIPEND	MAYORAL STIPEND	REASON FOR STIPEND	MAYORAL TOTAL		
Beverly	41,186	\$ 109,999.76	\$ 6,000.00	Mayoral expenses	\$	115,999.76		
Braintree	37,497	\$ 125,000.00			\$	125,000.00		
Danvers	27,849	\$ 188,805.00	\$ 5,500.00	Travel allowance	\$	194,305.00		
Everett	46,050	\$ 163,119.84			\$	163,119.84		
Gloucester	29,781	\$ 100,000.00			\$	100,000.00		
Haverhill	62,765	\$ 110,000.00			\$	110,000.00		
Lawrence	80,231	\$ 100,000.00			\$	100,000.00		
Lynn	92,457	\$ 145,000.00			\$	145,000.00		
Malden	61,068	\$ 105,000.00	\$ 7,000.00	School Committee	\$	112,000.00		
Marblehead	20,517	\$ 130,000.00	\$ 2,000.00		\$	132,000.00		
Medford*	57,403	\$ 136,453.00			\$	136,453.00		
Melrose	27,997	\$ 125,000.00	\$ 7,000.00		\$	132,000.00		
New Bedford	94,958	\$ 112,420.00			\$	112,420.00		
Newburyport	17,982	\$ 98,000.00	\$ 4,500.00	Mayoral (\$3,000.00) and travel (\$1500.00) expenses	\$	102,500.00		
Peabody	52,504	\$ 120,000.00			\$	120,000.00		
Quincy	93,618	\$ 150,942.00	\$ 8,200.00	Longevity (\$7200.00) and car (\$1,000.00) allowance	\$	159,142.00		
Revere	53,422	\$ 128,793.00			\$	128,793.00		
Salem	42,869	\$ 150,000.00			\$	150,000.00		
Somerville	80,318	\$ 180,000.00			\$	180,000.00		
Swampscott**	14,477	\$ 150,000.00	\$ 19,000.00	Discretionary bonus (\$7000.00), deferred bonus (\$7000.00), expense allowance (\$5000.00)	\$	169,000.00		
Weymouth	55,957	\$ 110,000.00			\$	110,000.00		
Average:	Average:	\$ 130,406.31	Average:	Average:	\$	133,225.36		

*information received from respective city online budget or local newspaper article; no response after repeated requests.

**effective July 1, 2019.

MAYORAL SALARY SURVEY
2/7/2019

PREPARED BY CITY OF SALEM HUMAN RESOURCES DEPARTMENT



CITY OF SALEM, MASSACHUSETTS
PARK, RECREATION & COMMUNITY SERVICES
 5 Broad Street, Salem MA 01970
 Tel. (978) 744-0180/(978) 744-0924
 Fax (978) 744-7225
 PO'BRIEN@SALEM.COM

Kimberley Driscoll
 MAYOR

Patricia O'Brien
 DIRECTOR

Salem Park, Recreation & Community Services Permit Request Form

1) Name of the Applicant/ Organization/ Group: NORTH SHORE PRIDE INC
 Street Address of App/ Org/ Group: 2 PUTNAM CT City: ANDOVER State: MA
 Phone number of App/ Org/ Group: (978) 808-5451
 Email Address of App/ Org/ Group: president@northshorepride.org
 Contact Person: Stewart - Buccer Phone# (978) 808-5451 Email: president@northshorepride.org
 Is the Applicant a Non-Profit Group? Yes/NO Non-Profit Doc/ Fed. EIN # 45-4039742
 Park/ Field/ Beach/ Venue requested: Salem Common
 Date(s) Requested: JUNE 22, 2019
 Event times: Set up 7:00am Start 11:00 End 5:00 pm breakdown finished 5:00 pm
 Electricity requested (if available): YES/NO Electricity times: ON 7:00am OFF 5:00/4u.
 Lighting requested (if available): YES/NO Lighting Times: ON OFF
 Describe Event: Annual North Shore Pride Festival with up to 95 vendors professional stage & Community Services for the LGBT & Community

2) Information Required For EVENTS
 Is the Non-Profit Salem based? YES/NO Is the Event staff all Volunteers? YES/NO BEER TENT
 Does the Non-Profit hire an outside group to manage this event? YES/NO ? Liquor
 If yes, please provide the name & contact information: _____
 Estimated number of attendees / participants: 10,000 Is there a fee to attend/ participate? YES/NO
 Request for Amplified Sound: YES/NO Sound Set Up/ Removal by: Applicant or Others (circle one)
 Request for Amusements/ Bouncy House, Etc.: YES/NO Amusement Set Up/ Removal by: Appl. or Others (circle one)
 Amenities provided by Applicant: Food YES/NO Is Food provided by Outside Group (caterer)? YES/NO BOTH
 Tent(s) YES/NO How Many Tents? 4 Tent size (Sq. Ft) 10x10 Portable restroom YES/NO
 Vendors: YES/NO if Yes, How Many? 95 10x10 (3)
 Parks and Rec. approved trash removal plan: YES/NO/N/A

Applicant Signature: Stewart - Buccer Date 12-10-18
 If the event is approved, a Certificate of Insurance, if required, must be provided before the final approval by the City Council.

For Office Use Only
 Date Received: 12/10/18 Date Available: yes Fee: 150.00
 Date Fee Paid: _____ Fee Received by: _____
 Director Approval: _____ Date Permit Issued: _____

Commission decision, if needed: APPROVED / DENIED
 Comments/ Restrictions: _____