

**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”

September 23, 2020 - *REVISED AND REPOSTED SEPTEMBER 28, 2019*

REGULAR SCHOOL COMMITTEE MEETING ON SEPTEMBER 29, 2020

Notice is hereby given that the Salem School Committee will hold a **Regular School Committee meeting on Tuesday September 29, 2020 at 7:00 p.m.** This is an on-line meeting.

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

<https://us02web.zoom.us/j/85253282856?pwd=Sks1NVVvaMUI0YzJKRm9BYXd4cFk2QT09>

Password: 877555

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 9am on the day of the meeting to request Spanish interpretation): <https://forms.gle/8mMEUvjtYxj6Z3Nd7>.

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/Qce7CtcGtXsRNHdD7>. A district staff member will be compiling all comments which will be shared with members prior to the end of the public meeting. Comments will also be summarized in the meeting minutes. Please contact Jill Conrad at jconrad@salemk12.org or 978-998-0481 with any questions or to report any technical difficulties you experience.

II. Consent Agenda

- a. Minutes of the Special School Committee meeting held on August 10, 2020
- b. Minutes of the Regular School Committee meeting held on September 8, 2020
- c. Approval of Warrants: 9/3/2020 in the amount of \$149,389.52; 9/10/2020 in the amount of \$304,785.61; 9/17/2020 in the amount of \$329,251.73, and 9/24/2020 in the amount of \$363,585.62.

III. Public Comment

Please see above for instructions on participating in public comment.

IV. Report from the Student Representative – Duncan Mayer

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



*Ms. Ana Nuncio
Mr. Manny Cruz
Ms. Amanda Campbell*

Mayor Kimberley Driscoll, Chair

V. Superintendent's Report

- a. Back to School Update

VI. Action Items: Old Business

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

VII. Action Items: New Business

- a. Acceptance of donation of 38 devices from Alternative Therapies Group for the Salem School District
- b. Discuss recommendation of formation of Parent Advisory Council
- c. Deliberate and vote on the appointment of Superintendent Stephen Zrike as Salem representative to the Northshore Education Consortium Board for 2020-2021.
- d. Deliberate and vote on the delegation of authority authorizing Assistant Superintendent Kate Carbone to represent the Superintendent in his absence of the District
- e. Presentation on use of outdoor spaces

VIII. Finance Report

- a. Budget Transfers
- b. COVID-19 Expenditure Update

IX. Subcommittee Reports

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

X. School Committee Concerns and Resolutions

XI. Adjournment

Respectfully submitted by,

Nancy A. Weiss

Executive Assistant to the School Committee
& the Superintendent

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

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



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

Alcaldesa Kimberley Driscoll, Preside

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

Septiembre 23, 2020 - *REVISADO Y REPUBLICADO SEPTIEMBRE 28, 2019*

REUNIÓN ORDINARIA DEL COMITÉ ESCOLAR DE SEPTIEMBRE 29, 2020

Por la presente se notifica que el Comité Escolar de Salem realizará una **Reunión Ordinaria del Comité Escolar el Martes 29 de Septiembre del 2020 a las 7:00 p.m.** Esta es una reunión en línea.

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

<https://us02web.zoom.us/j/85253282856?pwd=Sks1NVVaMUI0YzJKRm9BYXd4cFk2QT09>

Contraseña: 877555

I. Llamada de la Reunión al Orden

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

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

b. Solicitud de Interpretación en Español.

Si algún miembro del público necesita interpretación en español para poder participar en la reunión, por favor presione el enlace a continuación (a más tardar a las 9 am del día de la reunión para solicitar interpretación en Español): <https://forms.gle/8mMEUvjtYxj6Z3Nd7>.

c. Instrucciones para Participar en los Comentarios Públicos

Si algún miembro de la comunidad de Salem desea participar en un comentario público durante esta reunión, por favor presione el enlace a continuación para inscribirse y someter su comentario electrónicamente: <https://forms.gle/Qce7CtcGtXsRNHdD7>. Un miembro del personal del distrito recopilará todos los comentarios que se compartirán con los miembros antes del final de la reunión pública. Los comentarios también se resumirán en el acta de la reunión. Por favor contactar a Jill Conrad en jconrad@salemk12.org o en 978-998-0481 si tiene preguntas o para reportar cualquier dificultad técnica que experimente.

II. Consentimiento de Agenda

- a. Minutas de la Reunión Especial del Comité Escolar realizada en Agosto 10, 2020
- b. Minutas de la Reunión Ordinaria del Comité Escolar realizada en Septiembre 8, 2020
- c. Aprobación de Garantías: 9/3/2020 por la cantidad de \$149,389.52; 9/10/2020 por la cantidad de \$304,785.61; 9/17/2020 por la cantidad de \$329,251.73, y 9/24/2020 por la cantidad de \$363,585.62.

III. Comentario Público

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

IV. Reporte del Representante Estudiantil– Duncan Mayer

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



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

Alcaldesa Kimberley Driscoll, Preside

- V. Reporte del Superintendente**
- a. Actualización sobre el Regreso a la Escuela
- VI. Elementos de Acción: Asuntos Antiguos**
- a. Deliberar y votar para enmendar el calendario de reuniones del Comité Escolar 2020-2021 y re-programar la reunión programada para el 10/5/20 para el Martes 10/13/20.
- VII. Elementos de Acción: Asuntos Nuevos**
- a. Aceptación de la donación de 38 dispositivos del Grupo de Terapias Alternativas para el Distrito Escolar de Salem
 - b. Discutir la recomendación de la formación del Consejo Asesor de Padres
 - c. Deliberar y votar sobre la designación del Superintendente Stephen Zrike como representante de Salem para la Directiva del Consorcio Educativo de Northshore para 2020-2021.
 - d. Deliberar y votar sobre la delegación de autoridad autorizando a la Asistente del Superintendente Kate Carbone para representar al Superintendente en su ausencia del Distrito
 - e. Presentación sobre el uso de espacios exteriores
- VIII. Reporte Financiero**
- a. Transferencias presupuestarias
 - b. Actualización de Gastos por COVID-19
- IX. Reportes de Subcomités**
- a. Subcomité de Políticas
 - i. Políticas para Tercera Lectura
5221 Actividades Co-Curriculares y Extra Curriculares
- X. Preocupaciones y Resoluciones del Comité Escolar**
- XI. Aplazamiento**

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

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

SCHOOL COMMITTEE	6000
<u>SCHOOL COMMITTEE MEETINGS</u>	6400
PUBLIC PARTICIPATION AT SCHOOL COMMITTEE MEETINGS/PUBLIC HEARINGS	6409

All regular and special meetings of the School Committee shall be open to the public. School Committee meetings, including executive sessions, are conducted in accordance with the Massachusetts Open Meeting Law.

The School Committee desires and encourages community members of the district to attend and/or participate in its meetings so that they may become better acquainted with the operations and the programs of our local public schools. In addition, the Committee would like the opportunity to hear from the public on issues that affect the school district and are within the scope of the Committee's responsibilities. Therefore, the Committee has set aside a period of time at each School Committee meeting to hear from the public.

This time shall be available at every School Committee meeting whether held in person, online, or combination of both.

Since Spanish is the second-most prevalent language in the city, interpreters will be available at all regular school committee meetings.

Public comment is intended to offer community members an opportunity to express their opinion on issues of School Committee business. Should the Chair believe that an issue or question falls outside the purview of the School Committee, he/she may request that citizens direct it to the appropriate person or body so that the matter is given proper consideration.

The following process will govern public comment and participation at every School Committee meeting, regardless of the format:

1. A summary of this policy shall be read aloud at the beginning of each meeting in both English and Spanish.
2. The School Committee will have one section for public comment at each School Committee meeting, which shall generally follow the opening of the meeting.
3. A sign-up sheet will be available as people enter the meeting for those participating in-person and a link to an online form shall be available on the meeting notice to sign up for remote participation in public comment. Members of the public will be asked to sign up to speak in advance of the meeting. People will speak in the order in which they sign up, unless more than one person wishes to speak on a single topic, in which case the Chair may call them together. People who arrive after the sign-in sheet has been removed or who enter comments to the online form after the start of the meeting may speak at the Chair's discretion. The sign-up sheet and/or online list will be provided to the chair just prior to the meeting being called to order and any additional entries shared with the chair prior to the closure of the public comment period. Entries to the online form received after the public comment period closes shall not be read into the record but will be attached to the meeting minutes as an addendum.

4. Individuals wishing to speak must identify themselves by name and address and indicate the specific topic they wish to address.
5. Speakers will be allowed up to 5 (five) minutes to present their material. Extension of this time limit is at the discretion of the chair.
6. Copies of public comments shared during the public comment period may be presented in writing, but not required, to the Committee before or after the meeting for Committee members to review or to consider at an appropriate time, and for inclusion in the meeting minutes.
7. Topics raised during the public comment period shall be focused on topics related to school district matters and/or items that are within the School Committee's authority.
8. All speakers are encouraged and expected to present their remarks in a respectful manner.
9. All remarks will be addressed to the Chair of the School Committee. Responses to concerns will be made only by the Superintendent or Chair of the meeting, or other members at the Chair's discretion should a member request to speak. While the Committee and/or administration will not typically respond to citizen comments or questions posed at public comment, the Chair, as presiding officer of the meeting, may answer or request an answer to a question if he/she deems it expeditious.

State law also provides that:

No person shall address a public meeting of a public body without permission of the chair, and all persons shall, at the request of the chair, be silent. No person shall disrupt the proceedings of a meeting of a public body. If after clear warning from the Chair, a person continues to disrupt the proceedings, the Chair may order the person to withdraw from the meeting and if the person does not withdraw, the Chair may authorize a constable or other officer to remove the person from the meeting.

Public Comment During Remote or Online Meetings

Should the School Committee hold its public meetings remotely, the process for participating in public comment shall replicate the above as much as possible. The only difference will be the opportunity for those submitting comments to opt to submit a written comment (to be read aloud during the meeting) or to be recognized during the remote/online meeting in order to speak within the online meeting environment for up to five (5) minutes.

Participating in Public Comment Remotely During In-Person Meetings

As the School Committee expands its capacity to utilize online meeting tools that facilitate remote participation in meetings, it aims to identify new ways to expand public participation via remote or online technology, even when a meeting is held in person. This would entail the opportunity to view meetings in a "live stream" mode and submit public comment electronically, to be read aloud during the public comment period, following the procedures outlined above.

Legal Reference: 30A:20(g)

Approved 8/10/20

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Salem Public Schools Salem School Committee Meeting Minutes August 10, 2020

On August 10, 2020 the Salem School Committee held its regular School Committee meeting at 7:00 PM using the Zoom platform.

In Attendance: Mayor Kimberley Driscoll, Mary Manning, Amanda Campbell, Ana Nuncio, Kristin Pangallo, Manny Cruz, James Fleming, Superintendent Stephen Zrike, Assistant Superintendent Kate Carbone and Duncan Mayer

Others in Attendance: Mary DeLai, Jill Conrad, Deborah Connerty, Liz Polay-Wettengel, Chelsea Banks, Ryan Monks, Marc Leblanc and Charlene Moske-Webber

Call of Meeting to Order

Mayor Driscoll called the meeting to order at 7:06 PM.

Consent Agenda

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

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

Motion carries 7-0

Agenda

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

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

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Motion carries 7-0

Mayor Driscoll announced that following the student representative report, Dr. Zrike will be giving a quick recap on the proposed school reopening plan. The Mayor added that Dr. Conrad had already forwarded several written public comments to the School Committee and if any member of the public would like to comment, they may raise their hand and the secretary will unmute their mic. Mr. Fleming suggested that we limit the time for each comment and the Mayor agreed and said she would appreciate it if the public could limit their comments to a minute or less. It was also agreed that rather than 2 separate public comment periods, all of the public comments will be addressed after the proposed school reopening plan discussion.

Report of the Student Representative Duncan Mayer

Duncan Mayer reported that they recently hosted a communication forum with Dr. Zrike and the Student Advisory Council. There were questions and discussion regarding the reopening plan and Duncan felt that the forum went really well. He said that he hopes to continue this line of communication with Dr. Zrike and the student body and continue with more of these forums.

Report of the Superintendent

Proposed Reopening Plan

Superintendent Stephen Zrike began with introducing the team to the public; Ann Berman, President of the Salem Teachers Union; Mary DiLai, Interim Business Manager; Deb Connerty, Executive Director of People Services; Ryan Monks, Director of Building & Grounds; Marc Leblanc, Director of Technology; Charlene Moske-Webber, Director of Nursing & Health Services; Liz Polay-Wettengel, Chief of Communications; Chelsea Banks, Senior Advisor for Salem Returns; Kate Carbone, Assistant Superintendent; and Dr. Jill Conrad, Chief of Systems & Strategy for Salem Public Schools.

Dr. Zrike wanted to start by thanking Duncan for organizing the communication event with the Student Advisory Council and said he did a great job. He hopes that this is the first of many discussions with the students. Also, he wanted to acknowledge Friday's graduation ceremony. Although it was not what was originally planned, everyone made it a great celebration and congratulations to the graduates.

Dr. Zrike stated that he would begin with a brief overview, then turn it over to the School Committee to discuss and hopefully vote so that we can start preparing for the reopening of schools. He added that most of this plan was discussed at last week's meeting and more details can be found at the Salem Public Schools website.

Dr. Zrike explained how they chose the reopening plan and added that both staff and families provided a lot of input. First, he said that this plan prioritizes health and safety. This plan also implements our core value of equity. It maximizes opportunities to reduce risk, by including outdoor learning and using other assets in Salem's community assets and partners. And also offers flexibility for families and staff.

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The Superintendent explained the overview of the age-based reopening plan with grades 4-12 foundation being remote instruction and PreK-3 the foundation would be in-person instruction, with the opt-out for any family that would prefer remote instruction.

The Superintendent addressed what the next steps would be:

- Secure parent choice whether it be in-person or remote
- HVAC assessment results and what we need to do to ensure optimal ventilation
- Establish safety protocols and routines for each school
- Develop training manuals for both staff and parents
- Ensure that all students have a device and are connected
- Engage our community partners to assist with running hubs and extended day
- Develop and agree to an MOU with our union partners
- Continue to carefully monitor infection and transmission rates to support keeping schools open
- Continue engaging with our community in anticipation of that start of the school

Questions were then presented to the Superintendent from the School Committee regarding the proposed reopening plan. Most of the questions were centered around health and safety procedures and protocols. The Superintendent, as well as Assistant Superintendent Kate Carbone and Director of Nursing & Health Services Charlene Moske-Webber responded to many of the Committee's concerns regarding what plans are in place to keep both staff and students safe. Assistant Superintendent Carbone also gave the Committee a summary of the in-person summer program. She explained that the students were doing well with wearing their masks and physical distance reminders were placed on the floors to help them with social distancing. There was a concern brought up regarding Chromebooks and if they would all be distributed in time. The Superintendent assured the Committee that although there is a delay in delivery, everyone that needs a Chromebook will have one before the start of school. Once the remaining Chromebooks are delivered, they will be distributed to the students who have not yet received one. Committee members also asked several questions regarding the HVAC system and if the school buildings are prepared to reopen. Ryan Monks, Director of Building & Grounds responded that a project management firm has been hired to oversee a very detailed assessment of each piece of equipment that supplies fresh air to our spaces. Mr. Monks added that he was able to hire additional staff and they are focusing on the recommended repairs and maintenance that need to be done. Once this is completed, an air quality report for each space will be provided to the Committee. A question was raised regarding if teachers were losing any teaching time due to additional training required due to the CDC guidelines. The Superintendent responded that DESE had established a MOA with the teachers union to set aside additional 10 days specifically for training and have dropped the required school days from 180 to 170. In addition, a question was asked regarding teaching schedules and if they would be similar to the spring. Assistant Superintendent Carbone responded that classes and schedules would be different from this past spring. Remote instruction would be more engaging for students. There would be both synchronous and asynchronous learning with standardized grading taking place. In addition, attendance will be required for both remote and in-person learning.

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Public Comment

Mayor Driscoll opened up the public comment portion of the meeting.

Ann Berman, President of the Salem Teachers Union, came before the Committee to speak about the proposed reopening plan for the reopening of schools. She began with stating that there are some concerns with the plan that was recommended to the School Committee at last Thursday's meeting. She stated that there are several items they agree upon, including the value of in-person education, concept of equity for most in-need students and the general concept of increasing in-person learning throughout the year. But there are also three areas they are at odds with, which include the pace in which to begin in-person learning, safety measures that need to be put in place and what socialization will look like. Ms. Berman read some of the concerns and questions that were sent to her from the Union members.

Mayor Driscoll responded to Ms. Berman's request that all of the public comments that have been sent be read for the record. She noted that there were over 50 comments that had been submitted and in addition, there were several members of the public that were waiting to speak. She asked for the Committee's input as to whether we should move forward and read all the comments. Several Committee members responded that they would like to have all the written comments that have been sent in read for the record, but asked that we allow the people to speak before this happens. The Mayor opened the public comment to the public waiting to speak and requested that the comments be kept to a minute or less.

Steve Kapantais, 23A Wisteria Street., addressed the Committee regarding the 3rd reading of Public Participation at the School Committee Meeting. He stated he was surprised to see this make it to a 3rd reading since at the last meeting, Committee members spoke in support of the second public comment. He requested they reconsider passing this policy.

Dana Kleemola, 15 Linden Ave., Beverly, is a second grade teacher at Bates Elementary School and would like to encourage the Committee to vote for a remote learning plan.

Cheryl Zimmerman, 8 Hazel St., voiced her concern regarding if there would be enough staff to monitor the students during mask breaks and recess and also requested the protocol as to how a nurse will determine whether a child is sick or may be suffering allergies.

Brandi Burnham, 3 Heritage Dr., addressed the Committee regarding her concerns with how the students that need additional emotional support be handled, specifically students with special needs. Also, how can a parent that is having issues with a Chromebooks that was assigned this past spring receive a new working one?

Alexi Moutafis, 62 Appleton St., voiced his support for the plan. He went on to say that he believes that it is important to have in-person learning and felt that remote learning from this past spring was not a positive experience for his child. He also voiced concerns for families that do not have reliable internet access and how would this negatively impact these students.

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Leanne Smith, Principal of Witchcraft Heights Elementary School, voiced her concerns regarding the importance of the early learning years for children. She supports bringing students back with in-person learning.

Geoff Millar, 29 Boardman St., spoke regarding his support with the constantly changing reopening plan. He understands it is all dependent on keeping everyone safe and healthy. He also voiced his concern regarding the Chromebook that was issued to his child not functioning properly. In addition, he spoke regarding his concern with students that may be suffering from abuse and not having access to teachers, who in the past have reported suspected abuse and are able to spot if a student is in need.

Michael Collins, 238 Loring Ave., a staff member from Witchcraft Heights Elementary School along with his wife who is a staff member from the Horace Mann Laboratory School, voiced his concerns regarding the spread of the virus and the dangers of returning to in-person learning.

Lissa Levine, 18 Bartlett Street, a staff member from the Carlton Innovation School, spoke with support for starting the school year with the remote learning plan.

Christina Minniti, 29 Boardman St., voiced her concerns about returning to school with a remote plan. She explained that returning to school as in-person, especially for younger students, is critical, not only for social emotional needs, but also for a foundational education.

Michael Lister, 70 Concord St., Principal of the Saltonstall School, wanted to voice his support for the proposed plan. He understands that the plan may change, but believes if the foundations are in place, adjustments can be made when necessary.

Seth Mascolo, 40 English St., asked the Committee what is the District putting in place to make sure special education and special needs students do not fall through the cracks with remote learning.

Jessica Leuci, a teacher at the Bates Elementary School, acknowledged that this was a difficult decision for the Committee and just wanted to make sure that they all take into consideration the safety of the students, staff, and families and the Salem community.

Jessica Caron, 100 Washington St., a teacher at the Saltonstall Elementary School, wanted to thank Ann Berman for representing the teacher's voice so well. She also wanted to clarify on the teacher survey from late June to end of July and it states that 27.5% of teachers were very uncomfortable with the in-person model and 38.3% of teachers were uncomfortable with the remote model. She added that she personally supports the remote learning model and is asking the Committee to vote remote.

Patricia Cullen, 41 Walter St., teacher at the Horace Mann Laboratory School spoke to the Committee regarding the reopening plan that was proposed at the August 6th meeting. She stressed the fact that information is being released regarding children spreading the virus and

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that there are so many unknowns that could affect the health of so many. She is asking that the Committee vote for the remote learning plan.

Sarah Hill, 22 Amanda Way, asked the Committee to consider the needs of the staff and is concerned how the schools will keep the students safe. She is encouraging the Committee to consider the safety of both teachers and students when voting tonight.

Nicole Corneau, a teacher of the Bates Elementary School, spoke regarding her concern for parents that are unable to stay home with their children due to work, her concern for students that are not receiving the services they need (meals, internet, emotional support, etc.) and wanted to let the parents know that teachers are on their side.

Nancy DiGiammarino, 259 Puriton Rd., Swampscott, a staff member from Salem High School wanted to voice her concerns regarding opening the schools with so many staff members in the District in the high risk category.

Charles Barton, 26 Marlborough Rd., spoke regarding his concerns that there is so much unknown with this virus and there are no facts supporting that children are immune to this. He believes that the Committee should consider all the affects this virus will have on everyone before making their decision.

Diana Robinson, 362 Eastern Ave., Lynn, a teacher at the Horace Mann Laboratory School, voiced her concerns that with the remote plan, teachers and students will not be able to build relationships. She is concerned that students will suffer and teachers will not have the access to support them as they need. She has asked the Committee to not vote yes for the plan proposed.

At this time, Mayor Driscoll moved to have the written public comments read by Dr. Conrad.

Please see the appendix for the written public comments.

Mayor Driscoll requested a motion to recess at 10:54 p.m. until 10:59 p.m.. Ms. Manning motioned for a 5 minute recess and Mr. Fleming seconded. A roll call vote was taken.

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

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Mayor Driscoll requested a motion to end the recess and resume session. Mr. Cruz made the motion and it was seconded by Ms. Nuncio. The Mayor called a roll call vote.

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

The Mayor stated that before the vote for the proposed reopening plan, she wanted to share the conditions that would need to be met and implemented in order to reopen the schools. She added that most of these conditions are listed in the plan, but wanted to include them as conditions due to their importance. These conditions varied from instituting benchmarks, ensuring that the HVAC system is operating properly in each building, COVID prevention protocol as well as COVID testing and contact tracing, and tracking of the Chromebooks and internet connection. Mayor Driscoll explained that this would run on a 6 week cycle and at that point, the plan will be reassessed and make any necessary changes.

The Mayor asked if anyone from the Committee had any questions or comments regarding the proposed conditions. Mr. Fleming suggested adding to the condition regarding out of state travel to high risk states. Mr. Cruz wanted to clarify the check in dates and if necessary make them more often than the 6 week timeframe. He also wanted to make sure that the check in includes families, staff, and students. Mayor Driscoll replied she would include those amendments.

The Mayor requested a motion. Mr. Fleming made the motion for the adoption of the proposal as amended, incorporating the conditions that were outlined and Ms. Manning second.

The Mayor asked for deliberations before the vote. Ms. Manning began by thanking the Mayor and the School Committee for their work on this proposal and also to the central office staff and the entire team that worked at putting this together. She also thanked the families and staff that personally emailed her and called her. Ms. Manning went on to explain how she came to her decision. She feels that the plan provides different options for students, staff and parents.

Mr. Fleming clarified that his original motion was to approve the conditions if the proposed reopening plan is adopted. Mr. Fleming modified his motion to adopt the Superintendent's recommendation subject to the conditions that the Mayor outlined.

Ms. Campbell commented that she still has several concerns regarding the reopening plan, although she believes it is one of the most creative she has seen. She understands the difficulty between the remote learning with it's inequities and the in-person learning with it's health and

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safety concerns. She explained that she believes that the first to be brought in for in-person should be the students that have the highest needs.

Dr. Pangallo understands the fear that everyone is feeling regarding the virus, but feels that their duty is to the children. She believes that the risks of contracting severe COVID are outweighed by the risks of the youngest and most vulnerable students not receiving the foundational education they need. Dr. Pangallo supports the district's plan for reopening the schools.

Mr. Cruz said he plans on voting for the recommended reopening plan. He is concerned about the damage remote learning will have on the most vulnerable students and agrees with the tiered approach proposed by Dr. Zrike and his team.

Mr. Fleming began by acknowledging all the emails and phone calls he received from people concerned with the reopening plan. Mr. Fleming stated that he opposed the reopening plan. He understands there are students that will suffer from the remote plan, but he does not feel that it is fair to expose the high risk students, staff and families to the risks of this virus.

Ms. Nuncio announced that she will vote in support of the plan. She was originally worried that without properly working HVAC systems, the students with pre-existing conditions would be at higher risk. She was also concerned about the equitable Chromebook distribution. But after reviewing all the scientific information she believes that as long as the conditions are met, they should go forward with the proposed plan.

Mayor Driscoll wanted to thank all of the staff that worked on the proposed plan. She spoke of the importance of the deaths within the city due to COVID but acknowledged that there are children in the community that rely on us. She wanted to stress that the members that support the hybrid model still care very much about the health and safety of teachers and students.

Mayor Driscoll reiterated that all the recommendations to the conditions that have been outlined have been updated. Ms. Campbell requested that a change be made that rather than reads when the schools reopen, it will read when staff returns to the building. Ms. Manning, Dr. Pangallo and Mr. Cruz agreed with Ms. Campbell's point and asked for language to be changed to, in advance of full return of staff.

The school secretary called the roll call vote.

Ms. Manning	Yes
Mr. Fleming	No
Dr. Pangallo	Yes
Ms. Nuncio	Yes
Mr. Cruz	Yes
Ms. Campbell	No
Mayor Driscoll	Yes

Motion carries 5-2

DRAFT

Mayor Driscoll requested to return to the original agenda and Mr. Cruz moved.

Old Business

There was no old business to discuss.

New Business

- a. Deliberate and vote on the 2020-2021 Salem Public Schools Reopening Plan

The Mayor requested a motion. Mr. Fleming made the motion for the adoption of the proposal as amended, incorporating the conditions that were outlined and Ms. Manning second. A roll call vote was called.

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

Motion Carries 7-0

- b. Deliberate and vote on the 2020-2021 Salem Public Schools Calendar

Mayor Driscoll requested a motion for the approval of the 2020-2021 school calendar, subject to the Carlton School Calendar approval. Motion made by Ms. Manning and seconded by Ms. Nuncio. Mr. Cruz questioned 2 dates that were originally proposed in February to be added to the calendar and were not noted, Juneteenth and Dominican Independence Day. Ms Campbell added that she would like to acknowledge Indigenous People's Day rather than Columbus Day. Ms. Nuncio agreed that the mentioned dates should be recognized on the calendar. Mayor Driscoll requested that the dates of Indigenous People's Day, Dominican Independence Day and Juneteenth be recognized on the 2020-2021 School Calendar. A roll call vote was called.

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

Motion Carries 7-0

- c. Deliberate and vote on the 2020-2021 Salem High School Calendar
- d. Deliberate and vote on the 2020-2021 Carlton Innovation School Calendar
- e. Deliberate and vote on the 2020-2021 New Liberty Innovation School Calendar

DRAFT

The Mayor asked if separate motions needed to be taken for each individual school calendar. Mr. Fleming made a motion to accept the 2020-2021 Salem High School, New Liberty School and Carlton Innovation School Calendar, subject to the Carlton Innovation School calendar approval. Ms. Manning seconded the motion. A roll call vote was taken.

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

Motion Carries 7-0

- f. Deliberate and vote on the appointment of Nancy A. Weiss as the Executive Assistant to the School Committee

Mayor Driscoll asked for a motion for the appointment of Nancy Weiss as the new Executive Assistant to the School Committee. Mr. Cruz motioned and Ms. Manning seconded. Ms. Manning wanted to thank Jen Gariepy for all her work with the Committee. A roll call vote was taken.

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

Motion Carries 7-0

Finance Report

Mary DeLai, interim Business Manager, requested a budget transfer. This transfer is requested from the Music Department and will move funds that are not needed for FY21 transportation to instructional supplies to be used for a remote learning platform for music in the amount of \$7,400. The committee voted on transfer #1 as stated. Mayor Driscoll requested a motion for the transfer. Mr. Cruz motioned for a transfer from the transportation account in the amount of \$7,400 to the educational supplies account in the amount \$7,400 and Ms. Manning seconded. A roll call vote was taken.

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

DRAFT

Ms. Campbell Yes
Mayor Driscoll Yes
Motion carries 7-0

Subcommittee Reports

- a. Policy Subcommittee
 - i. Policies for Third Reading
6409 Public Participation at School Committee Meetings

Ms. Nuncio gave a brief summary on the changes to Policy 6409. A paragraph was added allowing spanish participation, the second public participation portion was eliminated and will not allow remote participation. Ms. Nuncio also wanted to recognize Mr. Kapantais, who spoke in Public Comment regarding this policy. The Mayor asked for a modification regarding the time limit to be at the discretion of the chair. Several members commented and had suggested changes. Ms. Campbell asked for the word citizen to be changed to community members and change in number 7 from School Committee authority to school district related. Mayor Driscoll read the proposal to adopt Policy 6409 Public Participation at School Committee Meetings for the third reading subject to the modification in paragraph 5 and the revisions proposed by Ms. Campbell, which would remove the word citizen and add community members along with the other items that were mentioned. Ms. Nuncio motioned and Mr. Cruz seconded. A roll call vote was taken.

Ms. Manning Yes
Mr. Fleming No
Dr. Pangallo Yes
Ms. Nuncio Yes
Mr. Cruz Yes
Ms. Campbell Yes
Mayor Driscoll Yes
Motion carries 6-1

- ii. Policies for Second Reading
 - 5416 Use of Physical Restraint
 - 4105 Staff Conduct with Students

Mayor Driscoll requested a motion for the second reading of Policy 5416 Use of Physical Restraint and Policy 4105 Staff Conduct with Students. Mr. Cruz made the motion and Ms. Nuncio seconded. A roll call vote was taken.

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

DRAFT

Ms. Campbell Yes
Mayor Driscoll Yes
Motion carries 7-0

iii. Policies for First Reading
 5221 Co-Curricular and Extra Curricular Activities

Mayor Driscoll requested a motion for the adoption of first reading of Policy 5221 Co-Curricular and Extra Curricular Activities. Motion was made by Mr. Cruz and seconded by Ms. Nuncio. The Mayor requested a roll call vote be called.

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

School Committee Concerns and Resolutions

Mr. Fleming explained that at the last meeting there was a proposal made regarding a need for volunteers and he has received an offer from a gentleman who is a civil engineer that has offered to help in any volunteer capacity.

Mr. Fleming also announced that the Salem Day at Kernwood Golf Tournament will be held on September 14, 2020 to raise funds for scholarships for Salem students. Sign up will be at the Senior Center on Wednesday at 5:00 p.m.

Adjournment

Mayor Driscoll requested a motion to adjourn. Mr. Fleming motioned and Ms. Manning seconded. A roll call vote was called.

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

Meeting adjourned at 12:15 am.

DRAFT

Respectfully submitted by,

Nancy A. Weiss

Executive Assistant to the School Committee
& the Superintendent

DRAFT

Salem Public Schools Salem School Committee Meeting Minutes September 8, 2020

On September 8, 2020 the Salem School Committee held its regular School Committee meeting at 7:00 PM using the Zoom platform.

In Attendance: Mayor Kimberley Driscoll, Amanda Campbell, Ana Nuncio, Kristin Pangallo, Manny Cruz, James Fleming, Superintendent Stephen Zrike, and Assistant Superintendent Kate Carbone

Not in attendance: Mary Manning

Others in Attendance: Mary DeLai, Jill Conrad, Deborah Connerty, Liz Polay-Wettengel, Chelsea Banks, and Scott Connolly

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 and also explained the request for Spanish interpretation for participation.

Agenda

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

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

Motion carries 6-0

Consent Agenda

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

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

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Mayor Driscoll Yes
Motion carries 6-0

Public Comment

Dr. Conrad announced that there were 2 public comments that had been submitted.

Michael Fritz, 57 Summit Street, sent a comment regarding his support for the Salem High School fall athletic season. He has asked the Committee to consider voting yes on this matter.

Debra T, (no address included), sent in 2 questions. First, she voiced concern regarding if the buildings are safe for teachers to be teaching from their classroom and second, she asked if DESE will be removing snow days and ask students to just work remotely on those days?

Report of the Student Representative Duncan Mayer

Duncan Mayer was not present. The Superintendent announced that Duncan Mayer has been in touch with him and has scheduled a meeting for Thursday afternoon at 4:00 p.m. regarding extra-curricular activities.

Report of the Superintendent

a. Back to School Update

Superintendent Stephen Zrike wanted to provide a back to school update. He stated that the district is currently on day 7 of teachers returning and preparing for students to return on September 14th. Dr. Zrike explained that in this time, the staff has been participating in professional development regarding remote teaching and health and safety overview.

The Superintendent began his update by stating the core values; wellness, equity, community, and flexibility. Dr. Zrike explained that most students will begin the school year primarily remote. There are 840 Tier 1 students that have been invited to participate in person, but so far, only 440 have accepted. He added that although it will be remote learning, the expectations will be different than in the spring. There will be a full schedule for the student, attendance will be taken and there will be grading and teacher evaluations. He added that Hub Connects should launch the second week of school and participating with the Tier 1 students, will be special education students.

Dr. Zrike stated that the technology team is in the process of distributing Chromebooks and giving internet support. In addition, there will be family trainings at every school and a bilingual tech help desk has been set up.

The Superintendent spoke about the safety protocols and guidance that have been created for the district and said that over \$225,000 has been spent for PPE. Dr. Zrike also gave an update on the HVAC assessment and repairs. He reported that systems are operating as intended for Bates, Carlton, Collins, Saltonstall, Salem Prep, and New Liberty and as of today, Witchcraft Heights and Salem High. There are ongoing repairs at Bentley/ECC and Horace Mann ventilation systems. Because of this, Dr. Zrike is recommending that the Tier 1 students from those schools

DRAFT

be temporarily relocated for the beginning of the school year. Also, the community meal program will continue to distribute meals for those who need them and supplemental childcare at a reduced rate will be provided to support families who require help.

Dr. Zrike reported that they are continuing to monitor the COVID data along with the Board of Health and City of Salem and will evaluate when and how to increase in-person options. There is a break in the beginning of November, and they hope to re-evaluate at that time.

Both Ms. Campbell and Mr. Cruz asked questions and requested clarification with regards to technology. Both the Superintendent and the Assistant Superintendent responded to their concerns. In addition to technology, questions were asked by Mr. Fleming regarding transportation safety and protocols. Dr. Pangallo and Ms. Nuncio gave updates of the school tours that they went on and spoke of their concerns with the buildings. Mr. Cruz explained that the Building & Grounds Subcommittee had been meeting with Ryan Monks, Director of Building & Grounds prior to COVID regarding the maintenance of the buildings, but now some of the priorities have shifted.

Mayor Driscoll asked the Superintendent to clarify the back to school plan. Dr. Zrike said that the first day of school will be Monday, September 14th as a full day of school for grades 1-12 (the hours are posted online). Individual schools will be sending out schedules. Buses will pick up for the in-person students on September 14th and it will be remote learning for the others. On Wednesday, September 16th will be the first day for PreK and Kindergarten.

b. Superintendent Entry Plan

Dr. Zrike wanted to share a few highlights of his entry plan. It is intended to be between now and December. At that time, he will give a more detailed plan. He said they have had several meet & greets by zoom at the schools and have met with the majority of the staff. He will also schedule 1 to 1 meetings on Fridays with people. Also plan to visit every classroom in the district, whether by zoom or in person, to be able to meet the staff and the students. He mentioned that he is not planning on creating a new strategic plan, since we are currently in the middle of a 5 year plan, but he does hope to build off of it.

Mr. Cruz asked a question regarding the Superintendent evaluation that they usually do in December. The Mayor responded that since this is an unconventional year, it would make sense to wait until the spring.

Old Business

- a. Deliberation and vote to amend the 2020-2021 School Committee meeting calendar and reschedule the scheduled 9/28/20 meeting on Tuesday 9/29/20. Mayor Driscoll requested a motion. Mr. Fleming made a motion to amend the School Committee meeting calendar as indicated on the agenda and seconded by Mr. Cruz. A roll call vote was called.

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Mr. Fleming Yes
Dr. Pangallo Yes
Ms. Nuncio Yes
Mr. Cruz Yes
Ms. Campbell Yes
Mayor Driscoll Yes
Motion Carries 6-0

New Business

- a. Deliberation and vote on the Superintendent’s recommendation regarding participation in fall sports for the 2020-2021 school year.

Dr. Zrike introduced Scott Connolly, Athletic Director, in case there are any questions. The Superintendent explained that fall sports participation has been in question across the state. The state has scheduled the fall season to be broken down into 2 seasons, Fall 1, which would include low to moderate risk sports and Fall 2, which would include high risk sports. In addition, Salem was initially a “red” community and would not be able to participate in Fall 1. The Superintendent indicated that the School Committee can make the decision if a district is in remote learning, whether we can participate. The Superintendent is recommending Salem High School participate in Fall 1 season and is authorizing Mr. Connolly along with the high school principal to discuss with the other NEC districts starting the Fall 1 season on October 2nd, including scheduling with any communities that may be designated “red”. Mr. Fleming asked to amend the recommendation to allow practice beginning September 21st. Mr. Cruz agrees that participation in the sports program is a good opportunity for students to connect. The Mayor asked for a motion to approve the Superintendent’s recommendation which includes the participation of red schools and the friendly amendment offered by Mr. Fleming that enables practices to start on September 21st. A roll call vote was called.

Mr. Fleming Yes
Dr. Pangallo Yes
Ms. Nuncio Yes
Mr. Cruz Yes
Ms. Campbell Yes
Mayor Driscoll Yes
Motion Carries 6-0

- b. Discussion of the School Department owned land at Salem High School and a parcel located at 5 Rear Frederick Street for feasibility of creating affordable housing options, in particular housing preferences for teachers and school staff.

Mr. Fleming asked that this be referred to the Building & Grounds Subcommittee for discussion. The Mayor made a recommendation that rather than the Building & Grounds Subcommittee that it be referred to the Committee of the Whole. Mr. Fleming agreed and moved that this be referred to the Committee of the Whole. Mayor Driscoll added for discussion that there is a

DRAFT

need for affordable housing in Salem. The theory of looking at school sites for housing is that lower cost housing could potentially be offered to new teachers. Mr. Fleming made a motion to move this discussion of school owned land to the Committee of the Whole. A roll call vote was taken.

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

Motion Carries 6-0

Duncan Mayer rejoined the meeting and wanted to let the Committee know that they have been meeting with Dr. Zrike by Zoom and trying to educate students about what this year will look like.

Finance Report

a. Budget Transfers

Mary DeLai, interim Business Manager, announced there were no budget transfers at this point.

The Mayor asked the Superintendent and Ms. DeLai for an update on COVID expenses for the next meeting.

Subcommittee Reports

a. Policy Subcommittee

i. Policies for Third Reading

5416 Use of Physical Restraint

4105 Staff Conduct with Students

Mayor Driscoll requested a motion for the policies for the third reading for Policy 5416 Use of Physical Restraint and Policy 4105 Staff Conduct with Students. Ms. Nuncio motioned and Mr. Cruz seconded. A roll call vote was taken.

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

Motion carries 6-0

DRAFT

- ii. Policies for Second Reading
5221 Co-Curricular and Extra Curricular Activities

Mayor Driscoll requested a motion for the second reading of Policy 5221 Co-Curricular and Extra Curricular Activities. Ms. Nuncio made the motion and Mr. Cruz seconded. A roll call vote was taken.

Mr. Fleming	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

Mr. Cruz made a comment regarding the policy regarding Public Comment. He explained that he has met with Dr. Zrike and they are hoping to connect with a parent advisory council with a discussion regarding 2 way engagement. He hopes to give an update at the next meeting.

Adjournment

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

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

Motion carries 7-0

Meeting adjourned at 8:36 p.m.

Respectfully submitted by,

Nancy A. Weiss

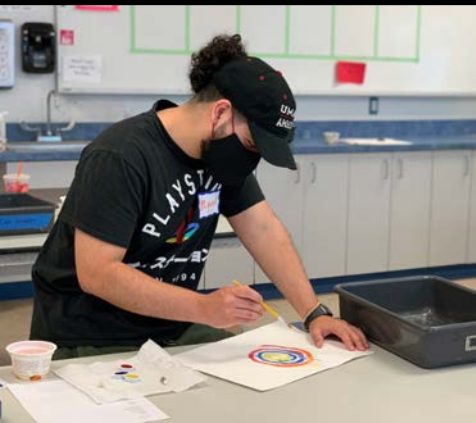
Executive Assistant to the School Committee
& the Superintendent



Superintendent's Update

School Committee

September 29, 2020



Launching the school year



- Day 11 of remote learning
- 569 “Tier 1” students in person in hub labs
- Total enrollment = 3825

Focus on Engagement



- Focusing on supporting our diverse learners with the social-emotional supports they need and the rigorous content they deserve
- Our educators have been going above and beyond
- New attendance method to ensure we are capturing students' efforts

Supporting Remote Learning

- The district has ordered home art and physical education materials for K-5 students.
 - PE: paddle tennis rackets, jump ropes, and juggling scarves
 - Art: sketch books, markers, sharpies, and glue
- The Curriculum and Instruction team put together [resources for teachers](#) to use with students to explore and celebrate the cultural heritage, diverse histories, and contributions of Hispanic and Latinx peoples to our community and country.
- A [protocol](#) for safely providing students access to books has been developed and shared with school leaders with the goal of providing students with access to books for independent reading and research projects.



Ensuring Access

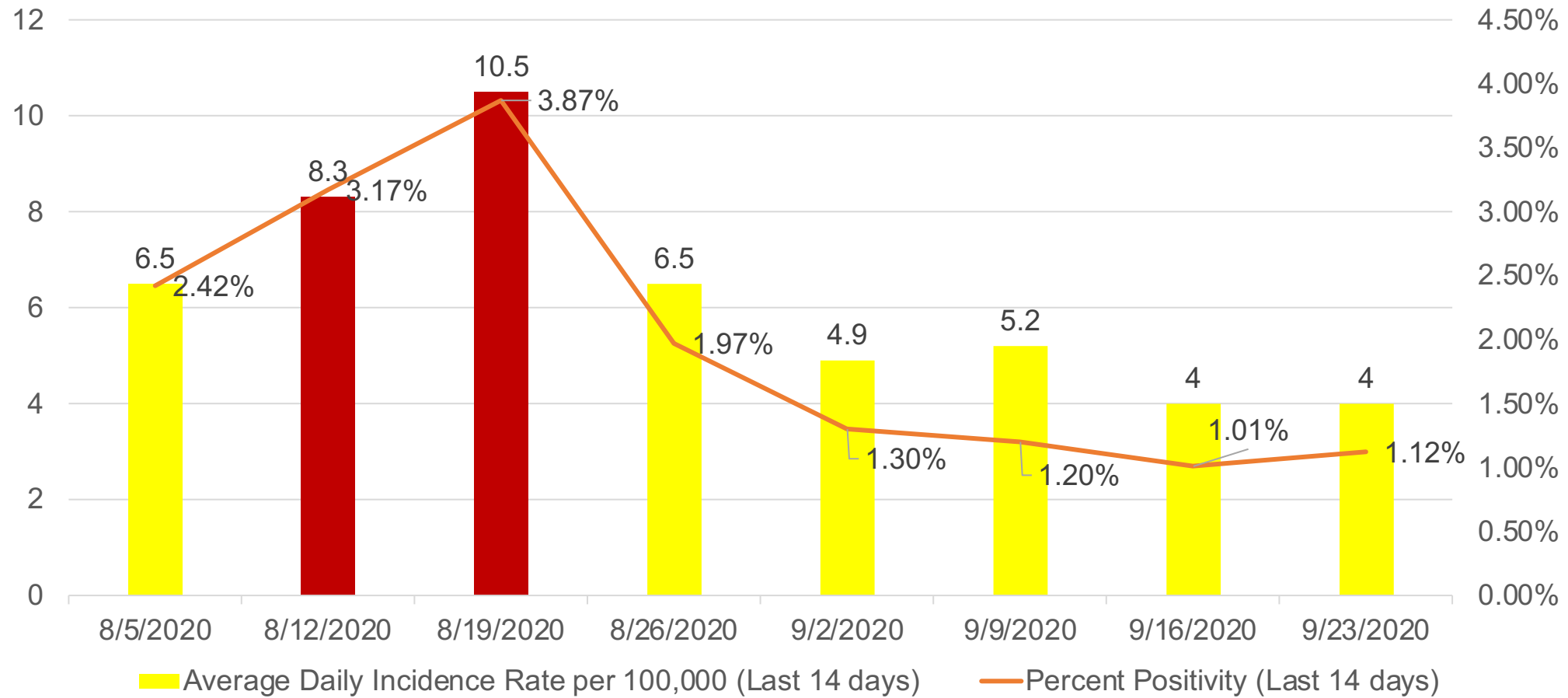
- ~900 total Chromebooks distributed to preK-5 families since late August
- 450 new devices distributed since school started
- Met all “critical needs” and are working next to replace family-owned and older devices to ensure full implementation of a districtwide 1:1 program

Spotlight: Families Helping Families



**Preparing
to bring
more
students
back**

Salem's Community Spread Data



- Outreach to families of preK-3 and grades 4-9 this week
- Planning for transition with November break

Key conditions for returning students

- Successful completion of HVAC improvements at HMLS, Bentley/ECC, & SHS
- Ongoing community commitment to mitigating virus spread

CDC indicators and thresholds for risk of introduction and transmission of COVID-19 in schools

INDICATORS	Lowest risk of transmission in schools	Lower risk of transmission in schools	Moderate risk of transmission in schools	Higher risk of transmission in schools	Highest risk of transmission in schools
CORE INDICATORS					
Number of new cases per 100,000 persons within the last 14 days*	<5	5 to <20	20 to <50	50 to ≤ 200	>200
Percentage of RT-PCR tests that are positive during the last 14 days**	<3%	3% to <5%	5% to <8%	8% to ≤ 10%	>10%



ALTERNATIVE
THERAPIES GROUP

September 10, 2020

Dr. Stephen Zrike
Superintendent Salem Public Schools
29 Highland Ave.
Salem, MA 01970

Dear Dr. Zrike,

These are difficult times that we are facing as a community due to COVID19. We, at ATG, are very happy that we were able to offer our support to the Salem School District. After conversations with you, it was determined that the greatest need would be devices for children since so much learning will be remote. We were able to source about 38 laptops and chromebooks! The computers were dropped off last Thursday to the head of Salem High School IT Department. We hope this helps during these trying times. It is very important to us as a local business that we help where ever the need is greatest. We wish you much success and a great school year.

Best,

Colleen Hayden
Controller

Corey Kennedy
Office Manager

DRAFT- Salem Public Schools Parents Advisory Council

PURPOSE

The purpose of Salem Parents Advisory Council (NAME TBD) but for document purposes SPAC) is to ensure that parents have an organized voice in the district; that parents are involved in the decision-making process and procedures, as appropriate and permitted by law; and that parents' collective needs, concerns, and issues are communicated, addressed by, and resolved before the School Committee and Superintendent regularly and effectively.

MEMBERSHIP

The SPAC shall be primarily comprised of parent members, with one voting member from each school in the district. Other representation on this committee will be open to the following: one voting member from the Special Education Parent Advisory Committee (SEPAC), one voting member from the English Learner Parent Advisory Committee (ELPAC), and up to two (2) voting members selected by the School Committee liaisons.

School Representative Member. The school principal will present the purpose of the SPAC to their parent community. The parents within each school shall devise a method for selecting one parent as School Representative Member and one parent as Alternate School Representative Member for membership in the SPAC. The School Representative is a Voting Member of the SPAC. Alternate School Representative Members are not Voting Members of the SPAC but may vote in the absence of their designated School Representative Member.

School Committee Selected Members. The School Committee may select up to two (2) voting members that represent the diversity of the Salem Public Schools' population. The School Committee will seek out voices of diversity representing various cultures, languages, learning styles, and family dynamic.

School Committee Representation: The School Committee will select two liaisons to serve as members of the SPAC.

MEETINGS

Regular Meetings. Regular meetings of the SPAC shall be held at such times as may be designated from time to time by the SPAC Leadership Team. At least twelve (12) regular meetings (monthly) shall be held each calendar year. Translation services and childcare to be provided as needed. School Committee Members are welcome to attend regular meetings.

Public Meeting: Public Meetings shall be held at such times as may be designated from time to time by the SPAC Membership Team. At least four (4) public meetings (quarterly) shall be held each calendar year. These meetings can coincide with SPAC regular meetings and will be announced to the public at least 30 days in advance. Translation services and childcare to be provided as needed.

School Committee Meetings: Regular attendance of at least two (2) members of the SPAC shall be required. SPAC will address the School Committee at public meetings as appropriate, at minimum a read out once per month.

Place of Meetings. The SPAC Leadership Team may designate any place within the City of Salem to hold any regular or special meeting. Where possible, public meetings will be held at locations easily accessible and familiar to Salem residents.

LEADERSHIP TEAM

The SPAC Leadership Team shall consist of the roles Chair, Vice Chair, and Secretary. A process for selection of these roles will occur at the first meeting.

Election and Term of Office. Leadership Team Members shall be elected annually by the Members in June or at the last Regular Meeting of the academic year. Each Leadership Team Member shall serve a one-year term.

Attendance. A SPAC Member who is absent from three (3) regularly scheduled meetings of the SPAC in a calendar year may be removed from office by a majority vote of the SPAC members. In the case of such removal, a new member shall be elected to fill the unexpired term.

Chair or Vice Chair. The Chair or Vice Chair of the SPAC shall:

- (a) With the feedback of the SPAC membership, set the agenda for all regular, public and special Meetings of the SPAC.
- (b) Facilitate all regular and special meetings of the SPAC.
- (c) Communicate with the Superintendent and School Committee on a regular basis to advance the goals of the SPAC.
- (d) Present information at School Committee meetings and seek out approval for any implementation of suggested programming and/or policy additions/amendments/deletions as proposed by SPAC.

Secretary. The Secretary shall:

- (a) Record the minutes of all regular, public and special meetings
- (b) Provide notice of regular and special meetings to the members, and notice of public meetings to the school community of Salem
- (c) Maintain a record of the agenda, meeting notes, and all materials distributed at SPAC meetings.
- (d) Maintain an accurate list of all members of the SPAC, including contact information.
- (e) Maintain attendance records for regular, public and special meetings of the SPAC
- (f) Perform such other duties and have such other authority and powers as the Leadership Team may from time to time prescribe or as the Chair may from time to time delegate.

ANNUAL ASSESSMENT

The SPAC will establish annual goals and priorities that will be reviewed at the end of each school year. This evaluation will serve to inform future goal setting and planning.

Stephen Zrike, Jr., Ed.D.
Superintendent



City of Salem
Salem Public Schools

To: Salem School Committee

From: Stephen Zrike, Superintendent

Re: Northshore Education Consortium Board Appointment

Date: September 29, 2020

Under the Articles of Agreement with the Northshore Education Consortium, member School Committees must appoint a representative to the Board of Directors. NEC's mission is to support member districts by offering high quality, cost-effective school programs, consultation, professional development, support services and resources to ensure that districts can provide successful learning experiences for all students, including those with complex or low-incidence special needs.

This appointed representative must be the Superintendent of Schools or a School Committee member. I respectfully request that you appoint me as the representative for Salem Public Schools.

SZ

September 29, 2020

General Memorandum
Delegation of Authority

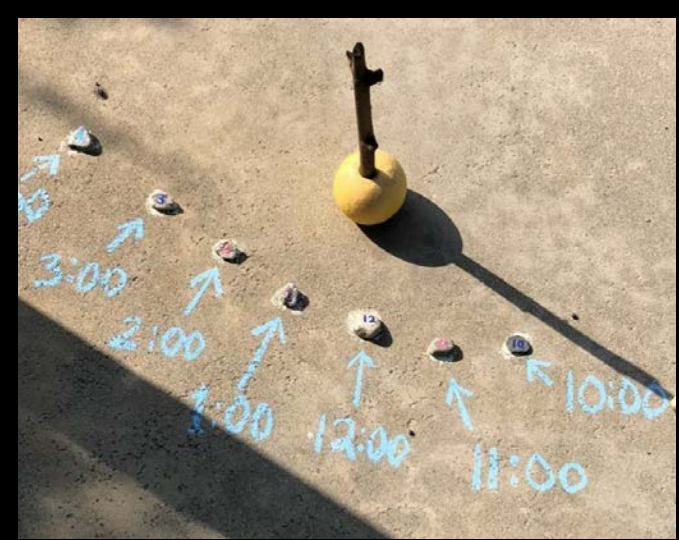
In the event that I am away from the District and not, therefore, immediately available to act as Superintendent of the Salem Public Schools, Assistant Superintendent M. Kate Carbone shall serve as the Acting Superintendent of the Salem Public Schools. Should both Ms. Carbone and I be out of the District at the same time, Interim Business Manager Mary DeLai will serve as the Acting Superintendent.

This standing order shall take immediate effect and last until or unless rescinded by a new Order of Delegation at some future date.

Sincerely,



Stephen Zrike, Jr., Ed.D.
Superintendent of Schools



Safer Outside:

A Parent-led City-wide Collaboration to Enhance Outdoor Learning Spaces



Pandemic fatigue

Parents/carers of **primary school age** children
taking part in the survey report an **increase** in their child's ...



EMOTIONAL,



BEHAVIOURAL, &



RESTLESS/
ATTENTIONAL
DIFFICULTIES

Take part here: www.cospaceoxford.com/survey



“Not all classrooms have four walls”

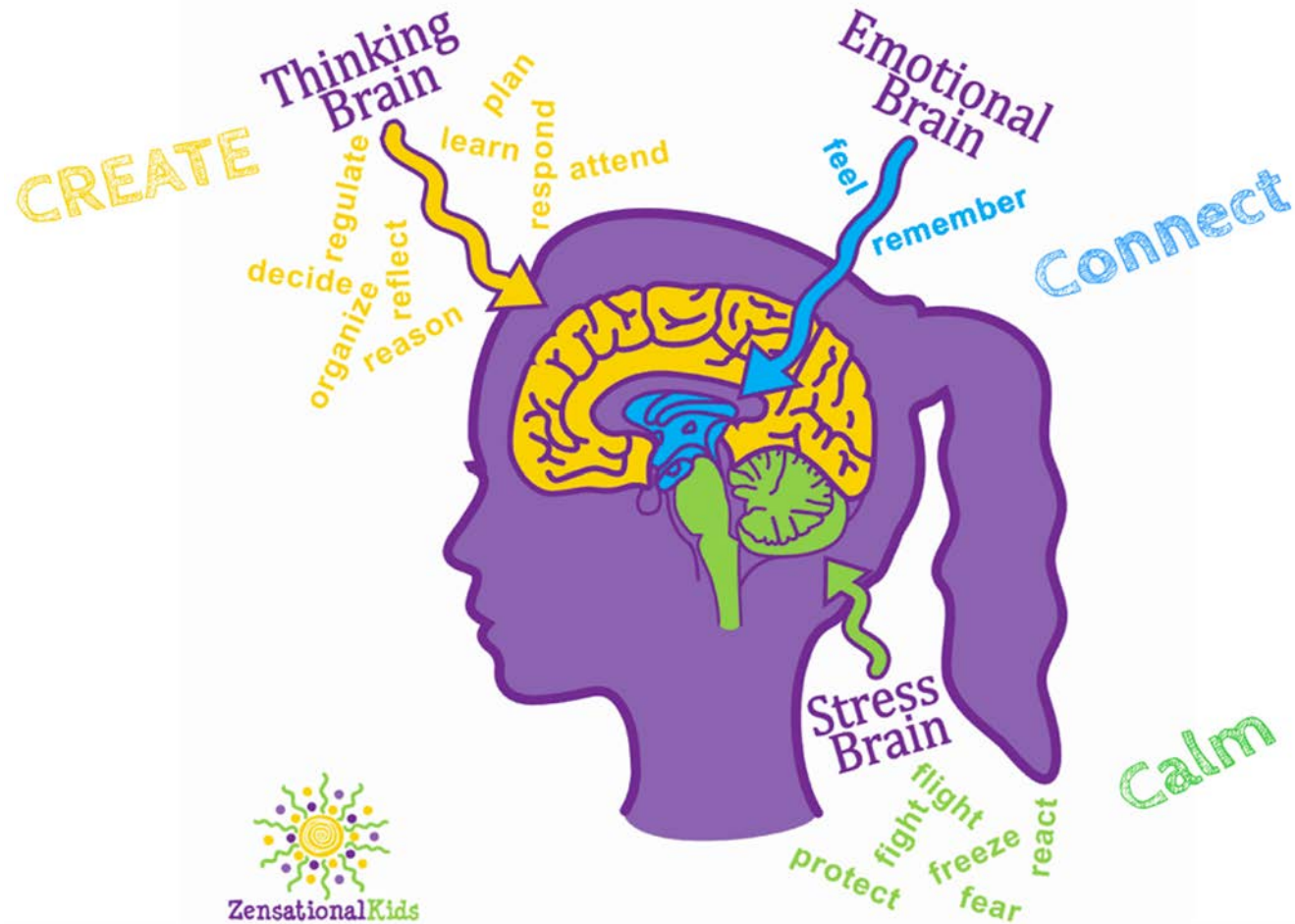
TIME OUTSIDE HAS BEEN LINKED TO:

- HIGHER TEST SCORES
 - LOWER ANXIETY
 - LESS AGGRESSION
 - MORE CREATIVITY
- LONGER ATTENTION SPANS

On top of learning and moving around freely instead of sitting at desks, kids are having fun while they learn.

SHOULDN'T THAT BE THE GOAL OF ALL EDUCATION?

The stress hormone



Measurable recovery benefits are possible solely from visual encounters with nature.



Safer Outside in Salem: Education Reimagined

A parent-led initiative to build better outdoor learning spaces

Project Objective

To leverage the current pandemic operating environment to provide safe, beautiful, and functional outdoor learning spaces for students & staff in the Salem Public School District.

Utilize Public Funding:

Salem Public Schools has already committed at least \$80K from COVID-related grants in temporary and permanent upgrades to expand access to and safety of outdoor learning spaces

&

Rally Community Support:

The combined efforts of family volunteers, the Department of Public Services, charitable foundations, and local businesses has the potential to create long-lasting positive impacts for students



Shared priorities of the initiative

Ensure Equity

The district and our family volunteers have committed to ensuring all elementary students have access to these upgraded outdoor learning spaces, even as we adapt options to meet individual space needs

Long-term Improvements

While this project meets the specific health & safety needs of the moment by increasing use of outdoor spaces, the initiative seeks to build the foundation for long-term outdoor learning, achieving the proven benefits of improved classroom engagement, academic outcomes, and social-emotional wellness.

Enhance Curriculum

Physical, Life, Earth and Space Sciences studied hands-on, outdoors, using project-based learning will cultivate conservationists, preservationists, STEM-focused professionals and lifelong stewards of the earth.

Baseline outdoor space commitments in-process at Salem Public Schools

SPS has **already committed up to \$80K** to fund outdoor space improvements out of the Coronavirus Relief Fund (CvRF) School Reopening Grants:

- Ordered one large classroom-sized tent per school; promised by 9/14 – on back order
- Offering options for up to \$5K in enhancements per school – examples include:
 - Outdoor handwashing stations & other health and safety measures
 - Learning supports – portable white boards, mats and flexible desk areas for students

20x30 tent for every school ordered in early August. Promised by 9/14. Not delivered yet



Portable, durable white boards & desks

Outdoor hand washing stations



Option 1: Optimal outdoor space improvements to maximize access and learning

Example – Steel Structure (20+ yr life)	Quantity	Unit Price	Cost
Hand Washing Units (rental for 1 yr.)	1	\$1,000	\$1,000
Structure – 12' x 24' Rectangular Gable Two-Post Steel Structure	1	\$16,850	\$16,850
Structure – Installation (Potential for DPS to Install for \$0)	1	\$9,995	\$9,995
Seating – Poured-in-Place Rubber Surfacing Under Structure	1	\$10,350	\$10,350
Seating – Bench with Canopy Roof	2	\$3,695	\$7,390
Seating – Bench Installation (Potential for DPS to Install for \$0)	2	\$1,950	\$3,900
Seating – Portable Lap Desks	20	\$20	\$400
Beautification – Volunteers (PTO-led)	1	\$0	\$0
Total			\$49,885



This is an example of **one additional premier learning space investment**. In collaboration with school leaders & buildings and grounds, we have identified anywhere from one to five of these sites at each elementary school. The total “premier” option could therefore well exceed \$50K per school if the investment is available.

Option 1 continued: Components of the optimal outdoor space improvements to maximize access and learning



**Portable, durable
desks**



Option 2: Upgraded outdoor spaces to increase access and learning

Example – Wood Structure (7-10 yr life)	Quantity	Unit Price	Cost
Hand Washing Units (rental for 1 yr.)	1	\$1,000	\$1,000
Structure – 12 x 12 Cedar Gazebo w/Metal Roof	2	\$2,000	\$4,000
Structure – Installation by DPS & Community-Build Volunteers	2	\$0	\$0
Seating – Synthetic Wood Decking in 10' x 10' Sections, Built by volunteers. Cost is for Materials only.	2	\$1,250	\$2,500
Seating – Camden 7' Rectangular Picnic Tables	4	\$1,795	\$7,180
Seating – Bench Installation (Potential for DPS to Install for \$0)	4	\$1,950	\$3,900
Seating – Portable Lap Desks	20	\$20	\$400
Beautification - Volunteers	2	\$0	\$0
Total			\$18,980

Cedar Gazebo



Picnic Table



Example at Swampscott Dog Park



Proposed Process and Timeline

In Process

- Identify municipal funding sources (City & School District)
- Create task force for each elementary school
- Collaboratively identify potential supporters

Next Steps

- Complete design plans with principals
- Solicit vendor support and in-kind donations
- Crowd-funding
- Promote community build weekend

Implementation

- Secure materials through procurement and donation
- Conduct community prep/build weekend
- Perform remaining professional installation



Present to School Committee &
Request Support

If you want to get involved:



Contact:

Saferoutsideinsalem@gmail.com

Be part of your school's task force

Participate in volunteer builds

Offer in-kind or financial donations

Appendix: Example Projects & Investments Options

Permanent Learning Space Structures

~\$2,000-\$20,000 per school



Waterproof Steel
Canopy

Rubberized
floors

Gazebos



Outdoor Space Improvements

\$1,000-\$5,000 per school

Permanent
benches
with shade



Outdoor handwashing
stations

Outdoor Learning Supports

\$500-\$2,500 per school

Portable,
durable white
boards &
desks



Memo:

To: Salem School Committee

From: Mary C. DeLai

Date: September 29, 2020

Re: FY21 Budget Transfer Request 2

The Horace Mann Lab School requests the following transfer. This moves funds from contracted services to stipends to cover the stipends for four of our Salem State University Fellows.

Account Description/Use	Account Number	Amount From	Amount To
Contract Services	13570621-5320	\$40,000	
Fringe/Stipends	13570620-5150		\$40,000

I recommend approval of the transfer.



Mary DeLai
Interim School Business
Administrator



City of Salem
Salem Public Schools

Memo:

To: Salem School Committee

From: Mary C. DeLai

Date: September 29, 2020

Re: FY21 Budget Transfer Request 3

The Business Office requests the following transfer to cover the increased expense associated with supplemental insurance for student athletes. This moves funds from dues and membership to insurance - athletics to cover the premium increase for the current school year.

Account Description/Use	Account Number	Amount From	Amount To
Dues and subscriptions	13451021-5730	\$470	
Insurance - athletics	13451021-5742		\$470

I recommend approval of the transfer.

A handwritten signature in blue ink that reads "Mary C. DeLai".

Memo:

To: Salem School Committee

From: Mary C. DeLai

Date: September 29, 2020

Re: FY21 Budget Transfer Request 4

The Saltonstall School requests the following transfer to cover the summer stipends associated with additional work beyond the school year for staff to assist with reopening planning. This moves funds from contract services to stipends.

Account Description/Use	Account Number	Amount From	Amount To
Contract services	13570721-5320	\$2,820	
Fringe/stipends	13570720-5150		\$2,820

I recommend approval of the transfer.



Memo:

To: Salem School Committee

From: Mary C. DeLai

Date: September 29, 2020

Re: COVID Expense Update

Attached, please find a report summarizing COVID-related expenses incurred between March 15, 2020 and September 15, 2020. The report shows expenditures by fiscal year, as well as by funding source. Please note that this report summarizes non-personnel related expenses only. As we are still processing several resignations, leaves and new hires, we need to finalize those hires prior to completing the analysis of COVID-related personnel expenses.

Since March 15th, we have expended or encumbered nearly \$1,500,000, with a little less than half occurring in FY'20, and the other half incurred in just the first three months of the current fiscal year. Please note that this total does not include expenses for the HVAC assessment and repair work for which we have just recently received or are still awaiting invoices. The amount to date on this effort is just under \$110,000, with less than 50% of the required work invoiced to date.

On a positive note, 75% of the expenses incurred to date have been charged to special revenue funds, predominantly state and federal grant funds. In FY'21, we have expended or encumbered \$195,000, some of which was not included as an anticipated expense in the FY'21 budget. Approximately 40% of these funds will be shifted to the state COVID grant, for which we have just recently received award notification.

We will continue to monitor these expenses and provide regular updates to the Committee. Please let us know if you have additional questions.

**Salem Public Schools
COVID19 Expenditure Report
Mar 15, 2020 - Sep 15, 2020**

Funding Source	EXPENSE CATEGORY	Fiscal Year 2020 Mar 15 - June 30, 2020			Fiscal Year 2021 Jul 1 - Sep 15, 2020			Totals Mar 15 - Sep 15, 2020		
		Expended	Encumbered	Total	Expended	Encumbered	Total	Expended	Encumbered	Grand Total
Federal (COVID) Grant	CONTRACTED SERVICES				\$13,500	\$31,750	\$45,250	\$13,500	\$31,750	\$45,250
	INSTRUCTIONAL SUPPLIES				\$50,245	\$223,066	\$273,312	\$50,245	\$223,066	\$273,312
Federal (COVID) Grant Total					\$63,745	\$254,816	\$318,562	\$63,745	\$254,816	\$318,562
Federal Grant	IN STATE TRAVEL/MEETINGS				\$45	\$0	\$45	\$45	\$0	\$45
	INSTRUCTIONAL SUPPLIES	\$53,494	\$41,970	\$95,465	\$6,150	\$188,558	\$194,708	\$59,644	\$230,528	\$290,173
Federal Grant Total		\$53,494	\$41,970	\$95,465	\$6,195	\$188,558	\$194,753	\$59,689	\$230,528	\$290,218
State Grant	EQUIPMENT	\$9,992	\$0	\$9,992				\$9,992	\$0	\$9,992
	EXPENSES	\$193,007	\$143,282	\$336,289	\$3,570	\$8,055	\$11,625	\$196,577	\$151,337	\$347,914
	INSTRUCTIONAL SUPPLIES	\$750	\$15,675	\$16,425				\$750	\$15,675	\$16,425
State Grant Total		\$203,749	\$158,956	\$362,705	\$3,570	\$8,055	\$11,625	\$207,319	\$167,012	\$374,330
Private Grant	CBA-SPS DIGITAL				\$0	\$50,000	\$50,000	\$0	\$50,000	\$50,000
	CBA-SPS ENRICHMENT	\$10,878	\$0	\$10,878	\$6,283	\$0	\$6,283	\$17,161	\$0	\$17,161
Private Grant Total		\$10,878	\$0	\$10,878	\$6,283	\$50,000	\$56,282	\$17,161	\$50,000	\$67,161
Revolving Fund	EXPENSES	\$0	\$47,153	\$47,153				\$0	\$47,153	\$47,153
	OTHER EXPENSES	\$0	\$4,216	\$4,216				\$0	\$4,216	\$4,216
Revolving Fund Total		\$0	\$51,369	\$51,369				\$0	\$51,369	\$51,369
Local Appropriation	BLDG REP/MAINT SUPPL	\$18,698	\$11,057	\$29,755	\$881	\$0	\$881	\$19,579	\$11,057	\$30,636
	BUILDING MAINTENANCE	\$23,882	\$5,189	\$29,071	\$2,220	\$5,082	\$7,302	\$26,102	\$10,271	\$36,373
	COMPUTER SOFTWARE				\$439	\$3,061	\$3,500	\$439	\$3,061	\$3,500
	CONTRACTED SERVICES	\$29,267	\$4,603	\$33,870	\$60,428	\$19,912	\$80,341	\$89,696	\$24,515	\$114,211
	CUSTODIAL SUPPLIES	\$724	\$0	\$724	\$11,798	\$17,254	\$29,053	\$12,523	\$17,254	\$29,777
	EQUIPMENT				\$0	\$61,895	\$61,895	\$0	\$61,895	\$61,895
	GROUND MAINTENANCE	\$8,848	\$0	\$8,848				\$8,848	\$0	\$8,848
	GROUNDSKEEPING SUPPL	\$8,820	\$838	\$9,658				\$8,820	\$838	\$9,658
	INSTRUCTIONAL SUPPLIES	\$66,172	\$838	\$67,011	\$0	\$6,641	\$6,641	\$66,172	\$7,480	\$73,652
	MED & SURGICAL SUPPL	\$4,431	\$0	\$4,431	\$583	\$768	\$1,351	\$5,014	\$768	\$5,782
	OFFICE SUPPLIES (GEN	\$2,000	\$0	\$2,000	\$1,142	\$206	\$1,348	\$3,142	\$206	\$3,348
	OTHER EXPENSES				\$1,619	\$487	\$2,106	\$1,619	\$487	\$2,106
PRINTING AND BINDING	\$4,425	\$650	\$5,075				\$4,425	\$650	\$5,075	
VEHICLE REPAIR AND M	\$1,059	\$1,500	\$2,559	\$0	\$1,035	\$1,035	\$1,059	\$2,535	\$3,594	
Local Appropriation Total		\$168,327	\$24,674	\$193,001	\$79,111	\$116,344	\$195,454	\$247,438	\$141,018	\$388,455
Grand Total		\$436,449	\$276,970	\$713,418	\$158,904	\$617,773	\$776,676	\$595,352	\$894,742	\$1,490,094

TO BE ENCUMBERED

Federal (COVID) Grant	HVAC ASSESS (THRU 9/15)	\$36,265
Local Appropriation	HVAC REPAIR (THRU 9/15)	<u>\$72,825</u>
		\$109,090

**Salem Public Schools
Accommodation Status Report
as of September 22, 2020
(STU Members only)**

DISTRICTWIDE SUMMARY

Accommodation Status	Number
FULL TIME REMOTE	72
NONE AT THIS TIME	44
DENIED	38
ONE YR UNPAID LOA	11
PROVISIONAL FT REMOTE	9
FMLA	6
ENHANCED PPE	5
EXPANDED FMLA	3
RESIGNED	3
RETIRED	2
Grand Total	193

ACCOMODATION STATUS BY POSITION

Position	Number
Coach	10
FULL TIME REMOTE	2
NONE AT THIS TIME	3
DENIED	4
EXPANDED FMLA	1
Coordinator	5
FULL TIME REMOTE	3
NONE AT THIS TIME	2
Counselor	12
FULL TIME REMOTE	4
NONE AT THIS TIME	4
DENIED	3
RESIGNED	1
Nurse	4
NONE AT THIS TIME	3
DENIED	1
Paraprofessional	34
FULL TIME REMOTE	7
NONE AT THIS TIME	4
DENIED	6
PROVISIONAL FT REMOTE	2
ENHANCED PPE	1
FMLA	2
ONE YR UNPAID LOA	7
EXPANDED FMLA	1
RESIGNED	2
RETIRED	2
Psychologist	2
FULL TIME REMOTE	2
SL Pathologist	3
FULL TIME REMOTE	1
DENIED	2
Specialist	8
FULL TIME REMOTE	2
NONE AT THIS TIME	3
DENIED	2
PROVISIONAL FT REMOTE	1
Teacher	113
FULL TIME REMOTE	50
NONE AT THIS TIME	24
DENIED	20
PROVISIONAL FT REMOTE	6
ENHANCED PPE	4
FMLA	4
ONE YR UNPAID LOA	4
EXPANDED FMLA	1
Therapist	2
FULL TIME REMOTE	1
NONE AT THIS TIME	1
Grand Total	193

ACCOMMODATION STATUS BY SCHOOL

School	Number
Bates	11
FULL TIME REMOTE	2
DENIED	4
NONE AT THIS TIME	5
Bentley	14
FULL TIME REMOTE	3
DENIED	3
ENHANCED PPE	1
NONE AT THIS TIME	3
PROVISIONAL FT REMOTE	1
ONE YR UNPAID LOA	1
EXPANDED FMLA	1
FMLA	1
Carlton	12
FULL TIME REMOTE	5
DENIED	2
NONE AT THIS TIME	2
PROVISIONAL FT REMOTE	1
FMLA	2
Collins Middle School	30
FULL TIME REMOTE	14
DENIED	4
ENHANCED PPE	1
NONE AT THIS TIME	9
PROVISIONAL FT REMOTE	1
RESIGNED	1
District	9
FULL TIME REMOTE	5
DENIED	2
NONE AT THIS TIME	2
ECC	7
FULL TIME REMOTE	1
DENIED	1
NONE AT THIS TIME	2
ONE YR UNPAID LOA	2
FMLA	1
HMLS	16
FULL TIME REMOTE	5
DENIED	4
NONE AT THIS TIME	4
ONE YR UNPAID LOA	1
EXPANDED FMLA	1
RETIRED	1
Salem Prep	2
DENIED	1
NONE AT THIS TIME	1
Saltonstall	13
FULL TIME REMOTE	8
DENIED	1
NONE AT THIS TIME	4
SHS	55
FULL TIME REMOTE	22
DENIED	11
NONE AT THIS TIME	11
PROVISIONAL FT REMOTE	4
ONE YR UNPAID LOA	4
EXPANDED FMLA	1
FMLA	1
RETIRED	1
Witchcraft Heights	24
FULL TIME REMOTE	7
DENIED	5
ENHANCED PPE	3
NONE AT THIS TIME	1
PROVISIONAL FT REMOTE	2
ONE YR UNPAID LOA	3
FMLA	1
RESIGNED	2
Grand Total	193

STUDENTS AND INSTRUCTION	5000
<u>INSTRUCTIONAL PROGRAM</u>	5200
CO-CURRICULAR AND EXTRA-CURRICULAR PROGRAMS	5221

The School Committee endorses the following guidelines:

Each student activity must be clear in the contribution it can make to the learning and development of youth;

The student activity program must be continually changing. It must adjust to the needs and interests of students in the same way as the academic program;

Participation should be equally available to all students.

Reviewed by Policy Subcommittee: July 13, 2020

First Reading on 8/10/20

Second Reading on 9/8/20

Third Reading on 9/29/20

Deleted: with restrictions related only to competency and interest in the given activity. There must be no secret balloting for admission.

Deleted: October 2015