

**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”

April 21, 2021

REGULAR SCHOOL COMMITTEE MEETING ON APRIL 26, 2021

Notice is hereby given that the Salem School Committee will hold a **Regular School Committee meeting on Monday, April 26, 2021 at 7:00 p.m.** This is an on-line Zoom meeting.

Please click the link below to join the webinar:

<https://zoom.us/j/93405310338?pwd=Q280VkdPbVZVSXRyUXFTQndRR0t0Zz09>

Passcode: 769431

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/65rqRaYF9AMy4sH68>.

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/qtYNrtofx6YLQohBA>. 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 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 held on April 5, 2021
- b. Approval of Warrants: 4/8/2021 in the amount of \$257,384.83, 4/15/2021 in the amount of \$250,812.78, and 4/22/2021 in the amount of \$574,224.31

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. Student Spotlight - SHS English Class Project
 - b. Presentation of FY22 Recommended Budget
- VII. **Action Items: Old Business**
- a. Deliberation and vote on Inter-District School Choice Recommendation
 - b. Deliberation and vote on the district’s proposal to substitute the Physical Education and Finance requirements in the Program of Studies for 2020-2021.
- VIII. **Action Items: New Business**
- a. Deliberation and vote to accept the Superintendent’s Recommendation for Linda Farinelli as Executive Director of Special Education
 - b. Deliberation and vote to give permission to the Farmers Market to use the Bentley parking lot from June 24 to mid/late August
 - c. Deliberation and vote on the 2021-22 Annual School Calendar for Salem High School
 - d. Deliberation and vote on the 2021-22 Annual School Calendar for the New Liberty Innovation School
 - e. Deliberation and vote on the 2021-22 Annual School Calendar for the Carlton Innovation School
 - f. Deliberation and vote on the 2021-22 Annual School Calendar for the Bates School, Bentley Academy, Collins Middle School, Early Childhood Center, Horace Mann Laboratory School, Salem Prep High School, Saltonstall School, and Witchcraft Heights Elementary School
- IX. **Finance Report**
- a. Budget Transfers
- X. **Subcommittee Reports**
- a. Policy Subcommittee
 - i. Policies for Third Reading
5213 Field Trips and Excursions
- 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”

Abril 21, 2021

REUNIÓN ORDINARIA DEL COMITÉ ESCOLAR EL 26 DE ABRIL, 2021

Por la presente notificamos que el Comité Escolar de Salem realizará una **Reunión Ordinaria del Comité Escolar el lunes, 26 de abril, 2021 a las 7:00 p.m.** Esta será una reunión en línea vía Zoom.

Por favor presione el enlace debajo para acompañarnos en esta reunión en línea:

<https://zoom.us/j/93405310338?pwd=Q280VkdpYVZVSXRyUXFTQndRR0t0Zz09>

Contraseña: 769431

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 desea 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.

b. 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 (no más tarde de las 12:00 pm del día de la reunión para solicitar interpretación en español):

<https://forms.gle/65rqRaYF9AMy4sH68>.

c. Instrucciones para Participar en Comentario Público

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/qtYNrtofx6YLOohBA>. 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 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 Consentimiento de la Agenda of Consent

- a. Minutas de la Reunión Ordinaria del Comité Escolar realizada el 5 de abril, 2021
- b. Aprobación de Gastos: 4/8/2021 por la cantidad de \$257,384.83, 4/15/2021 por la cantidad de \$250,812.78, y 4/22/2021 por la cantidad de \$574,224.31

IV. Comentario Público

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

- V. **Reporte del Representante Estudiantil – Duncan Mayer**

- VI. **Reporte del Superintendente**
 - a. Estudiante Destacado - Proyecto de la Clase de Inglés de SHS
 - b. Presentación del Presupuesto Recomendado para el Año Fiscal 22

- VII. **Elementos de Acción: Asuntos Viejos**
 - a. Deliberación y votación sobre la Recomendación de Elección de Escuelas Inter-Distrital
 - b. Deliberación y votación sobre la propuesta del distrito para sustituir los requisitos de Educación Física y Finanzas en el Programa de Estudios 2020-2021.

- VIII. **Elementos de Acción: Asuntos Nuevos**
 - a. Deliberación y votación para aceptar la recomendación del Superintendente de Linda Farinelli como Directora Ejecutiva de Educación Especial
 - b. Deliberación y votación para autorizar al Farmers Market (Mercado de Productores) a usar el estacionamiento de Bentley de Junio 24 hasta a mediados o finales de agosto
 - c. Deliberación y votación sobre el Calendario Escolar Anual 2021-22 para la Escuela Secundaria de Salem
 - d. Deliberación y votación sobre el Calendario Escolar Anual 2021-22 para la Escuela New Liberty Innovation
 - e. Deliberación y votación sobre el Calendario Escolar Anual 2021-22 para la Escuela Carlton Innovation
 - f. Deliberación y votación sobre el Calendario Escolar Anual 2021-22 para la Escuela Bates, Academia Bentley, Escuela Intermedia Collins, Centro de Educación Temprana, Escuela Laboratorio Horace Mann, Escuela Secundaria Salem Prep, Escuela Saltonstall, y Escuela Elemental Witchcraft Heights

- IX. **Reporte Financiero**
 - a. Transferencias Presupuestarias

- X. **Reportes de Subcomités**
 - a. Subcomité de Políticas
 - i. Políticas para Tercera Lectura
5213 Viajes y Excursiones

- XI. **Preocupaciones y Resoluciones del Comité Escolar**

- XII. **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.”

D R A F T

**Salem Public Schools
Salem School Committee
Meeting Minutes
April 5, 2021**

On April 5, 2021 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, and Ms. Ana Nuncio

Members Absent: Mr. James Fleming

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

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. Ms. Manning motioned and Mr. Cruz seconded. The Mayor called a roll call vote.

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

Motion carries 6-0

Approval of Consent Agenda

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

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

Motion carries 6-0

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Mayor Driscoll extended well wishes to Mr. Fleming with the hopes of a speedy recovery.

Public Comment

The School Committee Secretary announced that there were several public comments.

Donna Fritz, 57 Summit Street, wrote to the Committee to thank everyone that made the return to schools possible. She went on to explain how excited her 5th and 8th graders were to return to school 5 days a week and is looking forward to hearing about the high school's return to in-person.

Ann Berman, 1401 Crane Brook Way, Peabody asked to be recognized to speak. Ms. Berman voiced her concerns regarding the teachers having to return to in-person learning while the school committee is still meeting remotely. In addition, Ms. Berman made the following announcements. First, she would like to acknowledge that Wednesday, April 7th is National Paraprofessional Appreciation Day. On Tuesday, April 13th there will be the third STU, Parent and Community Forum, This forum is open to everyone and additional information and the Zoom link can be found on the STU Facebook page. Ms. Berman also reminded everyone that there will be a calendar raffle for the month of May to benefit their scholarship fundraiser. Ms. Berman also wanted to congratulate Elaine Bombaci, nurse at WHES, for being awarded the Distinguished Service Award from AFTMA. And lastly, Ms. Berman wanted to welcome all the students back to school.

Mayor Driscoll responded to Ms. Berman's comment regarding the School Committee still meeting remotely for the meetings. She explained that the Governor's executive order relieves public bodies from the requirement in the Open Meeting Law that meetings be conducted in a public place that is open and physically accessible to the public, provided that the public body instead provides adequate, alternative means of public access to the deliberations of the public body. "Adequate, alternative means" may include, without limitation, providing public access through telephone, internet, or satellite enabled audio or video conferencing or any other technology that enables the public to clearly follow the proceedings of the public body in real time. Also, the executive order authorizes all members of a public body to participate in a meeting remotely; the Open Meeting Law's requirement that a quorum of the body and the chair be physically present at the meeting location is suspended. Mayor Driscoll added that when safely possible, the Committee will return to conducting meetings in person, while still providing remote access to the public.

Ben Chertok, 21 Bertuccio Avenue, wanted to follow up on Ms. Berman's public comment regarding why the School Committee is still not meeting in person. Mr. Chertok commented that although the need to provide a remote link for the public to view and participate in the meeting is still required by the Governor's orders, he feels that the Committee itself should meet in person just as the teachers are doing the work in person.

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Report from the Student Representative

Duncan Mayer stated that the Student Advisory Council has been working hard these past few weeks choosing 3 students to sit on the Principal search committee.

Superintendent Zrike shared an email that he received from a parent regarding the Bates School. Dr. Zrike wanted to acknowledge how time and energy each school has put into reopening and wanted to extend the parent's thank you to the principal and staff.

Report of the Superintendent

a. Early College Presentation

Superintendent Zrike announced that there will be a presentation of expanding the early college program at the high school. Dr. Samantha Meier introduced the team, which consisted of Barbara Crock (from Crock Leadership Associates) , Amie Capodanno, Estephanie Rodriguez and Chessye Moseley (from Empower Schools). The presentation began with outlining the 2 objectives:

- build alignment and investment in the concept and importance of Early College as a tool to increase student postsecondary success and close equity gaps
- build understanding and consensus around a shared vision and potential plans for expanding the Early College program at Salem High School to include "the Promise" of an Associates degree during a 5th year of high school

The team presented research as to why early college matters. Some of the research showed that college is a gateway to careers offering income security and is a great equalizer regarding wages. The program also helps students with no cost to the student and no admission requirements. Students would receive enhanced academic and guidance support to ensure they thrive in the rigorous college coursework. Students would then graduate from high school with significant college credits. They explained that early college is designed to support Black and Latinx students, students that have received EL or IEP support, students who are interested in attending college but may face financial challenges and also first-generation college students. They also reported that early college graduates enrolled in college at higher rates than their peers.

The team presented the request to expand the early college program. Their vision includes expanding to the 10th grade, allowing more credits for 11th-12th grade and adding the early college promise (5th) year. This will allow students to earn a full Associate's degree or 60 transferable credits towards a Bachelor's degree at no cost to them. They explained that they spent September through February exploring the concept of an early college promise program with Salem State University. In addition, depending on their progress, they would be invited to apply for an implementation grant to pilot in SY22-23 from the Smith Family Foundation. The plan is to begin recruitment in SY21-22 and plan to launch with at least 20 students in SY22-23.

b. High School Full Return Proposal

Superintendent Zrike reported that as of today, 81% of students in K-8 are attending in-person five days a week. He explained that today there were 200 new students that returned to

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in-person. Dr. Zrike added that all K-8 classes have transitioned to a 6 hour and 5 minute day, with Collins being a little longer.

Superintendent Zrike explained that the next phase is for the High School and the plan is to bring back those students on Monday, April 26th, although this plan does not apply to New Liberty or Salem Prep since they are smaller schools and already have 5 days in-person. He added that families can still opt out and stay fully remote, but must notify the school by Monday, April 12th. If a family does not respond with a change, the student will remain as they are.

Dr. Zrike introduced Chelsea Banks, who reported on the results of the staff vaccination survey. She stated that currently 92% have reported that they have either gotten the vaccine or have booked an appointment. Of that, 93% are teachers and all those who have not gotten a vaccine yet, have been reached out to. Also, Dr. Zrike reminded everyone that even if you are vaccinated, you should still continue with the testing that is being offered by the district.

Duncan Mayer asked a question regarding if there has been any consideration of new resources since there are still so many online remote learning. Dr. Zrike responded that he is not sure if they will be offering remote for next year, but will continue to provide options this year such as HUB Connects to support remote learning. Mr. Mayer also asked if there is a grace period that a student can change back to remote learning if they are not comfortable with in-person learning. Dr. Zrike said that he would follow up with Dr. Meier regarding that question. Ms. Campbell asked a question regarding the vaccination survey and how representative of all staff is the 92%. Ms. DeLai responded that communications have been sent to all staff (including custodians, food services and office staff) to make them aware and help in making the appointment has been offered for those who need it.

c. Inter-District School Choice

Superintendent Zrike is introducing for discussion a recommendation on the inter-district school choice policy. Currently only the high school level participates in this program. Dr. Zrike believes this will be a great program for the district to boost enrollment. The Superintendent introduced Dr. Conrad to explain the recommendation. Dr. Conrad explained that this recommendation is looking at grades 1 to 12. They are recommending the high school to expand to 15 students per grade level, New Liberty to expand to 15 students per grade level and elementary to 10 students from each grade 1 to 8. This policy would not guarantee the priority of school assignment. Dr. Conrad added that the application deadline has been moved up to June 15th. If the number of applicants exceeds the number of open seats, then a lottery will be held and there will be random acceptance. She added that entrance cannot be denied due to discipline and transportation is not required to be provided, unless they have it stated in their IEP. This will be presented for a vote at the next School Committee meeting.

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New Business

a. Vote to approve a memorial (a permanent granite marker and bronze plaque) to 1st Lt. Catherine Marie Larkin, RN, US Army Nurse Corp., to be installed at the intersection of Memorial Drive and Larkin Lane on property of the Bentley School.

Ms. Manning made a motion to approve a memorial to 1st Lt. Catherine Marie Larkin, RN, US Army Nurse Corp., to be installed at the intersection of Memorial Drive and Larkin Lane on property of the Bentley School. Mrs. Campbell seconded the motion. 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

Finance Report

a. Budget Transfers

Ms. DeLai requested the following Budget Transfers.

FY21 Budget Transfer Request 20 - The Carlton Innovation School requests the transfer in the amount of \$15,000 from Contract Services to Office Supplies, Books and Instructional Supplies to cover the cost of replenishing additional supplies and educational materials that were purchased for students who were both remote and in-person learning.

FY21 Budget Transfer Request 21 - The Bentley Academy Innovation School requests the transfer in the amount of \$2,130 be made from Contract Services to Instructional Supplies to fund classroom materials needed for return to in-person learning.

FY21 Budget Transfer Request 22 - The Assistant Superintendent's Office requests the transfers in the amount of \$56,348 from Contract Services to Instructional Supplies, \$58,047 from Educational Training to Instructional Supplies and \$38,029 from Stipend Operating Budget to Instructional Supplies to fund the purchase of core instructional materials and early literacy reading book sets.

Mayor Driscoll requested an omnibus motion to approve FY21-20, FY21-21 and FY21-22 Budget Transfers. Mr. Cruz made the motion and Ms. Manning seconded. A roll call vote was taken.

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

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Ms. Campbell Yes
Mayor Driscoll Yes
Motion carries 6-0

Subcommittee Reports

a. Policy Subcommittee

- i. Policies for Second Reading
5213 Field Trips and Excursions

Ms. Nuncio explained that Dr. Pangallo’s request for changes to the policy have not been incorporated yet since the Policy Subcommittee has not met again since the last School Committee meeting. The next Policy Subcommittee meeting is scheduled for Thursday, April 8th. where Dr. Pangallo’s request will be reviewed.

Ms. Nuncio made a motion for second reading of policy 5213 Field Trips and Excursions. Mr. Cruz seconded the motion. 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

- ii. Policies for Third Reading
3105 Budget Transfer Authority

Ms. Nuncio made a motion for third reading of 3105 Budget Transfer Authority Policy and 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

School Committee Concerns and Resolutions

Dr. Pangallo announced that the Curriculum Subcommittee discussed standards based grading, early college expansion and for a waiver for physical education and finance graduation requirements at their last meeting. This waiver will be a one time opportunity and will be presented for a vote at the next School Committee meeting.

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Adjournment

Mayor Driscoll requested a motion to adjourn. Ms, Manning motioned and Mr. Cruz 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 9:11 p.m.

Respectfully submitted by,

Nancy A. Weiss

Executive Assistant to the School Committee & Superintendent

Student Spotlight

Alessandra Grannis and Fiona Salas - SHS English class

Performance Task #2: 10th grade students were asked to think about this prompt: "How has Covid-19 changed the face of our world, and their world in particular?" After reading Elizabeth Acevedo's *The Poet X* and watching many spoken word performances, students were tasked with using that prompt to create an original spoken word poem and translating that poem into a visual/digital format.



Salem Public Schools

FY2022 Proposed Budget Presentation

April 26, 2021



Salem Public School FY2022 Proposed Budget
Presentation, April 26, 2021

Agenda

- Setting the context: Strategic Priorities
- Aligning Strategic Priorities to Budget Priorities
- Budget Values, Norms, and Drivers
- Enrollment, Demographic, and Spending Trends
- FY2022 Proposed Budget Summary
- FY2022 Proposed Budget Highlights
 - By Cost Center
 - By School



Strategic Objectives

Build a robust talent development system for all staff

Strengthen the pre-K to post-secondary experience

Effectively meet the social/emotional and behavioral needs of all students and create a vision for engaging their families

Design and implement data-informed systems that ensure equitable use of resources and accountability for outcomes

Equity is at the center of all we do

- Strong equity statement
- Equity must be the lens through which we examine everything we do and how we use our resources
- Students and families must be empowered to advocate and to be active participants in designing the system they want.
- Anti-racist and equity work must be visible and concrete in every work stream.



Strategic Priority I

Build a robust talent development system for all staff

- *Diversify the workforce by building a strategic approach to talent*
- *Cultivate culturally and linguistically responsive, social justice-driven staff*
- *Develop staff to position schools as the unit of change*

- Hire a full-time diversity and recruiting specialist
- Offer more professional learning for staff about race, equity and inclusion
- Invest in pipelines for paraprofessionals to become teachers and Salem students to become educators

Strategic Priority II

*Strengthen
the pre-K
to post-
secondary
experience*

- *Expand high-quality early childhood education*
- *Focus on developing independent learners*
- *Create a shared vision for the high school experience with equity at the center*

- Invest in full-time K paras
- Offer more specialized reading and math services
- Expand early college and dual enrollment programming
- Increase student access to workforce development/CTE
- Provide funds for high-interest and culturally relevant texts
- Open more full day Pre-K seats throughout SPS
- Continue growing the dual language pathway

Strategic Priority III

Effectively meet the social, emotional, and behavioral needs of all students and create a vision for engaging their families

- ***Empower students***
- ***Engage families as partners***
- ***Align structures for students' social-emotional support***

- Expand summer and out of school programming
- Transform the parent information center into a genuine family resource center
- Enhance our language access supports
- Offer additional social/emotional interventions for students post-COVID

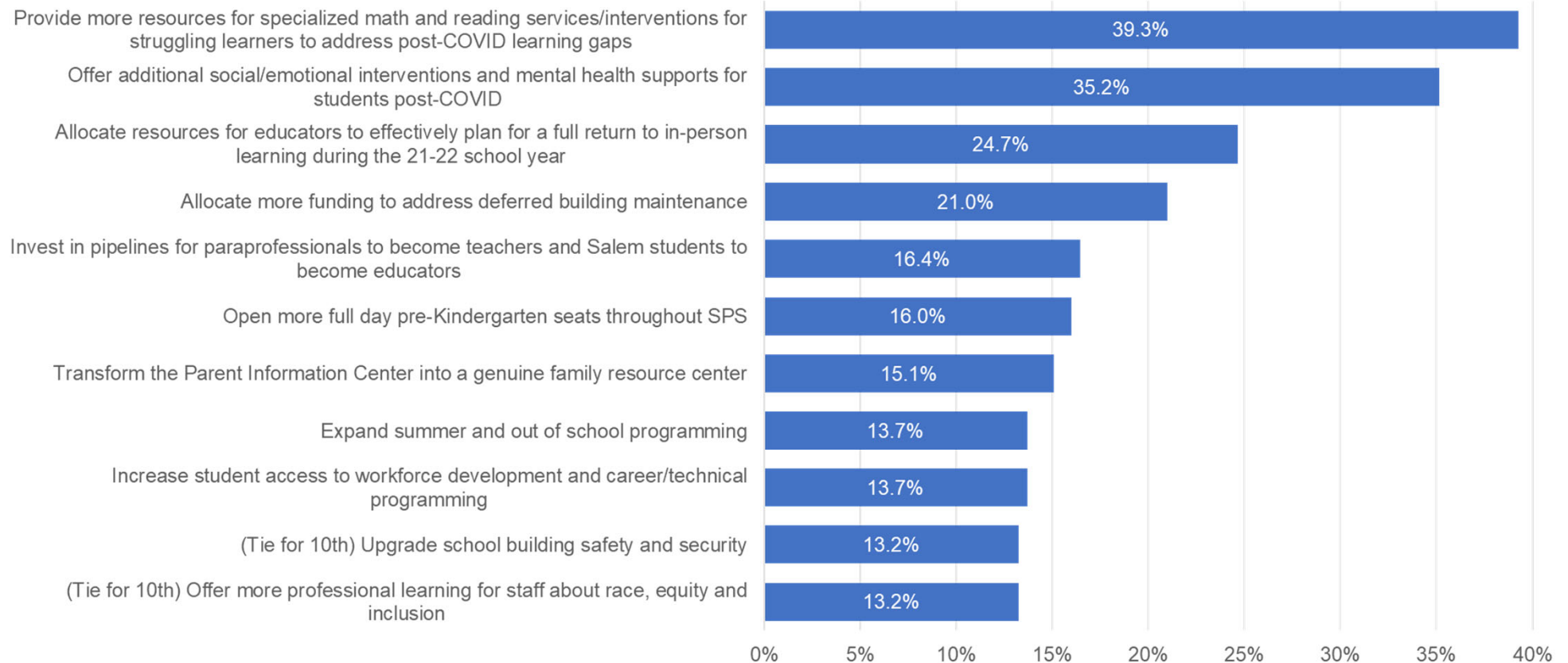
Strategic Priority IV

Design and implement data-informed systems that ensure equitable use of resources and accountability for outcomes

- ***Allocate resources strategically and operate efficiently***
- ***Create strong systems of accountability***
- ***Develop effective data systems***

- Allocate more funding to address deferred maintenance
- Upgrade school building safety and security
- Provide an enhanced baseline of technology to each educator
- Strengthen data systems to ensure greater accuracy/useability by staff
- Expand SPS 1-to-1 initiative

Staff and Community Feedback: *Top 10 Budget Priorities*



FY22 Budget Values and Norms

- Keep student need at the center and prioritize students with the highest need in the district as we return from a pandemic year of learning
- Use data and evidence to support budget decisions
- Ensure transparency and alignment to strategic priorities
- Invest in initiatives that have proven to be effective
- Invest in building the capacity of our staff
- Ensure that our budget accounts for stakeholder input

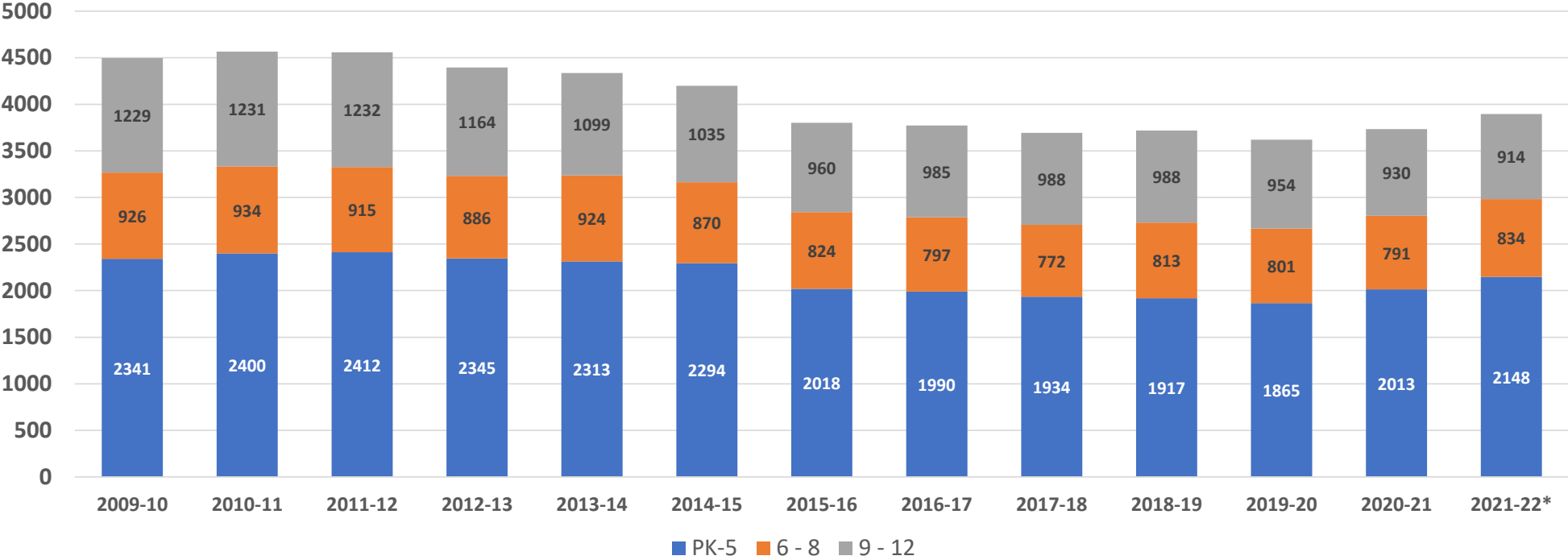


This year's budget drivers include addressing:

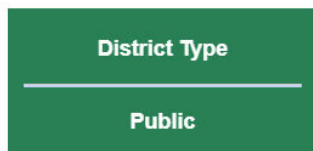


- Enrollment and demographic shifts
- Contractual obligations
- Student learning gaps and social emotional health needs
- Building deficiencies due to deferred maintenance
- Funding inequities
- Strategic priorities and initiatives
- Federal and state mandates

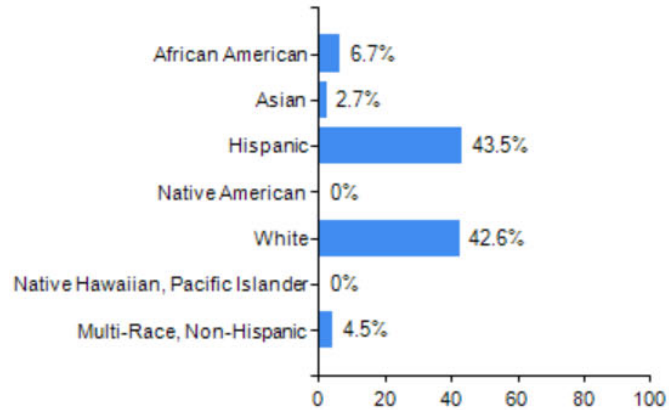
Enrollment Trends



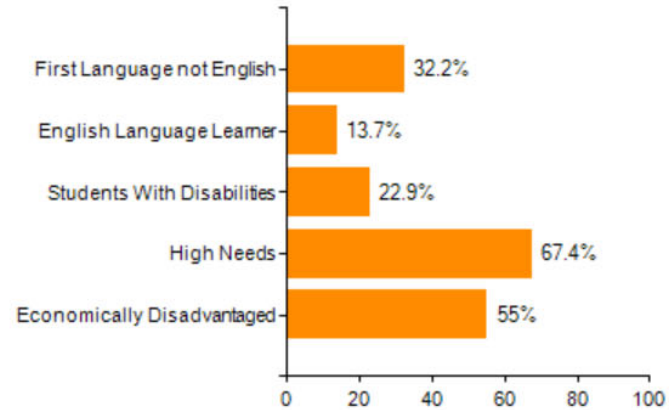
Student Demographics



Student Race and Ethnicity



Selected Populations



Student Outcomes

Student Outcomes

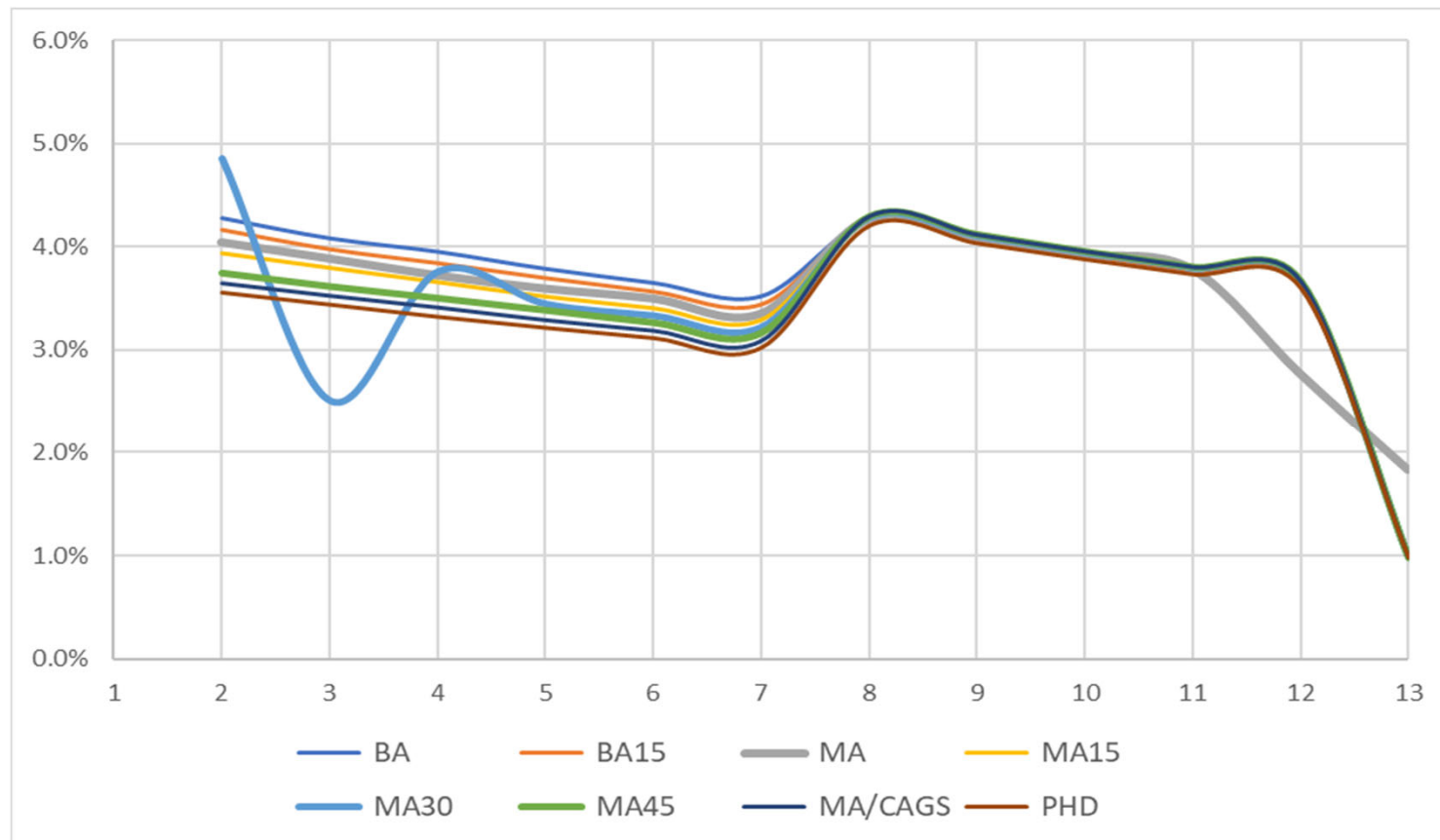
- Only 34% of grade 3-8 students are meeting or exceeding expectations in math.
- Passing rates for Gr. 10 math have fallen over the past few years from 64% to 50%.
- Only 40% of grade 3-8 students are meeting or exceeding expectations in ELA.
- 81% of students in grade 10 are meeting expectations in ELA.

School	2019 Cumulative Progress Toward Improvement Targets	2019 Accountability Percentile
Bates	68% - substantial progress	28
Bentley	52% - substantial progress	25
Carlton	50% - substantial progress	47
CMS	42% - moderate progress	18
HMLS	83% - meeting/exceeding targets	42
Salts	41% - moderate progress	33
WHES	33% - moderate progress	19
SHS	52% - substantial progress	14

Comparison to Gateway Peers

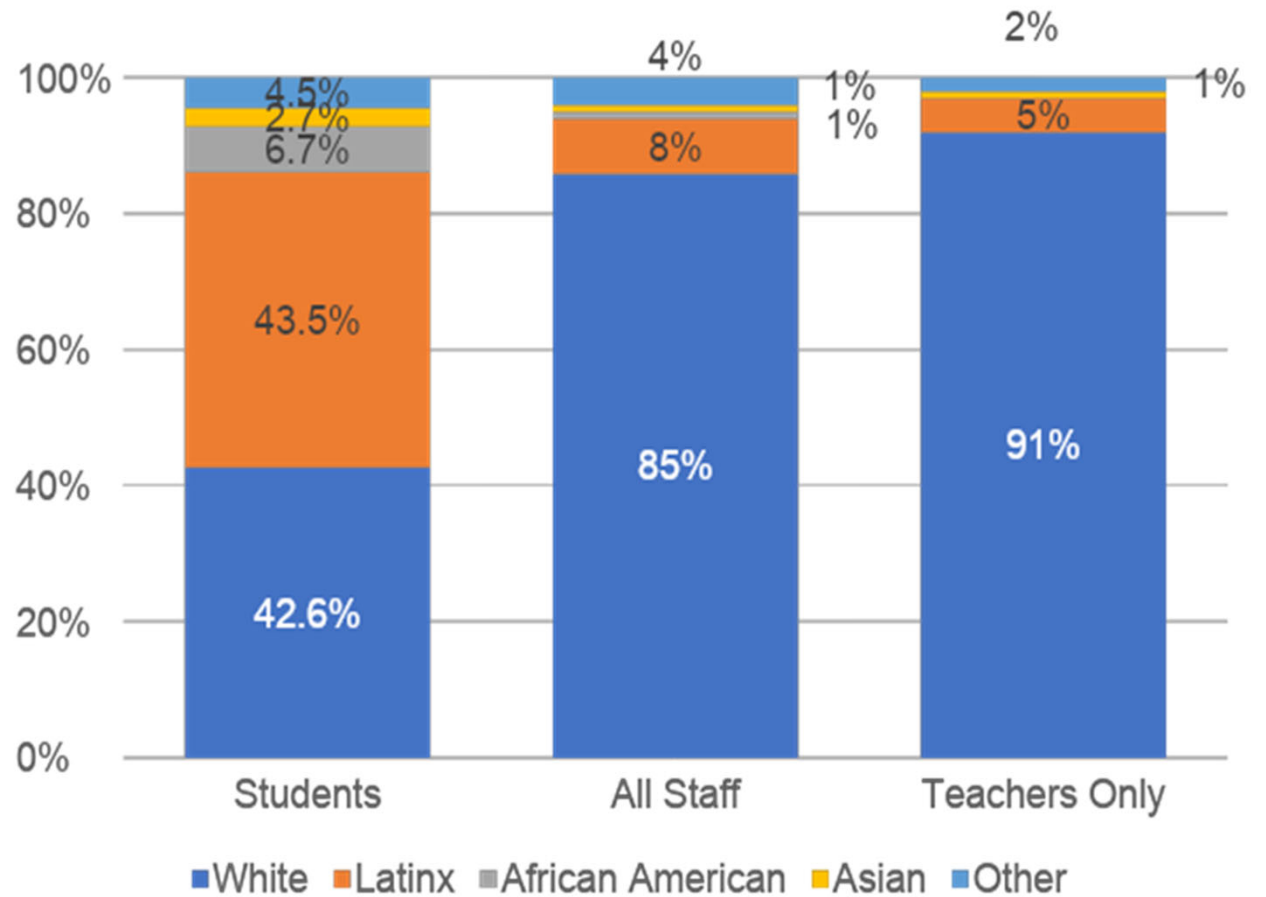
School District	Grades Served	2019 \$/In-district Pupil	2020 Relative District Wealth	2020 Students				2019 NextGen MCAS								
				Total Enrolled	Econ Dis	SWD	EL	Grades 3-8			Grade 10		Grade 10		Grade 10	
								% Meet or Exceed Expectations			Avg Student Growth Percentile (SGP)		% Meet or Exceed Expectations		Avg Student Growth Percentile (SGP)	
				#	%	%	%	ELA	Math	Science	ELA	Math	ELA	Math	ELA	Math
Salem	PK-12	\$19,735	60%	3,620	49.3	23.8	13.2	41%	34%	39%	49.3	49.1	47%	43%	50.1	42.3
Chelsea	PK-12	\$14,760	22%	6,255	63.9	15.5	42.5	33%	27%	20%	50.5	40.4	29%	26%	49.0	49.6
Everett	PK-12	\$13,824	32%	7,057	52.8	15.5	26.4	38%	37%	28%	48.4	49.4	42%	35%	46.9	46.3
Haverhill	PK-12	\$13,361	43%	8,063	48.3	22.8	9.6	39%	36%	32%	47.8	49.6	45%	41%	46.6	38.1
Lawrence	PK-12	\$15,599	14%	13,550	70.7	18.5	36.2	30%	31%	24%	49.6	51.6	30%	31%	37.0	30.7
Lowell	PK-12	\$14,728	26%	14,434	57.7	17.9	24.0	38%	37%	25%	47.6	49.4	46%	42%	41.2	36.2
Lynn	PK-12	\$13,959	24%	16,088	58.2	16.9	29.8	38%	37%	41%	50.8	53.8	37%	38%	48.5	41.3
Malden	PK-12	\$14,657	52%	6,481	46.0	17.4	18.2	50%	41%	41%	55.9	51.3	47%	54%	52.3	55.0
Methuen	PK-12	\$12,907	46%	6,851	35.7	19.0	10.0	43%	41%	32%	47.7	47.7	45%	47%	44.0	39.4
Peabody	PK-12	\$14,319	71%	5,994	32.4	19.8	8.9	44%	41%	46%	42.7	47.5	52%	48%	41.8	47.5
Revere	PK-12	\$13,697	37%	7,532	49.0	16.6	23.7	47%	43%	43%	48.5	46.8	48%	48%	41.8	41.8

The Average Step Increase for Educators is 3.5%

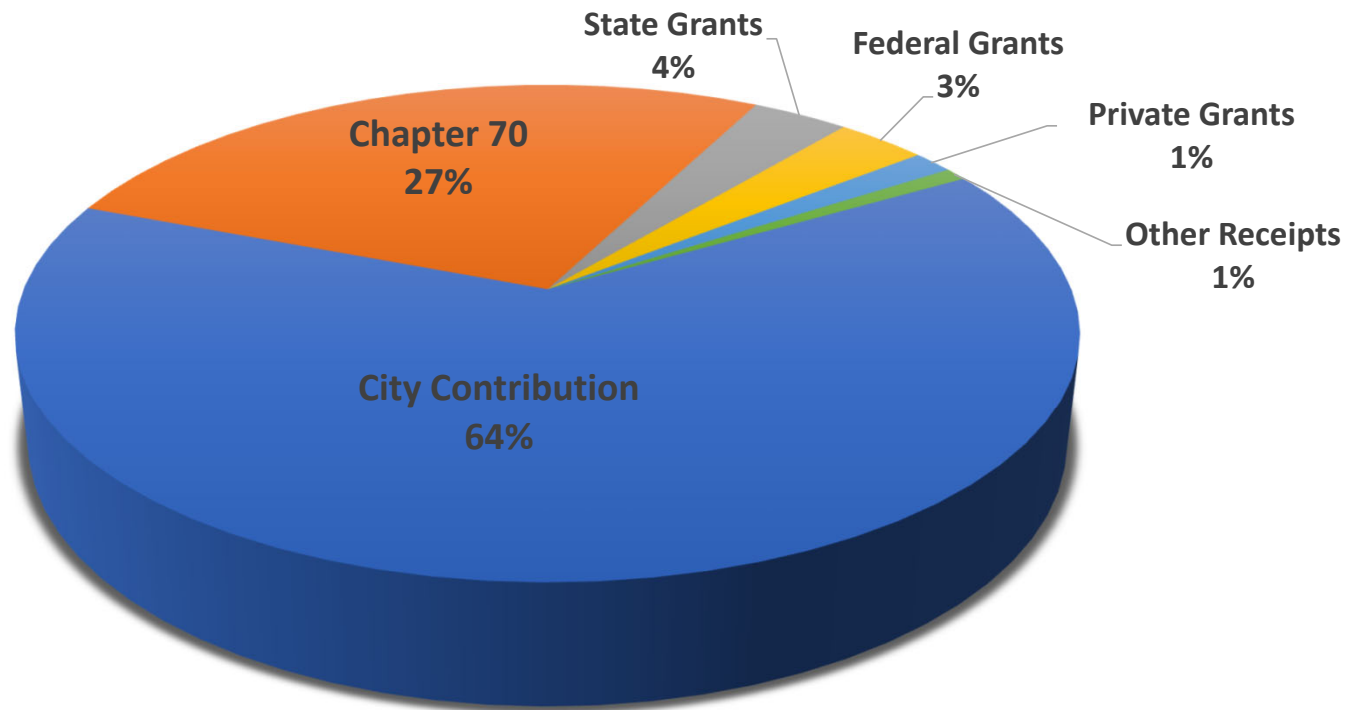


Educator Demographics

Comparison of Student & Staff Demographics



Revenues are a Significant Budget Driver



Municipal Expenditures on Behalf of Schools, FY2020

Expense Category	Amount
Finance	515,015
Human Resources	136,378
Technology	1,032,562
Employer Retirement Cost	1,701,420
Employee Separation Costs	391,617
Insurance (Active & Retired)	9,046,826
School Construction Debt	3,220,017
Tuition Public	11,370
School Choice Tuition	578,643
Charter School Tuition	10,010,919
Essex Tech Assessment	2,262,449
TOTAL EXPENDITURES BY CITY OR TOWN	28,907,216

Budget Overview, Fiscal Year 2022

FY2021 Appropriation		
FY2021 Adopted	63,449,649	
FY2021 Revised (1)	64,301,742	
FY2022 Personnel Increases		
	1,244,038	
FY2022 Personnel Contractual Increases (2)	963,011	
FY2022 Additional Personnel Adjustments	281,027	
FY2022 Estimated Expense Increases		
	397,599	
Out of District Tuition	231,479	
Contractual Services - Legal, Financial, Auditing	54,200	
Special Education and Homeless Transportation	42,984	
Office of Public Relations Expense	40,900	
Utility Expense Increase	21,221	
Athletic Facility Rentals	6,815	
FY2022 Level Service Total	65,943,379	2.6%
FY2022 Requested Total	71,486,877	11.2%
FY2022 Recommended Budget	66,597,918	3.6%

(1) Supplemental appropriation to offset rescinding of last year's wage concessions

(2) All but one Collective Bargaining Agreements are currently unsettled

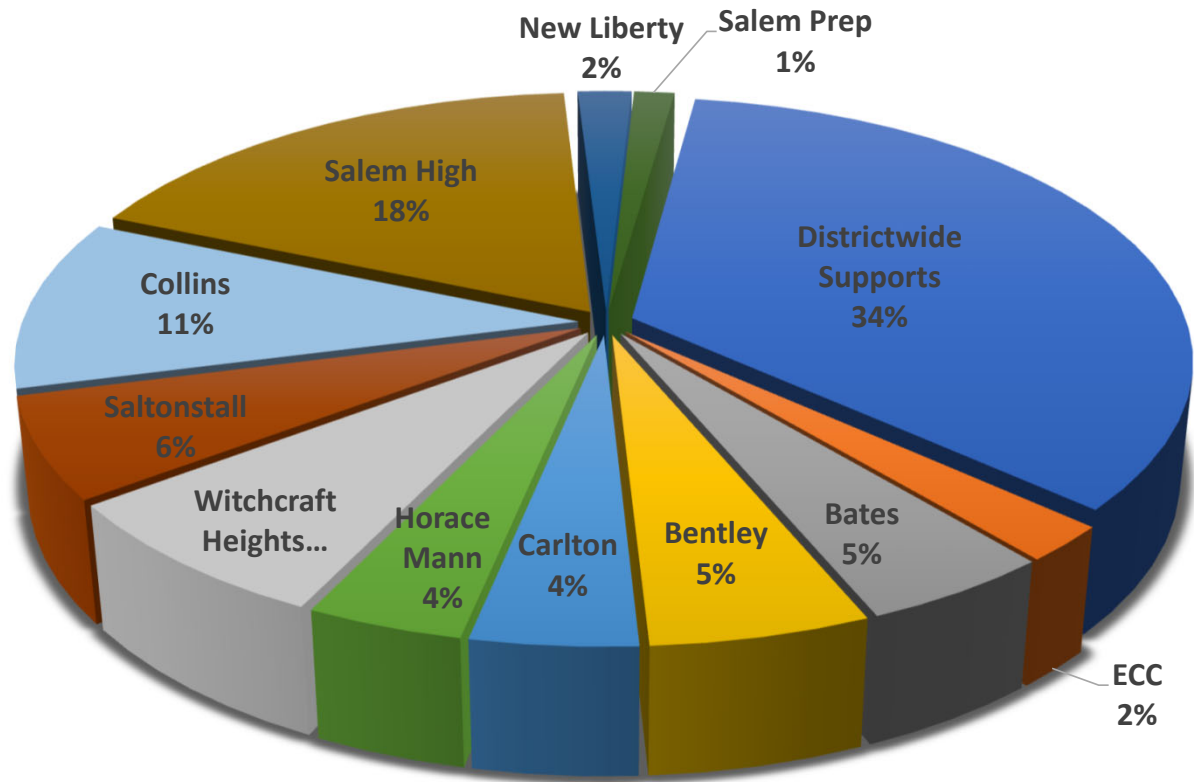
Federal COVID-19 Grant Supports

Grant Name	Amount Allocated	Amount Expended	Start Date	End Date
CvRF School Reopening	\$908,325	\$908,325	March 1, 2020	December 30, 2020
Remote Learning Technology Essentials	\$164,107	\$164,107	Upon approval	December 30, 2020
ESSER I	\$1,096,282	\$802,954	March 12, 2020	September 30, 2022
ESSER II	\$4,124,098	-	April 1, 2021	September 30, 2023
ESSER III / American Rescue Plan	\$9,239,679	-	Upon approval	September 30, 2023
Total LEA Allocation	\$15,532,491	\$1,875,386		

FY2022 Proposed Budget by Cost Center

Cost Center	FY2018 ACTUAL	FY2019 ACTUAL	FY2020 ACTUAL	FY2021 FTE	FY2021 BUDGET	FY2022 FTE	FY2022 PROPOSED	\$ Change	% Change	FTE Change
District Administration	2,472,002	2,561,110	2,817,872	19.0	3,371,626	12.0	3,464,987	93,360	2.8%	(7.0)
Curriculum, Instruction & Assessment	2,039,547	2,104,117	1,992,006	9.3	1,940,949	9.3	1,702,268	(238,682)	-12.3%	-
Special Education	9,103,557	9,960,414	8,349,081	37.9	9,585,660	36.9	9,374,049	(211,611)	-2.2%	(1.0)
Student & Family Supports	1,269,965	1,381,070	943,068	13.3	916,806	14.3	1,534,288	617,482	67.4%	1.0
Multilingual Learner Education	377,275	490,326	612,433	5.7	615,657	5.7	619,280	3,623	0.6%	-
Instructional Technology	-	-	342	10.0	802,279	10.5	844,008	41,728	5.2%	0.5
Operations & Maintenance	4,631,339	4,822,563	4,932,800	46.6	5,309,801	47.6	5,406,703	96,902	1.8%	1.0
Early Childhood Center	1,029,659	1,106,648	1,649,479	29.5	1,675,048	29.5	1,486,766	(188,282)	-11.2%	-
Bates Elementary School	2,635,702	3,080,964	3,166,684	47.5	3,165,631	47.5	3,184,866	19,235	0.6%	-
Bentley Academy Innovation School	3,457,715	-	-	49.7	3,265,204	54.1	3,628,260	363,055	11.1%	4.4
Carlton Innovation School	2,150,909	2,462,056	2,760,733	43.8	2,663,558	43.8	2,740,532	76,974	2.9%	-
Horace Mann Lab School	2,302,441	2,432,184	2,543,444	39.4	2,592,528	39.4	2,588,622	(3,906)	-0.2%	-
Witchcraft Heights Elementary School	3,971,237	4,784,772	5,018,692	83.9	4,813,974	82.9	5,070,475	256,501	5.3%	(1.0)
Saltonstall K-8 School	3,594,568	3,784,808	4,069,216	57.4	3,934,425	57.4	4,133,884	199,459	5.1%	-
Collins Middle School	5,159,314	6,030,908	6,511,352	103.9	6,639,227	103.9	6,973,653	334,426	5.0%	-
Salem High School	10,296,959	10,543,520	10,873,302	153.8	10,541,195	153.8	11,214,854	673,659	6.4%	-
New Liberty Innovation School	967,181	1,016,233	1,188,910	14.5	1,212,308	14.5	1,206,336	(5,971)	-0.5%	-
Salem Prep	666,471	484,292	745,518	11.7	773,955	11.7	905,123	131,168	16.9%	-
Athletics	478,738	500,394	413,105	2.0	481,908	2.0	518,966	37,057	7.7%	-
Grand Total	56,604,579	57,546,380	58,588,036	778.7	64,301,742	776.6	66,597,919	2,296,178	3.6%	(2.1)

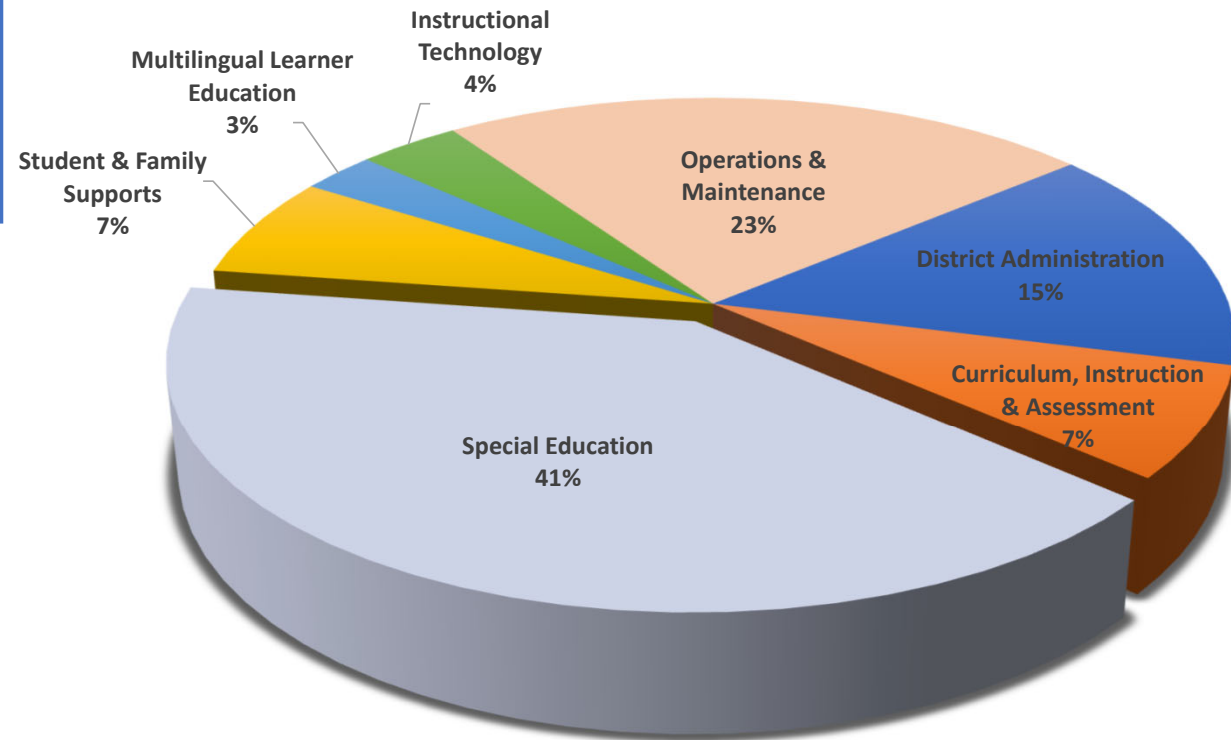
FY2022 Budget Allocation



Districtwide Supports Summary

Cost Center	F2018 ACTUAL	FY2019 ACTUAL	FY2020 ACTUAL	FY2021 FTE	FY2021 BUDGET	FY2022 FTE	FY2022 PROPOSED	\$ Change	% Change	FTE Change
District Administration	2,472,002	2,561,110	2,817,872	19.0	3,371,626	12.0	3,464,987	93,360	2.8%	(7.00)
Special Education	9,103,557	9,960,414	8,349,081	37.9	9,585,660	36.9	9,374,049	(211,611)	-2.2%	(1.00)
Curriculum, Instruction & Assessment	2,039,547	2,104,117	1,992,006	9.3	1,940,949	9.3	1,702,268	(238,682)	-12.3%	-
Student & Family Supports	1,269,965	1,381,070	1,710,247	25.3	1,762,992	26.3	2,399,264	636,271	36.1%	1.00
Multilingual Learner Education	377,275	490,326	612,433	5.7	615,657	5.7	619,280	3,623	0.6%	-
Instructional Technology	-	-	342	10.0	802,279	10.5	844,008	41,728	5.2%	0.50
Operations & Maintenance	4,631,339	4,822,563	4,932,800	46.6	5,309,801	47.6	5,406,703	96,902	1.8%	1.00
Grand Total	19,893,686	21,319,600	20,414,781	153.8	23,388,965	148.3	23,810,558	421,593	1.8%	(5.50)

FY2022 Districtwide Budget Allocation



FY2022 New Personnel Requests

- 8.4 Teachers
- 1.5 Reading Specialists
- 1.0 STEAM Coach
- 0.5 Early College Coordinator
- 2.0 Behavior Specialists
- 10.4 Paraprofessionals
- 0.4 Tutors
- 0.4 Family Engagement Facilitator
- 1.0 Family Engagement Coordinator
- 1.0 Technical Support Analyst
- 8.0 Permanent Building Subs
- 1.0 Recruiting & Retention Specialist
- 5.0 Custodians
- 1.0 Daily Operations Manager
- 1.0 HVAC Technician
- \$320K Stipends and additional comp

FY2022 New Non-Personnel Requests

- New K-5 Literacy Curriculum
- Chromebooks and Chromebook Carts
- Instructional Hardware and Software
- Instructional Technology Supplies
- Classroom Library Books
- CVTE Equipment and Supplies
- Early College Program Expenses
- Summer Assessment Camps
- Expanded Summer Programming
- Expanded Translation Services
- Professional Development
 - Instructional Improvement
 - Social Justice
 - Anti-Racism
 - Drop-out Prevention
 - Mental Health Support
 - Bilingual Education
- Website and communication system improvements
- Enhanced Preventative Maintenance Services
- Building Security Improvements

Curriculum, Instruction, and Assessment

Amount	Request Details	Strategic Initiatives	Funding Source
\$460,000	New K-5 Literacy Curriculum (current units in place since 2012)	<ul style="list-style-type: none"> Focus on developing independent learners 	Grant funded
\$57,000	Diversify classroom libraries	<ul style="list-style-type: none"> Focus on developing independent learners 	Grant funded
\$139,000	Partner with School Empowerment Network to focus on school-based Instructional improvement efforts	<ul style="list-style-type: none"> Cultivate culturally and linguistically responsive, social justice-driven staff 	Grant funded
\$244,000	Engage a partner to develop anti-racist training modules for all SPS staff	<ul style="list-style-type: none"> Cultivate culturally and linguistically responsive, social justice-driven staff Empower students Engage families as partners 	Grant funded

Curriculum, Instruction, and Assessment *Pandemic Recovery*

Amount	Request Details	Strategic Initiatives	Funding Source
\$54,000	Summer stipends for ILTs to meet and plan for SY2021-22	<ul style="list-style-type: none"> • Develop staff to position schools as the unit of change • Focus on developing independent learners • Align structures for students' social-emotional support 	Grant funded
\$72,000	Host summer assessment camps		Grant funded
\$250,000	Expand summer programs and modify instructional approaches to respond to COVID-related learning loss		Grant funded

Student and Family Supports

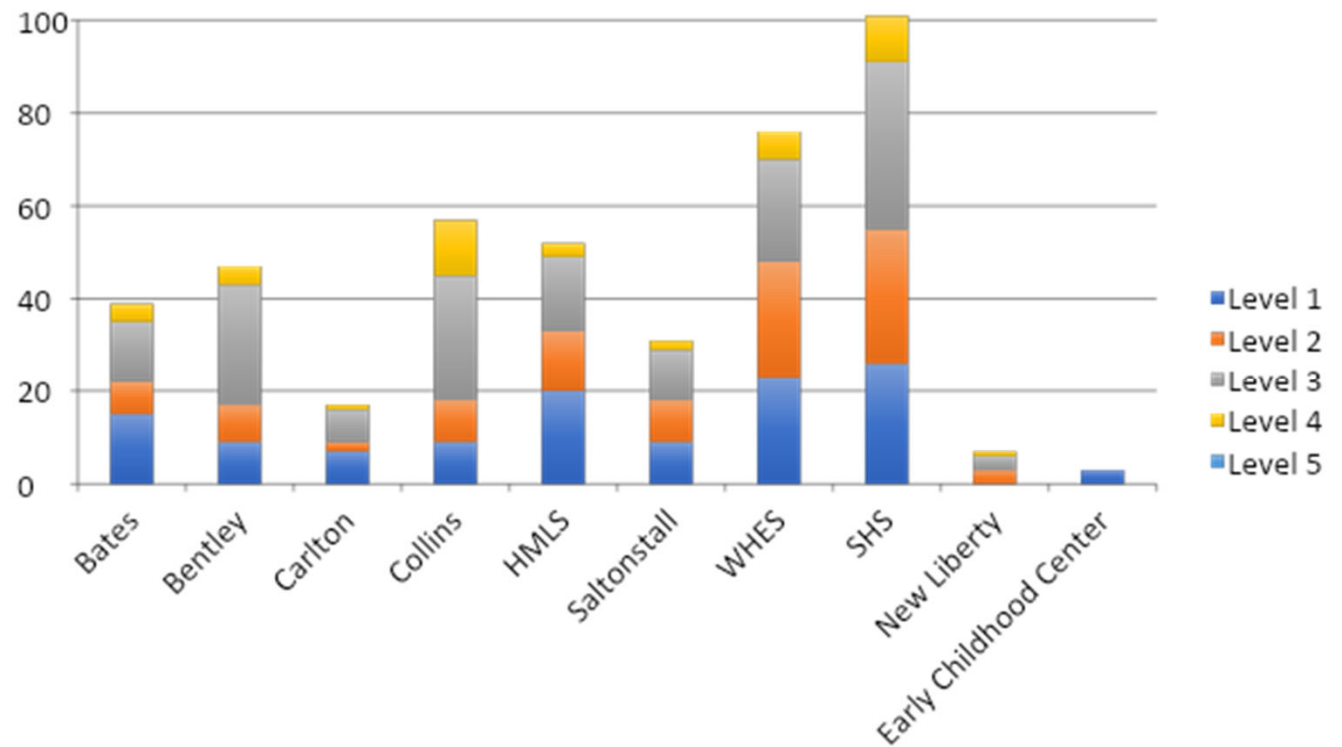
- Use evidence-based strategies that support students' ability to learn and thrive
- Reallocate resources to support the formation of the Office of Student & Family Support Services

Amount	Request Details	Strategic Initiatives	Funding Source
\$180,000	Maintain systems and structures to support universal access to wrap-around supports <ul style="list-style-type: none"> • City Connects (PreK-8) - \$126,000 • BARR Program (SHS) - \$54,000 	<ul style="list-style-type: none"> • Align structures for students' social-emotional support 	Local budget
\$2,399,264	Build a budget for the newly formed Office of Student & Family Support Services	<ul style="list-style-type: none"> • Align structures for students' social-emotional support 	Reallocation of existing resources
\$75,000	Hire a new Facility Engagement Coordinator	<ul style="list-style-type: none"> • Engage families as partners 	Grant funded

Special Education

Amount	Request Details	Strategic Initiatives	Funding Source
\$105,342	Out of District Tuition Increases beyond Level Service	<ul style="list-style-type: none"> Focus on developing independent learners Align structures for students' social-emotional support 	50% Local Budget 50% Grant Funded
\$90,000	Special education and homeless transportation	<ul style="list-style-type: none"> Focus on developing independent learners Align structures for students' social-emotional support 	Grant funded
\$55,000	Extended year and summer supports	<ul style="list-style-type: none"> Focus on developing independent learners Align structures for students' social-emotional support 	Grant Funded

EL Students by School and Level, 2020



Multi-language Learner Education

Amount	Request Details	Strategic Initiatives	Funding Source
\$50,000	Increase funding for translation services	<ul style="list-style-type: none">Engage families as partners	50% Local Budget 50% Grant funded
\$30,000	Ensuring instructional materials are available in Spanish	<ul style="list-style-type: none">Empower studentsEngage families as partnersFocus on developing independent learners	\$10,000 Local Budget \$20,000 Grant funded

Instructional Technology

Amount	Request Details	Strategic Initiatives	Funding Source
\$48,000	1.0 FTE additional technology support staff	<ul style="list-style-type: none"> Develop staff to position schools as the unit of change Develop effective data systems 	\$24,000 Local budget \$24,000 Grant funded
\$265,250	Chromebook replenishment, Grades 6 and 9	<ul style="list-style-type: none"> Focus on developing independent learners 	Grant funded
\$129,700	Chromebook carts, document cameras	<ul style="list-style-type: none"> Develop staff to position schools as the unit of change Focus on developing independent learners 	Grant funded
\$50,000	Instructional technology supplies (currently unfunded)	<ul style="list-style-type: none"> Develop staff to position schools as the unit of change Focus on developing independent learners 	\$25,000 Local budget \$25,000 Grant funded
\$5,000	Professional development for IT staff	<ul style="list-style-type: none"> Develop staff to position schools as the unit of change 	Grant funded

Operations and Maintenance

Increase custodial staff from 27 to 32 FTE

- APA Level 3 Standard specifies a ratio of 1 custodian per 40,000 square feet.
- SPS custodial staff average 78,000 square feet per shift.
- Additional requests would bring SPS average to 65,000 sq ft per night.

Increase groundskeeping staff from 2 to 3 FTE

- Currently, grounds staff are responsible for 53 acres; the industry standard is 30.
- The addition of 1.0 FTE will decrease ratio to 35 acres per employee, not including Bertram field and the Salerno automotive center.
- The new Bertram Field complex adds 6,165 sq ft of building space including 32 new toilet stalls.

Operations and Maintenance

Amount	Request Details	Strategic Initiatives	Funding Source
\$236,080	5.0 FTE Custodial staff to bring staffing ratios more in line with operational standards	<ul style="list-style-type: none"> Allocate resources strategically and operate efficiently 	1.0 FTE Local budget 4.0 FTE Grant funded
\$75,000	Retain 1.0 FTE Daily Operations Manager		Grant funded
\$74,000	Retain 1.0 FTE HVAC Technician		Grant funded
\$35,000	Increase overtime to reflect historical actuals		Grant funded
\$140,000	Procure contracts to perform preventative maintenance tasks		\$40,000 Local budget \$100,000 Grant funded
\$30,000	Additional funding to support Bertram field expansion		\$10,000 Local budget \$20,000 Not funded
\$20,000	Additional maintenance supplies for HVAC technician		Grant funded

School Level Budget Summary

Cost Center	F2018 ACTUAL	FY2019 ACTUAL	FY2020 ACTUAL	FY2021 FTE	FY2021 BUDGET	FY2022 FTE	FY2022 PROPOSED	\$ Change	% Change	FTE Change
Athletics	478,738	500,394	413,105	2.0	481,908	2.0	518,966	37,057	7.7%	-
Bates Elementary School	2,635,702	3,080,964	3,095,459	46.5	3,099,070	46.5	3,108,500	9,430	0.3%	-
Bentley Academy Innovation School	3,457,715	-	-	48.7	3,192,864	53.1	3,548,848	355,984	11.1%	4.4
Carlton Innovation School	2,150,909	2,462,056	2,683,649	42.8	2,591,281	42.8	2,663,348	72,067	2.8%	-
Collins Middle School	5,159,314	6,030,908	6,405,176	102.9	6,479,310	102.9	6,888,347	409,037	6.3%	-
Early Childhood Center	1,029,659	1,106,648	1,594,956	28.5	1,622,343	28.5	1,425,311	(197,032)	-12.1%	-
Horace Mann Lab School	2,302,441	2,432,184	2,477,241	38.4	2,537,045	38.4	2,528,507	(8,538)	-0.3%	-
New Liberty Innovation School	967,181	1,016,233	1,156,169	14.0	1,174,886	14.0	1,167,794	(7,091)	-0.6%	-
Salem High School	10,296,959	10,543,520	10,744,403	150.8	10,415,677	150.8	11,031,663	615,987	5.9%	-
Salem Prep	666,471	484,292	731,487	11.2	757,917	11.2	866,581	108,664	14.3%	-
Saltonstall K-8 School	3,594,568	3,784,808	3,986,005	56.4	3,861,342	56.4	4,050,673	189,331	4.9%	-
Witchcraft Heights Elementary School	3,971,237	4,784,772	4,885,607	82.9	4,699,132	81.9	4,988,822	289,691	6.2%	(1.0)
Grand Total	36,710,893	36,226,780	38,173,255	624.9	40,912,776	628.3	42,787,361	1,874,585	4.6%	3.4

Salem Early Childhood Education Center

Amount	Request Details	Strategic Initiatives	Funding Source
\$1,500	Restore stipends cut in FY20 to fund ECC Instructional Leadership Team	<ul style="list-style-type: none">• Develop staff to position schools as the unit of change	Local budget
TBA	Addition of Pre-K seats to expand access to early childhood education	<ul style="list-style-type: none">• Expand high-quality early childhood education	Grant funded

Bates Elementary School

Amount	Request Details	Strategic Initiatives	Funding Source
\$24,962	Increase Kindergarten paraprofessionals to full time (1.2 FTE)	<ul style="list-style-type: none"> Expand high-quality early childhood education 	Grant funded
\$18,000	1.0 FTE Permanent building substitute to ensure reliable, effective, consistent support	<ul style="list-style-type: none"> Allocate resources strategically and operate efficiently 	Grant funded
\$8,000	Stipends to fund culture and climate and social justice standards work	<ul style="list-style-type: none"> Cultivate culturally and linguistically responsive, social justice-driven staff Align structures for students' social-emotional supports 	\$2,000 Local budget \$6,000 Grant funded
\$4,000	Building-based PD to develop social justice standards for school		Grant funded

Bentley Academy Innovation School

Amount	Request Details	Strategic Initiatives	Funding Source
\$70,000	1.0 STEAM Coach to build math capacity, lead schoolwide STEAM focus	<ul style="list-style-type: none"> Develop staff to position schools as the unit of change 	Reallocation of existing position
\$70,000	1.0 Reading specialist to provide Tier 2 Reading Interventions and Literacy Support	<ul style="list-style-type: none"> Focus on developing independent learners Align structures for students' social-emotional supports 	Not funded at this time
\$25,800	1.0 FTE Library paraprofessional to curate digital resources and books	<ul style="list-style-type: none"> Cultivate culturally and linguistically responsive, social justice-driven staff 	Local budget
\$24,962	Full time Kindergarten paraprofessionals	<ul style="list-style-type: none"> Expand high-quality early childhood education 	Grant funded
\$18,000	Permanent building substitute	<ul style="list-style-type: none"> Allocate resources strategically and operate efficiently 	Grant funded
\$16,000	0.4 FTE Family Engagement Facilitator to increase to full time position	<ul style="list-style-type: none"> Engage families as partners 	Local budget
\$15,000	STEP Literacy Assessment program	<ul style="list-style-type: none"> Focus on developing independent learners 	\$5,000 Local budget \$10,000 Grant funded

Bentley Academy Innovation School

Dual Language Program

Amount	Request Details	Strategic Initiatives	Funding Source
\$70,000	1.0 FTE English Language Development teacher	<ul style="list-style-type: none"> Focus on developing independent learners Align structures for students' social-emotional support 	Grant funded
\$140,000	2.0 Grade 1 Dual Language Classroom teachers		Reallocation of existing positions
\$70,000	1.0 Dual Language Special Education teacher		Reallocation of existing positions
\$52,920	2.0 Grade 1 Dual Language paraprofessionals		Local budget

Carlton Innovation School

Amount	Request Details	Strategic Initiatives	Funding Source
\$70,000	1.0 FTE Special Education teacher to provide specialized reading services	<ul style="list-style-type: none">• Focus on developing independent learners• Align structures for students' social-emotional supports	Reallocation of existing positions
\$18,200	Increase Kindergarten paraprofessionals to full time	<ul style="list-style-type: none">• Expand high-quality early childhood education	Grant funded
\$18,000	Permanent building substitute	<ul style="list-style-type: none">• Allocate resources strategically and operate efficiently	Grant funded

Horace Mann Lab School

Amount	Request Details	Strategic Initiatives	Funding Source
\$15,000	Increase stipend for SSU fellows to compete for talent	<ul style="list-style-type: none"> Diversify the workforce by building a strategic approach to talent Focus on developing independent learners 	Grant funded
\$18,200	Increase Kindergarten paraprofessionals to full time	<ul style="list-style-type: none"> Expand high-quality early childhood education 	Grant funded
\$18,000	Permanent building substitute	<ul style="list-style-type: none"> Allocate resources strategically and operate efficiently 	Grant funded
\$6,000	Professional development focused on more effective reading interventions and accelerated student growth	<ul style="list-style-type: none"> Focus on developing independent learners Develop staff to position schools as the unit of change 	\$1,500 Local budget \$4,500 Grant funded
\$6,000	Instructional hardware and software	<ul style="list-style-type: none"> Focus on developing independent learners 	Grant funded

Witchcraft Heights Elementary School

Amount	Request Details	Strategic Initiatives	Funding Source
\$36,000	Behavior specialist	<ul style="list-style-type: none"> Align structures for students' social-emotional support 	Reallocation of existing positions
\$35,000	Additional 2.0 Endicott Fellows	<ul style="list-style-type: none"> Diversify the workforce by building a strategic approach to talent Focus on developing independent learners 	Grant funded
\$33,283	Full time Kindergarten paraprofessionals	<ul style="list-style-type: none"> Expand high-quality early childhood education 	Grant funded
\$18,000	Permanent building substitute	<ul style="list-style-type: none"> Allocate resources strategically and operate efficiently 	Grant funded
\$3,250	Stipends to support MTSS PD for enhanced delivery of interventions	<ul style="list-style-type: none"> Focus on developing independent learners Align structures for students' social-emotional support 	Local budget
\$5,500	Additional clerical hours to support students and families	<ul style="list-style-type: none"> Align structures for students' social-emotional support Engage families as partners 	Local budget

Saltonstall K-8 School

Amount	Request Details	Strategic Initiatives	Funding Source
\$70,000	1.0 ESL Teacher to cover required student minutes / co-teaching support	<ul style="list-style-type: none">• Focus on developing independent learners	Not funded at this time
\$18,200	Full time Kindergarten paraprofessionals	<ul style="list-style-type: none">• Expand high-quality early childhood education	Grant funded
\$18,000	Permanent building substitute	<ul style="list-style-type: none">• Allocate resources strategically and operate efficiently	Grant funded

Collins Middle School

Amount	Request Details	Strategic Initiatives	Funding Source
\$140,000	2.0 FTE content teachers to implement middle school team structure	<ul style="list-style-type: none"> Focus on developing independent learners Align structures for students' social-emotional supports 	Not funded at this time
\$18,000	Permanent building substitute	<ul style="list-style-type: none"> Allocate resources strategically and operate efficiently 	Grant funded
\$10,000	Instructional hardware to support classroom instruction	<ul style="list-style-type: none"> Focus on developing independent learners 	\$5,000 Local budget \$5,000 Grant funded
\$10,000	Instructional software to support classroom instruction	<ul style="list-style-type: none"> Focus on developing independent learners 	Local budget
\$9,000	Stipends for ELA, ELL, and SE teachers to align new curriculum to maps and assessments	<ul style="list-style-type: none"> Develop staff to position schools as the unit of change 	Local budget

Salem High School

Amount	Request Details	Strategic Initiatives	Funding Source
\$42,250	0.5 FTE Early College Program Coordinator	<ul style="list-style-type: none"> Create a shared vision for the high school experience with equity at the center Focus on developing independent learners 	Reallocation of existing positions
\$36,000	Behavior specialist for Connect for Success Program	<ul style="list-style-type: none"> Aligning students' social emotional supports 	Not funded at this time
\$25,000	Bilingual paraprofessional to support Connect for Success	<ul style="list-style-type: none"> Aligning students' social emotional supports 	Reallocation of existing positions
\$50,000	Early College supplies and materials	<ul style="list-style-type: none"> Create a shared vision for the high school experience with equity at the center Focus on developing independent learners 	Grant funded
\$24,250	Early college transportation	<ul style="list-style-type: none"> Create a shared vision for the high school experience with equity at the center Focus on developing independent learners 	Local budget
\$84,000	After Dark Program tuition for students (CVTE through ENSAT)	<ul style="list-style-type: none"> Create a shared vision for the high school experience with equity at the center Focus on developing independent learners 	Grant funded

Salem High School

Amount	Request Details	Strategic Initiatives	Funding Source
\$30,000	Instructional equipment to repair and replace existing CVTE equipment	<ul style="list-style-type: none">• Create a shared vision for the high school experience with equity at the center	Grant funded
\$20,113	Instructional software for new CVTE programming	<ul style="list-style-type: none">• Create a shared vision for the high school experience with equity at the center	Local budget
\$8,000	Testing expenses for students pursuing post-secondary education	<ul style="list-style-type: none">• Create a shared vision for the high school experience with equity at the center	Grant funded
\$5,000	Summer training for staff around drop-out prevention work	<ul style="list-style-type: none">• Align structures for students' social-emotional support	Grant funded

Athletics

Amount	Request Details	Strategic Initiatives	Funding Source
\$2,500	Additional equipment sanitizing and disinfecting	<ul style="list-style-type: none"> Create a shared vision for the high school experience with equity at the center 	Grant funded
\$5,000	Increased facility rental expenses		\$2,000 Local budget \$3,000 Grant funded
\$16,720	Family ID athletics registration system	<ul style="list-style-type: none"> Engage families as partners 	Grant funded
\$2,000	Additional details for athletic games and events	<ul style="list-style-type: none"> Allocate resources strategically and operate efficiently 	Grant funded

New Liberty Innovation School

Amount	Request Details	Strategic Priorities	Funding Source
\$35,000	0.5 FTE Reading specialist	<ul style="list-style-type: none"> Focus on developing independent learners Create a shared vision for the high school experience with equity at the center 	Not funded at this time
\$28,000	0.6 FTE ESL Teacher		Not funded at this time
\$15,000	Stipends for staff to participate in mental health training and provide supports and interventions to students	<ul style="list-style-type: none"> Align structures for students' social-emotional support Create a shared vision for the high school experience with equity at the center 	Grant Funded
\$5,000	Drop out prevention work with students		\$3,000 Local budget \$2,000 Grant funded

Salem Prep

Amount	Request Details	Strategic Initiatives	Funding Source
\$3,000	Stipend to create head teacher role for the Prep	<ul style="list-style-type: none">• Create a shared vision for the high school experience with equity at the center	Local budget

Aligning Investments to Strategic Initiatives

Priority	Initiative	Investments	Funding Source
Build a robust talent development system for all staff	Diversify the workforce by building a strategic approach to talent	<ul style="list-style-type: none"> Executive Director, Employee Engagement Recruitment and Retention Specialist 	<ul style="list-style-type: none"> Resource reallocation ESSERII
	Cultivate culturally and linguistically responsive, social justice-driven staff	<ul style="list-style-type: none"> Professional development – district and building based (equity initiative) 	<ul style="list-style-type: none"> ESSERII
	Develop staff to position schools as the unit of change	<ul style="list-style-type: none"> Professional development, coaching support 	<ul style="list-style-type: none"> Local budget
Strengthen the PK to Post-Secondary Experience	Expand high-quality early childhood education	<ul style="list-style-type: none"> Provide planning support and potentially create new preschool classrooms 	<ul style="list-style-type: none"> ESSERIII / ARP
	Focus on developing independent learners	<ul style="list-style-type: none"> New K-5 literacy curriculum Summer assessment camps Expanded summer programs Expansion of dual language program 	<ul style="list-style-type: none"> ESSERII ESSERII ESSERII Local budget, resource reallocation
	Create a shared vision for the high school experience with equity at the center	<ul style="list-style-type: none"> Early College Program expansion Dual Enrollment Programs CVTE Program expansion 	<ul style="list-style-type: none"> Resource reallocation Local budget Resource reallocation, ESSERII

Aligning Investments to Strategic Priorities

Priority	Initiative	Investments	Funding Source
Effectively meet the social, emotional, and behavioral needs of all students and create a vision for engaging their families	Empower students	<ul style="list-style-type: none"> Executive Director, Student and Family Supports Math and reading services and interventions 	<ul style="list-style-type: none"> Resource reallocation ESSERII, Title I, Local budget
	Engage families as partners	<ul style="list-style-type: none"> Executive Director, Student and Family Supports Family Engagement Coordinator Transform PIC into Family Resource Center 	<ul style="list-style-type: none"> Resource reallocation ESSERII ESSERIII / ARP
	Align structures for students' social-emotional support	<ul style="list-style-type: none"> Expand summer and out of school programs Provide social/emotional interventions and mental health support Professional development (mental health, trauma sensitivity, antiracism, dropout prevention) 	<ul style="list-style-type: none"> ESSERII, ELT Grant ESSERII, Local budget ESSERII, ESSERIII / ARP, Title IIA
Design and implement data-informed systems that ensure equitable use of resources and accountability for outcomes	Allocate resources strategically and operate efficiently	<ul style="list-style-type: none"> Increase custodial support to schools Upgrade building safety and security 	<ul style="list-style-type: none"> ESSERII, Local budget CIP funds, Local budget
	Create strong systems of accountability	<ul style="list-style-type: none"> Create action plans for each strategic initiative including benchmarks for success Make performance benchmarks readily available and accessible 	<ul style="list-style-type: none"> ESSERII, Local budget ESSERII, ESSERIII / ARP
	Develop effective data systems	<ul style="list-style-type: none"> Enhanced technology for each educator Strengthen data systems and enhance accessibility, accuracy, and reliability of data 	<ul style="list-style-type: none"> ESSERII, City budget, CIP funds Local budget, ESSERII, ESSERIII / ARP

Stephen K. Zrike, Jr.
Superintendent of Schools
szrike@salemk12.org

Kate Carbone
Assistant Superintendent
kcarbone@salemk12.org

Mary DeLai, Assistant Superintendent,
Finance & Employee Engagement
mdelai@salemk12.org



"Constancy of care.
Perhaps that's all we
can hope to find that
doesn't change. But
what a lot that is!"

- Fred Rogers

MEMORANDUM

To: Salem School Committee
 From: Dr. Steve Zrike, Superintendent
 Date: March 23, 2020
 Re: Recommendation RE Salem's Participation in MA's Inter-District School Choice Program for 2021-22

Each year, the School Committee is required to vote – no later than June 1st – on whether or not to participate in the Massachusetts Inter-District School Choice program as specified in M.G.L. 76, Section 12B. The Salem School Committee voted to opt-into the school choice program over the past FOUR years. For the 2020-21 school year, the Committee voted to allow up to 10 students to enter each grade level (9 through 12) at Salem High School and up to 12 students at any grade level at New Liberty Innovation School.

As of March 2021, there are a total of 41 students enrolled in the Salem Public Schools via the inter-district school choice program with students “choicing-in” from a variety of other districts. The table below provides an overview of the “choice-in” students enrolled at each of the schools and grade levels along with their respective sending communities (Note: Students enrolled at Salem Prep choiced into SHS and were placed based on IEPs).

SENDING DISTRICT	GRADE 9			GR 9 TOTAL	GRADE 10		GR 10 TOTAL	GRADE 11			GR 11 TOTAL	GRADE 12			GR 12 TOTAL	Grand Total
	NLIS	SHS	SALEM PREP		NLIS	SHS		NLIS	SHS	SALEM PREP		NLIS	SHS	SALEM PREP		
Beverly						2	2	1	2		3	1			1	6
Haverhill		1		1												1
Ipswich						1	1									1
Lawrence								1			1					1
Lynn	1	3		4	1	5	6		1		1	3	1		4	15
Marblehead	1			1				2			2		1		1	4
Peabody		1		1		2	2		1		1		1		1	5
Rowley			1	1						1	1					2
Stoneham													1		1	1
Swampscott						2	2		1		1			1	1	4
Worcester									1		1					1
Grand Total	2	5	1	8	1	12	13	4	6	1	11	4	4	1	9	41

Since the number of applicants did not exceed the number of spaces available in any of the past four years, there was no need to hold a lottery and all applicants could attend. As provided for under the law, students who choice into Salem via the state's Inter-district School Choice program are eligible to complete their education, through graduation, with the receiving district.

For next year, the recommendation is to both continue Salem's participation in the Inter-District School Choice program and expand it in the following ways:

Incoming Grades 9-12, Salem High School

- Allow up to 15 students to enter at each grade level (up to 15 at the 9th grade, 15 at the 10th grade, 15 at 11th grade, and 15 at 12th grade). *Note: This does not include Salem Prep High School unless a student who choiced into another high school is placed there based on his/her IEP.*

Incoming Grades 9-12, New Liberty Innovation School

- Allow up to 15 students to enter at any grade level

Incoming Grades 1-8

- Allow up to 10 students to enter at each grade level (up to 10 at the 1st, 2nd, 3rd, 4th, 5th, 6th, 7th, and 8th grades).

Conditions for Participation:

1. A school choice application is required for each student applying and must be received by the deadline in order to be considered in the priority round lottery. **Applications must be received by 6/26/21 in order to qualify for the priority round lottery.** Those applying after the deadline will be considered on a first come, first serve basis, based on availability or placed accordingly at the end of that grade's waitlist.
2. The number of available spaces per grade level does not guarantee placement within a specific school. Once accepted in a specific grade level, the criteria of the district's student assignment policy will be used to assign students to specific schools.
3. Resident students shall be given priority for all placements based on the district's choice-based student assignment policy.
4. Applications from siblings of non-resident choice students already enrolled in Salem Public Schools (via the Inter-District school choice program) and who will remain in the school choice program during that school year will, by law, receive priority in placement. Such students will be accepted first, **IF** space is available in the grade they are seeking.
5. Should the number of applications exceed the number of vacancies after the placement of siblings, the remaining vacancies will be filled by a random drawing. All applicants not accepted through the random drawing will be randomly selected and placed, in the order of their selection, on a waitlist.
6. Students currently receiving special education services will be required to provide a current IEP prior to the enrollment process.
7. The District may not deny an application for School Choice based on a record of a serious discipline problem within the non-resident district (see [April 2019 DESE Advisory](#)). If an application indicates the student has been suspended or expelled, the District may proceed with its own disciplinary process once the student begins attending the Salem Public Schools.
8. Transportation is not available for School Choice students through the Salem Public Schools. Therefore, it is the responsibility of the parents/guardians to provide daily roundtrip transportation and to ensure students arrive at school every day on time and are promptly picked-up after school. In special

circumstances, the district may opt to provide transportation in cases where student attendance is a serious concern.

9. School Choice students may fully participate in all school activities including after school programming and are subject to the same rules, and guidelines as resident students.
10. Former residents of the Salem Public Schools who move out of the District but wish to have their children remain as students in Salem Schools do not have a unique claim to the seats their children vacated and must apply for School Choice as any other non-resident. Should there be available spaces, they may remain in school under the School Choice program. If the spots are full, they will be placed on a waiting list should a spot become available and/or be eligible for the next lottery.

Process for Applying for School Choice

- Should this recommendation be approved, the district will continue to utilize the same process we have used in the past few years. As such, the process will be managed by the Parent Information Center in coordination with the high schools. Interested students/families would complete the school choice application which is available on the district website. **Applications are due by June 15, 2021.** At that point, if there are more applicants than there are spaces available for a particular school and grade level, a lottery would be held to select those allowed to enroll. Notification of acceptance will be sent by July 1, 2021. If there are fewer applicants than designated seats available in each school and grade level, they would all be allowed to register and enroll. Any remaining seats would be available to be filled throughout the year on a rolling basis.

Presentation on on 4/5/21 and School Committee Vote on 4/26/21

A presentation on this matter will be scheduled on April 5, 2021 during the regularly scheduled school committee meeting. A vote on this recommendation will be taken on April 26, 2021. All districts are required to report their decision to the state by June 1st.

I look forward to discussing this important matter with you over the coming days and weeks.

Physical Education Credit

For students in the Class of 2020, participation in either JROTC or a sport at any time in their school career will receive 0.5 credit (1 semester) of PE credit.

This would be a temporary waiver of the requirement for students in the Class of 2020.

Personal Finance

Students in the Class of 2020 will be eligible to receive 0.5 credit (1 semester) toward their math requirement for successful completion of Personal Finance.

This provision is scheduled to be in place with the 2021-2022 Program of Studies; this request is to extend this to our current seniors.

AGREEMENT
BY AND BETWEEN
THE SALEM SCHOOL DEPARTMENT
AND
Linda Farinelli

This agreement entered into by the Salem School Department (hereinafter “the District”) with **Linda Farinelli** (hereinafter “the ED of SE”), as the Executive Director of Special Education.

In consideration of the promises herein contained, the parties hereto mutually agree as follows:

Section 1. Appointment and Term

The District does hereby employ Linda Farinelli to serve as ED of SE for a term commencing on **July 1, 2021** and terminating on **June 30, 2022**.

Section 2. Duties and Responsibilities

The ED of SE, subject to the supervision and direction of the Superintendent/Assistant Superintendent, shall perform faithfully to the best of her ability, the duties of ED of SE.

The duties and responsibilities of said position shall include but not be limited to those duties and responsibilities as prescribed by Massachusetts General Laws, Chapter 71, as amended by chapter 71 of the Acts of 1993 as well as the attached job posting. In addition, said duties and responsibilities shall include those that the Superintendent/Assistant Superintendent may from time to time, assign to the ED of SE. During the term of this agreement, the ED of SE shall devote her full time, skill, labor and employment to the position.

Section 3. Salary

- A. The ED of SE shall receive a salary of not less than **\$135,000** for the first year of this agreement, which shall be the period commencing **July 1, 2021** and ending **June 30, 2022**.
- B. The ED of SE shall meet with the Superintendent/Assistant Superintendent no later than April 15th to review and discuss her contract status for subsequent years. If no notification is provided to the ED of SE by April 15th, this contract will automatically renew for the period of July 1, 2022 and ending June 30, 2022.
- C. During the life of this agreement the ED of SE’s annual salary shall not be decreased.

Section 4. Certification

The ED of SE shall furnish and maintain throughout this agreement, a valid certificate qualifying her to act as a Special Education Administrator as required by Massachusetts General Laws, Chapter 71, Section 38G, as most recently amended. In the event said ED of SE fails to furnish or to maintain such valid certification it is agreed that such failure is "good cause" for the termination of this Agreement and of employment hereunder.

Section 5. Budget Responsibility

During the term of this Agreement, the ED of SE shall adhere to the provision of Massachusetts General Laws, Chapter 44, Section 31 (Liabilities in Excess of Appropriations), and failure to do so shall be deemed, at the option of the Superintendent/Assistant Superintendent, "good cause" for termination of this Agreement.

Section 6. Evaluation

- A. The Superintendent or Assistant Superintendent shall annually evaluate the performance of the ED of SE. The evaluation procedure shall be consistent with the evaluation of administrators per 603 CMR 35.00.

B. A goal setting conference shall be held by the Superintendent or Assistant Superintendent with the ED of SE no later than October 15th of each year. A mid-year conference to discuss progress toward goals shall be held not later than February 1st and an end of the year conference to discuss formal written evaluation and progress toward goal attainment shall be held not later than June 30.

Section 7. Work Year

The work year for this position will be twelve months, commencing July 1st through June 30th, exclusive of Saturdays, Sundays and legal holidays.

Section 8. Work Day

The ED of SE recognizes that her responsibilities and conduct are not determined by prescribed hours and conditions, and that she will perform the directed and implied duties of her position as determined by the Superintendent/Assistant Superintendent and the School Committee, and will expend the time and effort necessary to effectively achieve the goals and purposes of the Salem Public Schools.

Section 9. Performance

The ED of SE shall satisfactorily fulfill all aspects of this contract. Any exception hereto shall be by mutual agreement between the ED of SE and the Superintendent or Assistant Superintendent, and shall be memorialized in writing.

Section 10. Other Activities

The ED of SE may accept speaking, writing, lecturing, or other engagements of a professional nature, provided (a) they do not derogate from her duties as ED of SE and (b) the ED of SE has received prior approval of the Superintendent or Assistant Superintendent to undertake such engagements.

Section 11. Paid Leave

- A. The ED of SE shall receive eighteen (18) sick days per year, which shall be cumulative year to year. The full 18 days of paid sick leave shall be available to the ED of SE effective with the commencement of this contract. There shall be no sick leave buy back provision for any unused sick days during the life of this contract.
- B. The ED of SE shall receive three (3) personal days per year, which may not be carried into the next year.
- C. The ED of SE shall be entitled to twenty (20) days of vacation in each year of this agreement. Said vacation leave shall be taken with the prior formal approval of the Superintendent. Up to ten (10) vacation days may be carried over each year not to exceed a total of thirty (30) days for use in a given contract year.

Section 12. Family & Medical Leave Act of 1993.

Nothing provided for or set forth herein shall be understood to limit or in any way interfere with rights the ED of SE may have under the Family & Medical Leave Act of 1993, or any other applicable state or federal statute.

Section 13. Bereavement Leave

The ED of SE shall be granted leave without loss of pay in the event of a death. Such leave shall be up to five (5) workdays for any death in the ED of SE's immediate family. For the purposes of this paragraph, "immediate family" shall mean and include, parent, sibling, spouse, child, grandparent, grandchild, or any permanent member of the ED of SE's household. The ED of SE shall be granted three (3) days without loss of pay for the death of a mother-in-law, father-in-law, sister-in-law, or brother-in-law. The ED of SE shall be granted one (1) day of leave without loss of pay for the death of an uncle, aunt, niece, or nephew. It is further understood that step relations are covered by this paragraph.

Section 14. Unpaid Leave

Upon the written request of the ED of SE the Superintendent/Assistant Superintendent may, solely at her/his discretion, grant unpaid leave to the ED of SE. The amount of such leave shall be solely determined by the Superintendent/Assistant Superintendent. The Superintendent/Assistant Superintendent's disposition of such a request shall be final, and shall not be subject to appeal by the ED of SE.

Section 15. Court Appearances.

Any appearance made by the ED of SE in a court of the Commonwealth, or at any other legal proceeding, as a result of his official position with the Salem Public Schools, when such appearance shall be made either pursuant to a duly issued subpoena or at the direction of the Superintendent/Assistant Superintendent, shall be deemed work time, and shall therefore not be charged to any other paid leave provided under this Agreement. A court appearance by the ED of SE in any other matter shall be deemed personal business.

Section 16. Health, Life & Disability Insurance

The ED of SE shall be eligible for such health and other insurance coverage as is available to other non-bargaining unit administrators in the Salem Public Schools. The cost of such insurance to the ED of SE shall be consistent with the cost of said insurance to other non-bargaining unit administrators in the Salem Public Schools.

Section 17. Travel

The ED of SE shall be entitled to attend conferences every year, up to a total of \$1,000 reimbursement, commencing in year one of this contract. Travel outside the City of Salem for business purposes shall be reimbursed at the rate established by the City of Salem.

Section 18. Professional Membership

The ED of SE shall be entitled to have professional membership dues and/or professional subscriptions paid annually up to \$1,000.00 per year for each year of this contract.

Section 19. Discharge

During the term of this agreement the ED of SE shall be subject to discharge for good cause. "Good cause" as used here shall mean any grounds put forth by the Superintendent/Assistant Superintendent that are rationally related to the Salem Public Schools' effective operation, and that are not arbitrary, irrational, unreasonable, or in bad faith. However, termination of employment because of the expiration of this Agreement shall not be considered dismissal for the purposes of General Laws, Chapter 71, Section 41. If it is so deemed to be a dismissal, then the parties agree that termination of employment as a result of the expiration of this Agreement is "good cause" under said Chapter 71, Section 41.

Within thirty (30) calendar days of discharge the ED of SE by the Superintendent, she may seek review of such action by filing a request for arbitration with the American Arbitration Association. The arbitration shall be conducted in accordance with the Voluntary Labor Arbitration Rules of the American Arbitration Association. The arbitrator shall issue his written decision within thirty (30) calendar days from the date of the close of hearing. The remedial authority of the arbitrator shall be limited to an award of back pay damages for the balance of the contract year after the discharge date and shall not include authority to reinstate the ED of SE. The expense and fees of the arbitration proceeding shall be borne equally between the parties.

Section 20. Resignation

In the event that the ED of SE desires to terminate this agreement before its expiration, she is required to give the Superintendent/Assistant Superintendent of Schools written notice to terminate at least ninety (90) days or a period that is mutually agreed upon prior to vacating the position.

Section 21. Dispute Resolution

Dispute resolution is limited to the statutory protections provided in Massachusetts General Laws, Chapter 71, providing for arbitration only in cases of demotion or discharge.

Section 22. Committee Protection

The Superintendent and the Committee and the ED of SE agree that the several individual members of the Committee shall not be sued personally for any alleged violation of the terms and conditions of this Agreement. Further, it is agreed that no claim shall be made against an individual member of the Committee in his/his personal capacity for any alleged violation of this Agreement.

Section 23. Indemnification

The parties hereto understand and acknowledge that their duties and responsibilities in the event of a legal proceeding brought against the ED of SE individually or in his/her capacity as an agent or employee of the Salem Public Schools shall be governed by the provisions of Chapter 258 of the General Laws.

Section 24. Entire Agreement

This Agreement embodies the whole Agreement between the Salem School Department and the ED of SE and there are no inducements, promises, terms, conditions, or obligations made or entered into by any party of this Agreement than those contained herein. This Agreement may not be altered, amended or modified, except in writing, signed by the Superintendent and the ED of SE with approval of the School Committee. If any part or provision of this agreement is invalid, it shall not affect the remainder of said Agreement, but said remainder shall be binding and effective against both parties.

Section 25. Severability

It is understood and agreed by the parties that if any part, term or provision of this Agreement is held by the courts to be illegal or in conflict with any law of the Commonwealth of Massachusetts, the validity of the remaining portions shall not be affected, and the rights and obligations of the parties shall be construed and enforced as if the contract did not contain the particular part, term, or provisions held to be invalid.

In Witness Whereof, the parties have hereunto signed and sealed this Agreement in duplicate, this ____ day of _____, 2021.

FOR THE SALEM SCHOOL COMMITTEE

FOR THE ED OF SE

Mayor Kimberley Driscoll, Chairperson

Linda Farinelli

From: "kylie@salemmainstreets.org" <kylie@salemmainstreets.org>

Date: Wednesday, March 10, 2021 at 2:58 PM

To: Kim Driscoll <kdriscoll@salem.com>

Cc: Ellen Talkowsky <ETalkowsky@salem.com>, "Dr. Stephen Zrike" <szrike@salemk12.org>, Ryan Monks <rmonks@salemk12.org>, Elizabeth Rogers <ERogers@salemk12.org>, Dominick Pangallo <dpangallo@salem.com>, asousa4a <asousa4a@aol.com>

Subject: Re: Salem Farmers Market 2021 Season

Hello again!

Dr. Zrike and Principal Rogers, I wanted to follow up on my previous email about the possibility of using the Bentley School lot for the Farmers Market again for half of the 2021 season - we were thinking from June 24 to mid/late August (depending on when the staff need to start using the parking lot again). I know you all have your hands MORE than full trying to navigate the pandemic curveballs that keep coming, but we want to start planning appropriately. Let me know if you think this could work!

Thank you in advance,
Kylie

Quoting kylie@salemmainstreets.org:

Hello all,

I hope everything is going as well as possible at the schools following February vacation (which seems so long ago already). Believe it or not, we are already behind in planning the Salem Farmers Market for the 2021 season. We are assuming we will still need more space and crowd control than usual for at least the first half of the season, so we were hoping we might be able to return to the Bentley School parking lot AFTER school is out for the year.

We have already run this idea past the Mayor and the Health Dept, but I wanted to know if the School Dept would be on board for this plan.

- Start the market season a few weeks later than usual, possibly June 24
- Accept only 75% of our usual vendor capacity
- Start the season in Bentley School parking lot (school should be done by June 24)
- Return to Derby Square in late August before school resumes through early to mid October (75% capacity means we can still keep vendors and customers more spaced out than normal, adjust our normal layout, control flow if needed, etc.).

I realize we will need the approval of the School Committee again, but I wanted to start with you first to see if it was even an option. We so appreciated the use of the space last year, and we would not have been able to keep our vendors and customers safe, healthy, and in business without it! Let me know if you have any questions or concerns about this.

Best,
Kylie

Kylie Sullivan
Executive Director, Salem Main Streets
265 Essex Street
Salem, MA 01970
(978) 744-0004 x115
www.salemmainstreets.org



Salem Public Schools SALEM HIGH SCHOOL 2021 - 2022 School Calendar

AUGUST 2021						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

SEPTEMBER 2021						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

OCTOBER 2021						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

NOVEMBER 2021						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

DECEMBER 2021						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

First Day (Grades 1-12)
Schools Closed: Holiday or Vacation
Schools Closed: Staff Report, Professional Development
Half Day: Professional Development
½ Day before holiday & last day of school (Half Days)
Holidays/Observances
Parent Conferences – Evening
Parent Conferences – Morning/Afternoon

August

- 16-20 New Teacher Orientation
- 24-26 – Professional Development Day (full)
- 25 - Scheduling Arena Day
- 27 – No School
- 30 – Professional Development Day (full)
- 31 – First Day of School **Grades 1-12**

September

- 3 - No School
- 6 – Labor Day
- 22 – Professional Development Day (half)
- 23 – Meet The Teacher Night 6:30pm

October

- 6 - Professional Development Day **SHS Only** (half)
- 7 – Mid Quarter for Quarter 1
- 11 – Columbus Day/Indigenous Peoples' Day
- 13 – PSATs
- 15 – Progress Reports Posted
- 20 - Professional Development Day (half)
- 21 – Parent Conferences 2:05-3:00pm

November

- 2 – Professional Development Day (full)
- 10 – End of Quarter 1
- 11 – Veterans' Day
- 17 - Professional Development Day **SHS Only** (half)
- 19 – Report Cards Posted
- 24 – ½ day before Thanksgiving
- 25-26 - Thanksgiving Break
- 30 – Parent Conferences 6:00-8:00 PM

December

- 8 - Professional Development Day (half)
- 16 – Mid Quarter Quarter 2
- 23 – Progress Reports Posted
- 24 - 31 - Winter Break

January

- 1 – New Year's Day
- 5 - Professional Development Day **SHS Only** (half)
- 11-12 – Access Testing
- 17 – Dr. Martin L. King Day
- 26 – End of Quarter 2
- 26 – Professional Development Day (half)

February

- 3 – Report Cards Posted
- 8 – Parent Conferences 7:30-9:00 AM
- 16 - Professional Development Day **SHS Only** (half)
- 21-25 – February Vacation
- 27 – Dominican Independence Day

March

- 7 – Mid Quarter for Quarter 3
- 9 – Professional Development Day (half)
- 14 – Progress Reports Posted
- 22- Parent Conferences 6:00-8:00 PM
- 23 – Professional Development Day (half)

April

- 6 – End of Quarter 3
- 6 - Professional Development Day **SHS Only** (half)
- 14 – Report Cards Posted
- 15 – Good Friday
- 18-22 - April Vacation

May

- 4 - Professional Development Day **SHS Only** (half)
- 17 – Mid Quarter Quarter 4
- 24 – Progress Reports Posted
- 26 - Professional Development Day (half)
- 30 - Memorial Day

June

- 3 – Graduation 6:00PM
- 14 – Last day of School (**Grades 1-12**)
- 19 – Juneteenth Independence Day

JANUARY 2022						
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FEBRUARY 2022						
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MARCH 2022						
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APRIL 2022						
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MAY 2022						
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JUNE 2022						
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Salem Public Schools New Liberty Innovation School 2021 - 2022 School Calendar

AUGUST 2021						
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SEPTEMBER 2021						
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OCTOBER 2021						
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NOVEMBER 2021						
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DECEMBER 2021						
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	First Day
	Schools Closed: Holiday or Vacation
	Schools Closed: Staff Report, Professional Development
	Half Day/Early Release: Professional Development
	½ day before holiday/ Last day of school (Hal Day)
	Holidays/Observances

August

- 16-20 - New Teacher Orientation
- 24-26 - Professional Development Day (full)
- 27 - No School
- 30 - Professional Development Day (full)
- 31 - First Day of School **Grades 1-12**

September

- 3 - No School
- 6 - Labor Day
- 1, 8, 15, 22, 29 - Professional Development Day (Early Release)

October

- 11 - Columbus Day/Indigenous Peoples' Day
- 6, 13, 20, 27 - Professional Development Day (Early Release)

November

- 2 - Professional Development Day (full)
- 11 - Veterans' Day
- 3, 10, 17 - Professional Development Day (Early Release)
- 24 - ½ day before Thanksgiving
- 25-26 - Thanksgiving Break

December

- 1, 8, 15, 22 - Professional Development Day (Early Release)
- 24 - 31 - Winter Break

January

- 1 - New Year's Day
- 17 - Dr. Martin L. King Day
- 5, 12, 19, 26 - Professional Development Day (Early Release)

February

- 2, 9, 16 - Professional Development Day (Early Release)
- 21-25 - February Vacation
- 27 - Dominican Independence Day

March

- 2, 9, 16, 23, 30 - Professional Development Day (Early Release)

April

- 6, 13, 27 - Professional Development Day (Early Release)
- 15 - Good Friday
- 18-22 - April Vacation

May

- 4, 11, 18, 26 - Professional Development Day (Early Release)
- 30 - Memorial Day

June

- 1, 8 - Professional Development Day (Early Release)
- 14 - Last day of School (**Grades 1-12**)
- 19 - Juneteenth Independence Day

JANUARY 2022						
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MAY 2022						
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Salem Public Schools Carlton 2021 - 2022 School Calendar

AUGUST 2021						
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SEPTEMBER 2021						
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OCTOBER 2021						
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NOVEMBER 2021						
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DECEMBER 2021						
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August

- 16-20 New Teacher Orientation
- 30-31 – Professional Development Day (full)

September

- 1 – Professional Development Day (full)
- 2 – First Day of School **Grades 1-12**
- 6 – Labor Day
- 7 – First Day of School **PK/Kindergarten**
- 22 – Professional Development Day (half)

October

- 11 – Columbus Day/Indigenous Peoples' Day
- 20 – Professional Development Day (half)

November

- 1 – Professional Development Day (full)
- 11 – Veterans' Day
- 19 – Transition Day (half-day)
- 24 – ½ day before Thanksgiving
- 25-26 - Thanksgiving Break

December

- 8 – Professional Development Day (half)
- 23 - 31 - Winter Break

January

- 1 – New Year's Day
- 17 – Dr. Martin L. King Day
- 26 – Professional Development Day (half)

February

- 21-25 – February Vacation
- 27 – Dominican Independence Day

March

- 9 – Transition Day (half)
- 23 – Professional Development Day (half)

April

- 15 – Good Friday
- 18-22 - April Vacation

May

- 30 - Memorial Day

June

- 6 – Transition Day. No School for students
- 15 – Last day of School (**PK/Kindergarten**)
- 17 – Last day of School (**Grades 1-12**)
- 19 – Juneteenth Independence Day

JANUARY 2022						
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FEBRUARY 2022						
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MARCH 2022						
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APRIL 2022						
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MAY 2022						
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JUNE 2022						
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	First Day (Grades 1-12)		Half Day: ½ day before holiday / Last day of school
	Schools Closed: Holiday or Vacation		First Day of School (PreK & K)
	Schools Closed: Staff Report, Professional Development		Last Day of School (PreK & K)
	Half Day: Professional Development		Holidays/Observances



Salem Public Schools

BATES, BAIS, COLLINS, ECC, HMLS, SALEM PREP, SALTS, WHES

2021 - 2022 School Calendar

AUGUST 2021						
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SEPTEMBER 2021						
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OCTOBER 2021						
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NOVEMBER 2021						
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DECEMBER 2021						
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August

- 16-20 New Teacher Orientation
- 24-26 – Professional Development Day (full)
- 27 – No School
- 30 – Professional Development Day (full)
- 31 – First Day of School **Grades 1-12**

September

- 1 – First Day of School **PK/Kindergarten**
- 3 - No School
- 6 – Labor Day
- 22 – Professional Development Day (half)

October

- 11 – Columbus Day/Indigenous Peoples' Day
- 20 - Professional Development Day (half)

November

- 2 – Professional Development Day (full)
- 11 – Veterans' Day
- 24 – ½ day before Thanksgiving
- 25-26 - Thanksgiving Break

December

- 8 - Professional Development Day (half)
- 24 - 31 - Winter Break

January

- 1 – New Year's Day
- 17 – Dr. Martin L. King Day
- 26 – Professional Development Day (half)

February

- 21-25 – February Vacation
- 27 – Dominican Independence Day

March

- 9 – Professional Development Day (half)
- 23 – Professional Development Day (half)

April

- 15 – Good Friday
- 18-22 - April Vacation

May

- 26 - Professional Development Day (half)
- 30 - Memorial Day

June

- 10 – Last day of School (**PK/Kindergarten**)
- 14 – Last day of School (**Grades 1-12**)
- 19 – Juneteenth Independence Day

JANUARY 2022						
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FEBRUARY 2022						
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MARCH 2022						
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APRIL 2022						
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MAY 2022						
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JUNE 2022						
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	First Day (Grades 1-12)		Half Day: ½ day before holiday / Last day of school
	Schools Closed: Holiday or Vacation		First Day of School (PreK & K)
	Schools Closed: Staff Report, Professional Development		Last Day of School (PreK & K)
	Half Day: Professional Development		Holidays/Observances



Memo:

To: Salem School Committee
From: Mary C. DeLai
Date: April 7, 2021
Re: FY21 Budget Transfer Request 23

The Assistant Superintendent's Office requests the following transfer to fund the purchase of core instructional materials and early literacy reading book sets.

Account Description/Use	Account Number	Amount From	Amount To
Contract Services	13570141-5320	\$56,348	
Instructional Supplies	13570141-5514		\$56,348

I recommend approval of the transfer.

A handwritten signature in cursive script that reads "Mary C. DeLai".

STUDENTS AND INSTRUCTION **5000**

INSTRUCTIONAL PROGRAM **5200**

FIELD TRIPS AND EXCURSIONS 5213

It is the policy of the Salem School Committee that field trips are to be planned for the purpose of enhancing the instructional program for all students. All students within the group should be included in all field trips unless an exception has been made by a school principal. Every effort will be made to ensure equity of field trip opportunities across all elementary and middle schools per grade. This should not inhibit opportunities for school-based experiential learning that take place outside the classroom and/or school grounds.

The Superintendent shall set guidelines and procedures for all field trips. School staff shall follow these guidelines when planning all field trips. ~~including submission of The teacher planning the field trip must submit a statement to his/her administrator explaining specifically how the field trip supports the curriculum.~~

~~All field trips require the advance approval of the principal.~~

~~¶~~

~~Teachers facilitating field trips should notify the school nurse, at least two (2) weeks in advance in order for the nurse to determine if nursing services are necessary.~~

All overnight ~~and out-of-state and/or country~~ field trips ~~(in-state, out-of-state or out-of-country)~~ require the advance approval of the Superintendent of Schools and the School Committee. All requests for approval must be submitted in writing to the Superintendent at least 30 days prior to the scheduled departure date. For international field trips, requests should be submitted at least 60 days prior to the scheduled departure date. Consideration for approval will be taken up at the next regularly scheduled School Committee meeting.

~~Accessibility and Inclusion~~

~~All field trips should be~~

AMUSEMENT PARKS

~~No field trips~~ A limited number of field trips to amusement parks will only be ~~will only~~ approved if they demonstrate an academic purpose and strong alignment to academic standards. The only exceptions shall be ~~the~~ ~~be approved, with the exception of~~ the annual senior trip, ~~and~~ and the eighth grade trip. ~~Group competitions that are hosted at amusement parks may be considered on an individual basis by the Superintendent and the School Committee.~~ Approval of

~~Educationally the Ccommittee feels that, with the exceptions noted, no trip to an amusement park should be scheduled on a school day. The School Committee feels that there is little, if any academic focus on such trips. ¶~~

~~ONE-DAY FIELD TRIPS ¶~~

~~¶
The teacher planning the trip must submit a statement to his/her administrator explaining specifically how the field trip supports the curriculum. A list of students who are going on the trip must be submitted to all teachers at least two weeks before the trip. A teacher may recommend to the principal that a student be removed from the list if he or she: ¶~~

~~¶
Is currently in academic difficulty in the class; ¶~~

~~¶
Has been absent more than a reasonable number of days; ¶~~

~~¶
Has been a chronic discipline problem. ¶~~

~~¶
All work missed because of the field trip must be made up promptly according to the school's current make-up policy as stated in the student handbook. All rules and regulations in the student handbook shall apply. ¶~~

~~OUT-OF-STATE/OUT-OF-COUNTRY FIELD TRIPS ¶~~

~~¶
Requests for out-of-state field trips incorporating an overnight stay of a student shall be presented in writing to the Superintendent of Schools for his or her approval, and then for recommendation to the School Committee at least 30 days in advance of the scheduled trip and shall contain the following information: ¶~~

~~¶
School ¶~~

~~Class or Classes ¶~~

~~Destination ¶~~

~~Educational objectives directly related to curricula ¶~~

~~Departure date/time/location ¶~~

~~Return date/time/location ¶~~

~~Number of students attending ¶~~

~~Ratio of chaperones to students ¶~~

~~Behavior contract ¶~~

~~Parent permission slips — received ¶~~

~~Medical release forms — received ¶~~

~~Number of buses required/name of bus company [other forms of transportation?] ¶~~

~~Cost of trip (% paid by fundraising) ¶~~

~~Daily itinerary and supervision plan ¶~~

~~Evidence of conformance to applicable statutes: Hazing Law, ADA accommodations, CORI for chaperones ¶~~

¶
~~NOTE: Whenever possible, field trips will be scheduled so as to cause as little interruption to the students' class schedules as possible. ¶~~

¶
~~**SAFETY** ¶~~

¶
~~Students are required to wear personal protective equipment such as ski helmets when participating in activities, which may risk bodily harm.~~

Legal References: MGL 71:37N; 71:38R

~~Approved October 19, 2015 ¶~~

~~A ¶~~

Reviewed and referred by the Policy Subcommittee 3/4/21

First reading on 3/15/21

Second reading on 4/5/21

Revised at Policy Subcommittee on 4/8/21 (see amusement park section)

Re-referred for third reading on 4/26/21