

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



**Ms. Beth Anne Cornell**  
**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”

January 13, 2022

**REGULAR SCHOOL COMMITTEE MEETING**

Notice is hereby given that the Salem School Committee will hold a **Regular School Committee meeting on Tuesday, January 18, 2022 at 7:00 p.m.** This is an on-line Zoom meeting.

**Zoom Link to participate:**

<https://us06web.zoom.us/j/81676297525?pwd=YVh3bnlHZmJPbHRDd05aTzdWd0phUT09>

Passcode: iad3Wh


**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. Live Spanish Interpretation.**

Spanish language interpretation is now provided for all Regular School Committee meetings. To listen to this meeting with Spanish language interpretation, please see instructions below:

1. Click **Interpretation** .
2. Click **Spanish**
3. (Optional) To hear the interpreted language only, click **Mute Original Audio**.

**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/qAz6xMZ1keK763iR7>. 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 Jensen Frost at [jfrost@salemk12.org](mailto:jfrost@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. Approval of minutes from Committee of the Whole meeting on December 20, 2021
- b. Approval of Minutes of the Regular School Committee meeting on December 20, 2021

- c. Approval of Warrant: 12/23/2021: \$610,406.58; 12/30/2021: \$255,331.43;  
1/6/2022: \$213,889.69

IV. **Public Comment**

Please see above for instructions on participating in public comment.

V. **Student Showcase - New Liberty Innovation School**

VI. **Superintendent's Report**

- a. COVID update
- b. PK/K registration update
- c. Enrollment targets for 2022-2023 school year

VII. **Report from the Student Representative – Hawa Tabayi**

VIII. **Action Items: Old Business**

IX. **Action Items: New Business**

- a. Deliberation & vote to declare eight (8) school buses surplus property
- b. Deliberation & vote to extend the Batch 1 deadline to March 21, 2022
- c. Deliberation & vote to accept recommendation to increase the rate of pay for substitutes to \$120/regular day and \$150/extended day

X. **Finance & Operations Report**

XI. **Subcommittee Reports**

XII. **School Committee Concerns and Resolutions**

XIII. **Adjournment**

Respectfully submitted by,

*Mindy Marino*

Executive Assistant to 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. Beth Anne Cornell  
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”

13 de enero de 2022

**REUNIÓN REGULAR DEL COMITÉ ESCOLAR**

Por la presente se notifica que el Comité Escolar de Salem llevará a cabo una **Reunión regular del Comité Escolar el martes 18 de enero de 2022 a las 7:00 p.m.** Esta es una reunión en línea por Zoom.

Haga clic en el enlace a continuación para unirse al seminario web:

<https://us06web.zoom.us/j/81676297525?pwd=YVh3bnlHZmJPbHRDd05aTzdWd0phUT09>

Contraseña: iad3Wh


**I. Convocatoria a la Sesión Abierta**

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

Lectura en voz alta: *El Comité Escolar de Salem desea escuchar al público sobre temas que afectan al distrito escolar y que están dentro del alcance de las responsabilidades del Comité. Se ofrecerá interpretación al español para quien lo necesite.*

**b. Interpretación al español en vivo**

La interpretación al español se provee en todas las reuniones del Consejo Escolar Regular. Para escuchar estas reuniones con la interpretación al español, por favor vea las instrucciones de abajo:

1. Pulse en **Interpretation** .
2. Pulse en **Spanish**
3. (Opcional) Para escuchar la lengua interpretada solamente, pulse **Mute Original Audio**.

**c. Instrucciones para Participar en el Comentario Público**

Si cualquier miembro de la comunidad de Salem desea participar en el comentario público durante esta reunión, por favor pulsar en el enlace de abajo para registrarse y someter su comentario electrónicamente <https://forms.gle/qAz6xMZ1keK763iR7>. Un miembro del personal reunirá todos los comentarios que serán compartidos con los miembros antes de finalizar la reunión pública. Los comentarios también serán resumidos en las minutas de la reunión. Por favor, póngase en contacto con Jensen Frost en [jfrost@salemk12.org](mailto:jfrost@salemk12.org) o en el 617-285-7567 si tiene alguna pregunta o para informar de cualquier dificultad técnica que experimente.

**II. Aprobación de la Agenda**

**III. Aprobación de la Agenda Consensuada**

- a. Aprobación del acta de la reunión del Comité Plenario del 20 de diciembre de 2021
- b. Aprobación del acta de la reunión regular del Comité Escolar del 20 de diciembre de 2021
- c. Aprobación de la orden de pago: 23-dic-2021: 610, 406. 58; 30-dic-2021: 255, 331. 43; 6-ene-2022: 213, 889. 69

**IV. Comentario Público**

Favor de ver arriba para instrucciones sobre cómo participar en los comentarios públicos.

**V. Exhibición de estudiantes - New Liberty Innovation School**

**VI. Reporte del Superintendente**

- a. Actualización de COVID
- b. Actualización de la inscripción PK/K
- c. Objetivos de matriculación para el año escolar 2022-2023

**VII. Reporte de la Representante estudiantil - Hawa Tabayi**

**VIII. Elementos de Acción: Asuntos Antiguos**

**IX. Elementos de Acción: Asuntos Nuevos**

- a. Deliberación y votación para declarar ocho (8) autobuses escolares como propiedad excedente
- b. Deliberación y votación para extender el plazo del grupo 1 hasta el 21 de marzo de 2022
- c. Deliberación y votación para aceptar la recomendación de aumentar la tasa de pago para los sustitutos a \$ 120 / día regular y \$ 150 / día extendido

**X. Reporte de Finanzas y Operaciones**

**XI. Reportes de los Subcomités**

**XII. Inquietudes y Resoluciones del Comité Escolar**

**XIII. Clausura**

Sometido respetuosamente por,

*Mindy Marino*

Asistente Ejecutiva del Superintendente

*“Las personas que requieran ayuda auxiliar y servicios para una comunicación eficiente tal como un intérprete de lenguaje de señas, un dispositivo asistente para escuchar, o material impreso en formato digital o una modificación razonable de programas, servicios, políticas, o actividades, puede ponerse en contacto con el Coordinador ADA de la Ciudad de Salem al (978) 619-5630 a la brevedad y no más de 2 días laborales antes de la reunión, programa o evento.”*

# DRAFT

## Salem School Committee Committee of the Whole Meeting Minutes Monday, December 20, 2021

A Committee of the Whole (COW) meeting of the Salem School Committee was held on Monday, December 20, 2021 at 5:00 pm using the Zoom platform.

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

**Members Absent:** None

**Others in Attendance:** Dr. Stephen Zrike

### Call of Meeting to Order

Mayor Driscoll calls the meeting to order at 5:06pm. She notes the committee is meeting to review proposed revisions to Policy 6502 and then move into Executive Session to review a labor issue regarding negotiations. She calls the roll.

Mr. Fleming Yes

Ms. Manning Yes

Dr. Pangallo Yes

Ms. Nuncio Yes

Mayor Driscoll Yes

Amanda Campbell (enters at 5:12pm)

Manny Cruz (enters at 5:12pm)

Meeting is called to order, 5 members present.

### Discussion of Proposed Revisions to Policy 6502: Student Advisory Committee

Ms. Nuncio provides an overview of the changes made by the policy subcommittee to the draft proposal provided by the equity subcommittee meeting. Ms. Nuncio shares an overview of the conversation had during the Policy Subcommittee Meeting, specific to the scholarship amounts. She notes the full committee being cognizant of the proposal. Noting updates to the withdrawal language as well. She notes having this opportunity for the full committee to weigh in.

Ms. Manning requests clarity on calling the Student Advisory Committee a subcommittee of the School Committee noting that it isn't a subcommittee of the school committee. Ms. Manning shares concern for the monetary product provided to members of the Student Advisory Council in regard to it being compensation. She notes an additional concern being the accumulative total overtime potentially being \$2,500. She doesn't believe it's entirely clear how the money will be distributed.

Ms. Nuncio asks if the chair is not considered one of the officers. Ms. Campbell shares the roles are Chair and four additional officers, so five total. Ms. Campbell references the conversation

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regarding money and notes the with the size of the budget, the scholarship wouldn't be a heavy lift even if the Chair were to hold that role for consecutive years and receive the highest scholarship possible to be awarded for holding that role. Ms. Campbell notes having the wording and the process reviewed by counsel with no concerns provided back to the Equity Subcommittee.

Mayor Driscoll notes that this is before the COW as the Policy Subcommittee had done some work to the policy and proposal and thought the full committee may want to weigh in on the policy. Mr. Cruz confirms this is the reasoning. He notes the timeline and not having to wait until the next Equity Subcommittee meeting to have this reviewed. He notes making the suggestion to get this on the agenda for the COW to allow the two subcommittees to come together and hammer out details of what's being put forward. Ms. Manning wanted to make sure Ms. Nuncio had an opportunity to weigh-in on this.

Ms. Nuncio notes for the record, being concerned of the use of the word compensation being attached to this policy as we did not want to incentivize or make it seem we were paying for leadership. Ms. Nuncio shares her thought process in alleviating this concern by noting the students are not paid regularly or provided a stipend, but rather receive the scholarship funding upon graduation.

Ms. Manning raises that scholarships have a sense of competition. She notes the only person who can get the most scholarship is the Chair of the committee, so calling it a scholarship is misleading, so ultimately they are getting paid to do the job. She recalls last year's Chair stating if there was no compensation then they did this (the role) for nothing; and she replied that they (the officers) don't do it for nothing, they do it for experience and growth by working on the committee. She notes the outlook of no money, it's done for nothing is troubling. She notes the clarification for the allotment of money but calling it a scholarship doesn't align with the fact that students are being paid for the job they are doing on the SAC.

Mr. Cruz raises that we have other groups that have scholarships designated for the particular activity in which the student is participating. The SAC is open to all students as is the ability to run for office for these particular roles. He wants to recognize that there's a process for becoming an officer and the Chair and it's not that it's a closed process, any student could serve. He identifies these roles are a tremendous undertaking as the students are giving up their time, giving back to the district. He notes folks being concerned of the word compensation versus scholarship so he notes the process in which other groups have scholarships as well, noting the SAC is one group that is in direct connection to the school committee. He confirms his support for the proposal.

Ms. Manning asks if there are other student activities that have a scholarship automatically attached to them because they are the president of the activity, group, or club. She notes not knowing of any other group where the president of that group will automatically be awarded a scholarship for completing the year in that role. Mr. Cruz notes there are groups in which the scholarship is associated with the program where membership ties to the opportunity to obtain

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a scholarship. He shares that in regard to tying scholarships to service, you'd have to consider the similar process of equity internships, the United Way, etc.

Ms. Manning revisits her questions regarding an activity where one single position is guaranteed a scholarship. Mr. Cruz notes he doesn't have the information she's requesting and identifies adults and students receiving stipends for volunteering as advisors on committees and other instances in the district where there is a form of stipend, compensation, or scholarship for the work. Conversation surrounding volunteering and compensation is had between Mr. Cruz and Ms. Manning.

Ms. Nuncio notes that Ms. Campbell as a comment. Mayor Driscoll asks if Mr. Cruz is done with his statement. He notes that his scholarship received in the past required work in the role as a volunteer and notes we are not on uncharted grounds. Mayor Driscoll calls upon Ms. Campbell who notes scholarships come in varied forms and can't speak to all the scholarships given by the three high schools in the district. She notes having done research on the proposed scholarship structure and that there are other districts that provide a comparable structure. She notes adults choosing students to be awarded scholarships and in this instance it's the student body electing those for the positions in which they will receive a scholarship for serving. Ms. Campbell notes there may be disagreement in the philosophy of providing this scholarship for those in these roles but personally she would love to see the scholarship recognizing service for these roles.

Mayor Driscoll notes the other agenda item and notes saving the debate surrounding Policy 6502 as the intent for the meeting was to explain the policy and it may not be one there is not unanimous support for but the vote can be taken at a future school committee meeting. She notes her expectation is that this will come forward at a future meeting in the new year and will go through the typical process of vote and three readings.

Ms. Manning states that she believes it was on tonight's agenda to be voted on later on but notes she could be wrong. Mayor Driscoll notes it is not on the regular school committee meeting agenda and therefore cannot be taken up for a vote. Ms. Campbell notes it never made it out of policy. Mayor Driscoll notes it remains in policy and the full committee can think about the how and the why until it goes forward as any other policy would from the subcommittee to the regular committee.

Mr. Cruz notes the policy subcommittee made a motion to send to a vote. Ms. Manning and Ms. Nuncio concur. The school committee secretary shares that there may have been confusion regarding the next steps and that the understanding was to preview the policy to the full committee in the COW meeting before submitting for a vote during a regular school committee meeting. Mr. Fleming notes not being able to adopt anything in the COW and if this is for a recommendation for first passage it's not possible in a COW meeting. He also notes before voting on it, he would like to have a review of the districts that give scholarships to their officers in their SAC, and he would like to know of other school activities that give a scholarship specific to the student serving as an officer. Until having that information he doesn't want to vote.

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Mayor Driscoll notes this is still in the policy subcommittee, it will need to go back to the policy subcommittee and be voted out in the traditional process before coming to the full committee. She notes perhaps the policy subcommittee could provide Mr. Fleming with the requested information. Ms. Manning wonders if the Equity Subcommittee could provide that information requested as Ms. Campbell noted having some of that information before. Mayor Driscoll notes that the information could come from wherever.

**Adjournment**

Ms. Manning makes a motion to enter the executive session. Mayor Driscoll reviews that the next item on the agenda requires executive session pursuant to Chapter 7, not to reconvene in open session. Mr. Fleming seconded. A roll call vote was taken.

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

Motion carries 7-0

The committee enters executive session and the public meeting ends at 5:38 p.m.

Respectfully submitted by,

*Jensen Frost*

Executive Assistant to the Deputy Superintendent



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## Salem Public Schools Salem School Committee Meeting Minutes December 20, 2021

On Monday - December 20, 2021 the Salem School Committee held its regular School Committee meeting at 7:00 PM using the Zoom platform.

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

**Others in Attendance:** Superintendent Stephen Zrike, Assistant Superintendent Kate Carbone, Chelsea Banks, Liz Polay-Wettengel, Marc LeBlanc, Linda Farinelli, Adam Colantuoni  
Gavin Softic, Susan Faria-Smith, and Anna Battista

### Call of Meeting to Order

Mayor Driscoll called the meeting to order at 7:02pm after reviewing the attendance of those on screen noting Mr. Cruz is not yet present but should be right along.. Mayor Driscoll provides information about Public Comment per the Public Participation Policy 6409 and also explains the availability of Spanish interpretation. She makes a motion to approve this evening's agenda. (Mr. Cruz enters ahead of the approval)

### Approval of Agenda

Mr. Fleming motioned and Ms. Manning seconded. A roll call vote was taken as requested by the school committee secretary.

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

*Motion carries 7-0*

### Approval of Consent Agenda

Mayor Driscoll requests a motion to approve the consent agenda. Including:

- Approval of Minutes of the Regular School Committee meeting held 12/6/2021
- Approval of Minutes of the Committee of the Whole meeting held 12/6/2021
- Approval of Warrants: 12/9/2021: \$277,572.68 and 12/16/2021: \$627,540.12
- Approval of SHS overnight trip to Harvard Model UN Conference 1/27-1/30/22

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Mr. Fleming motioned 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
Ms. Campbell	Yes
Mayor Driscoll	Yes

*Motion carries 7-0*

### **Public Comments**

The school committee secretary read the first comment submitted by Jean Brietzke, 54 Lawrence Street - Salem, MA 01970:

Good Evening School Committee Members. First My family and I would like to take the time to thank Ms Ana Nuncio, thank you for all your dedication and hard work for our school district. We appreciate all the time you spend serving our board over. As a parent whose child attended Saltonstall through middle school I enjoyed getting to know you more with National Hispanic Heritage Month. It was such a joy. Always was such a joy to visit the Gables while you were there. You're a true gift to the people in our community's lives. Your positivity is infectious. This is not goodbye it's my way of Thank you for all your dedication and hard work for our on school Committee board chair district. Wishing you all the All the best for the future and good luck with your new chapter – keep in touch. Happy Holidays and Happy New.

Thank you to our to all our School Committee members Board for your leadership and commitment to our students, staff, and communities. Your dedication and hard work for our school doesn't go unnoticed.

Dr Stephen Zrike Hands down Best Superintendent in Salem Public school's system. Regarding last week's social media platform trend though it countrywide and was not a direct threat you and Madam Mayor took it as serious precautions and securely our school's open and safe . Thank you as always for everything you do to keep our schools children, teachers, and staff safe.

Wishing You members of the school Committee Board Happy Holidays and Happy New Year. Here's hoping A to pandemic to Endemic..

Just like to say Liz's wonderful job on the new website is a lot better than what it was and really Show's how hard she must have been working on this. Everyone has their own opinions and voices but. I truly like .. Out with the old in with the new..

The second public comment is read by Ann Berman - 1401 Crane Brook Road - Peabody, MA

Good evening Mayor Driscoll, Superintendent Zrike and members of the school committee,

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I would first like to wish Ms. Nuncio a wonderful retirement from her school committee seat and thank her for her commitment to our students and educators. Your insight and perspective were always thoughtful and student-centered. I loved talking to you personally about your piano lessons and hope you are continuing them, and wishing you all the best in your next chapter in your life.

Tonight's agenda includes a discussion around the request of the Salem Academy Charter School to expand by adding 30 more seats; the Salem teachers union does not support this expansion. While it is understood that Salem is capped financially with the number of seats we already fill at the charter school, we do not endorse opening up more seats that might impact our neighboring communities. We do not believe that Salem Academy serves a student population reflective of the Salem Public Schools based on the data on the DESE website. When looking at the selected populations of students whose first language is not English, English language learners, students with disabilities, students with high needs and low income students, the Salem Public Schools educates a higher percentage of the students. Salem Academy does not actively recruit our newcomers when they arrive in Salem. Salem Academy is not able to educate our most vulnerable population of students. When looking at the data from the DESE website Salem Public Schools is only slightly behind sales Academy in regards to the 2021 student achievement scores. Our district is working really hard to increase the offerings at Collins Middle School and Salem High School. In my opinion, there's no need to add more seats to a school that doesn't offer more by way of academic achievement and extra curricular activities for students than our Salem Public Schools do.

Thank you for your time this evening. Have a wonderful holiday and a happy, healthy New Year pandemic free, I hope.

### **Report on the Superintendent's Summative Evaluation**

Ms. Manning provides background surrounding the process of evaluation of superintendents as developed by the DOE. She notes the evaluation will be available to the public following this meeting. Ms. Manning notes the summation is a compilation of all the school committee members assessments and comments. As the Vice Chair, she collects all the results and compiles them into the final document for review this evening. She reviews the summation of the evaluation of the comments made by all the committee members. The final rating for Dr. Zrike concludes as a Proficient scaling.

### **Superintendent's Report:**

Dr. Zrike shares appreciation for the comments received in his evaluation. He notes he particularly appreciates the discussion surrounding areas of growth for him. He acknowledges that the work doesn't get done without a great team of people to work with and alongside. He appreciates the candidness surrounding the feedback. He notes gratitude for the work done by Liz Polay-Wettengel on the new website that launched today.

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### **Salem's allocation and plans for Elementary & Secondary School Emergency Relief (ESSER III) and Student Opportunity Act (SOA) funds**

Dr. Zrike opens his presentation with a screen share noting three levels of ESSER funding that was awarded to SPS between March 2020-Fall 2021. He notes the allocated funds through ESSER funding leading to the ESSER III funding the district has now applied for. He notes the purpose of use for the funding, and the requirements. Dr. Zrike notes funding plans and outlines the timeline of the funding ending in the 23-24 school year.

Following the presentation Mayor Driscoll notes concern for keeping the personnel that have been hired with this funding, knowing that the funding will someday not be available and the resources applied with this particular funding may not be available as the funding is temporary. She notes the concern for future packed budget hearings with the concern relevant to the use of this funding and future of resources.

Dr. Pangallo notes the funding regarding the smaller buckets of SEL and Mental Health support for the district. Dr. Zrike notes the difference in that bucket versus the academic support buckets. He notes looking forward to having further discussion in forums to discuss the ways the funding could be used.

Ms. Manning notes that she's not opposed to additional behavior specialists - but wants to note that behavior specialists are needed for the result of behaviors when resources could be used to avoid the behaviors presented.

She also notes having forums for community and wonders if there is an opportunity for the staff to have a platform to provide input as well.

Ms. Manning shares concern that there's a lot of talk around mental support for students but there isn't mention of support to staff. She wonders if there's support for those who are consistently supporting the young population.

Dr. Zrike follows-up in support for teachers, notes having opportunities available to teachers and staff, and mentions the work of behavior specialists and the broad work they're doing, not just policing with the students.

Mr. Cruz requests some reports surrounding the hiring pipeline to review in terms of being able to create a roadmap to have an intentional conversation surrounding pathways to ensure we layer the supports to fill vacancies with the people who are coming on board with the funding that expires. Conversations are had about inviting Ms. Talbot, Director of Teacher and Leader Development to a future SC meeting.

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Dr. Zrike continues his presentation with the topic of Student Opportunity Act (SOA). He notes that he's still learning what the implications are for Salem surrounding the SOA and notes in

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2019 the committee spent a good deal of time on understanding the allocation of the funds via SOA. He notes the district plan-setting with mention of: struggling student groups, specific evidence based programs, monitor success and progress reducing disparities, and engage families. He notes the approval of the Salem plan from March 2020 which focused on the High School Redesign (BARR Model & Early College).

He provides an overview of the Initial Plan for FY21 and notes DESE is requesting districts to look at their former plans and provide updates for FY22 to resubmit the 3-year plan by April 1, 2022. He notes the difference in funding and the need to provide an explanation on how the funding will be used to close student opportunity gaps.

Mayor Driscoll notes hope for the number to increase funding and is interested in seeing what changes might be made by the administration to plan as it stands for resubmission. She asks the committee if there is anything else to be questioned or shared as it pertains to the funding presentations. She moves the meeting along.

### **Salem Academy Charter School expansion - update**

He shares his presentation on the SAC request. He notes his analysis and shares an assessment of their request. SAC is requesting an expansion of 30 seats. Pre-2015, they had 372 seats, in 2015 they had an expansion or 480 seats and if their new request is granted, they'll receive 510 seats in grades 6-12.

Their rationale is: accommodate decline in attrition at the high school level and they run the risk of not receiving funding for the increased enrollment for the students they are retaining.

The City of Salem is capped at 469 Charter seats, that's all charters that our students attend. Per pupil impact per student is \$14,464. He notes considerations:

Impact of expansion:

- Students that attend charters will be be funnelled to SAC
- Increase state's subsidization of the school
- May increase enrollment from other communities that are not capped

Citywide school-aged population has dropped, does not suggest a need for expansion of seats

Concern that this is a backdoor to increase enrollment of Salem students at SAC

Concern that school has not right-sized now that Salem is no longer in the 10% of lowest performing districts.

Dr. Zrike does not recommend supporting the expansion. He notes the lack of clarity on how they can expand with a city cap. While he notes there isn't a financial loss, the optics are a bit unclear. DESE requests public comment on the request by January 7, 2022 and the board will review the request at the January 25, 2022 meeting.

Mayor Driscoll notes understanding what they are requesting has been a struggle giving that there is a distinct cap in Salem. She notes that there is nothing noted on the agenda to act

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collectively, but if members wanted to do so, we could propose that at a future school committee meeting.

Mr. Cruz shares appreciation to Dr. Zrike's recommendations based on the considerations. Mr. Cruz wonders if collective action is an option for Dr. Zrike to raise as a support to providing his recommendation to the board. Mayor Driscoll notes that there isn't an action item listed, and though listed as a presentation in the Superintendent report, due to open meeting laws the body cannot take collective action. She notes the members can individually note where they stand and Dr. Zrike can incorporate that into his recommendation but at this point, no further action can be taken collectively.

Dr. Pangallo wonders about the numbers given and how it reflects the percentage of the student body in the same grade levels. She's not sure she has the accurate numbers. Around 2010 the charter school was about 14% of the 6-12 students and increased to 20% in 2015 and now they're showing 29% and they're asking to go to about 31% of our student body. She's concerned about that balance and notes that while the funding doesn't directly affect the city and district financially - the funding is coming from the state and could be used in more effective ways. She notes not being in support of the recommendation at this time.

Ms. Campbell requests to review the dates of public comment. She also shares her concerns supporting the STU president and Dr. Pangallo's comments.

Mayor Driscoll notes speaking to calendar and respect to how the committee would like to proceed at a future meeting.

### **Northshore Education Consortium Annual Report**

Dr. Zrike notes this report is in the packet and for the sake of time, it will not be reviewed in detail but the report will be provided to the committee as they are completed and provided to the district.

### **Final SlideShare from Dr. Zrike**

Dr. Zrike notes the at-home rapid tests being available to students and staff for the winter break, thanks to the city of Salem. He notes instructions will be available in English, Spanish, and Portuguese and distribution will be on Wednesday, December 22, 2022. He wraps up his presentations with well wishes for holidays and a happy winter break.

Mayor Driscoll notes thanks to the Baker/Polito team for getting 12,000 tests to the City of Salem.

### **Report from the Student Representative - Hawa Hamidou Tabayi**

Ms. Hamidou Tabayi is not in attendance. Mr. Cruz shares the report provided by Ms. Hamidou Tabayi. Students are in the process of planning their first retreat and the students did complete the officers election and four names are read for the record with their voted roles:

- Vice Chair, 12th Grader: Jimena Pueyo

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- Corresponding Secretary, 12th Grader: Emily Mercanti
- Press Secretary, 12th Grader: Sunning David
- Treasurer, 11th Grader: Allannah Heenan

### **Recognition for Ms. Nuncio**

Mayor Driscoll shares recognition and appreciation to Ms. Nuncio as she finishes her term as School Committee member as this is her final meeting on the committee. Mayor Driscoll notes the wish for the meeting to be in-person but hopes the gratitude is equally felt on the virtual platform. She notes Ms. Nuncio being Chair of one of the busier subcommittees. Ms. Nuncio receives a city seal, Salem apparel, and flowers along with gratitude. Ms. Nuncio takes the floor to accept the recognition and shares her gratitude for her time on the committee.

### **Old Business**

None

### **New Business**

#### **Deliberation and vote on MOU between Salem School Committee and STU regarding recognition of Family Engagement Facilitators**

Mayor Driscoll entertains a motion to adopt the MOU as presented and discussed in the executive session of the Committee of the Whole prior to this evening's meeting. Ms. Manning makes the motion, seconded by Mr. Fleming. A roll call vote is taken.

A roll call vote was taken.

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

Motion carries 7-0

#### **Vote to endorse and support a district statement of inclusivity for our LGBTQ+ families**

Ms. Campbell provides context surrounding the creation of the statement and bringing the statement forward to the full committee.

Mayor Driscoll entertains a motion to endorse the district statement of inclusivity for our LGBTQ+ Families. Mr. Cruz makes the motion, seconded by Dr. Pangallo. Mayor Driscoll thanks the equity subcommittee and others in preparing this statement as it reflect the equity work within the district. A roll call vote is taken.

A roll call vote was taken.

Ms. Manning	Yes
Mr. Fleming	Yes

**DRAFT**

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

**Finance & Operations Report**

**Budget transfers**

Ms. DeLai shares there are three budget transfers for the evening. Mayor Driscoll entertains a motion for approval of the budget transfers. Ms. DeLai notes on budget transfer three, there is an error in the account description, which should read: Special Education Collaborative Tuition.

Mayor Driscoll entertains a motion. Mr. Fleming makes a motion for the approval of all three budget transfers. Seconded by Ms. Manning.

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

**Subcommittee Reports**

**Policies for Third Reading:**

Policy 1101.01 Non-Discrimination Policy  
Policy 1103 Distribution of Notices

Mayor Driscoll entertains a motion. Ms. Nuncio makes the motion, Mr. Cruz seconded. Mayor Driscoll notes any comments to be made now as it's the final opportunity for these policies now in third and final reading. A roll call vote is made.

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

**Policies for First Reading:**



**DRAFT**

- 1107 Public’s Right to Know
- 1102 Advertising in Schools
- 1105 Media Relations/News Releases

Mayor Driscoll entertains a motion to approve for first reading. Ms. Nuncio motioned, Ms. Campbell seconded. Mayor Driscoll asks if there were any substantial changes to be noted here at the public meeting. Mr. Cruz notes some of the policies were sent for legal review and updates were made. A roll call vote is made.

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

Motion carries 7-0

**Policies Reviewed Requiring No Changes:**

- 1108 Taping and Video

Mayor Driscoll notes for the record there are no changes and no action required.

**School Committee Concerns and Resolutions**

Mr. Cruz, again notes gratitude for Ms. Nuncio. He calls out that Ms Nuncio is the first Mexican-American school committee member and praises the work she’s done for equity progress, and her work specific to the latino community

**Adjournment**

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

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

Motion carries 7-0.

Meeting adjourned at 8:41pm.

Respectfully submitted by,  
*Jensen Frost*

**DRAFT**

Executive Administrative Assistant to Assistant Superintendent

## 2022-23 Enrollment Targets for Student Assignment January 18, 2022

### Overview

Following the district's student assignment policy (SC Policy #5103),<sup>1</sup> the Superintendent is charged with setting annual enrollment targets for each individual school. The goal of these annual, school-based enrollment targets is to increase the equitable distribution of students of different backgrounds across the district and to ensure that students who face multiple barriers to success in education are not concentrated within one or more schools. The overall goal is to have all schools enrolling a percentage of students who are low income that is within five percentage points (5%) of the district average.

Please note that following the passage of the November 2019 Opportunity Act, the Massachusetts Department of Elementary and Secondary Education (DESE) has replaced the term economically disadvantaged with low income. More specifically: *“the Act reinstates the definition of low income enrollment used prior to FY2017, based on 185% of the federal poverty level. It replaces the economically disadvantaged designation (based on 133% of the federal poverty level) used from FY2017 through FY2021. For FY2022, a district's low income enrollment is the higher of: (a) the number of students matched through the Department's current direct certification process (which identifies students whose families have been approved for various federal and state benefit programs) or (b) the district's FY2016 low income percentage multiplied by its current foundation enrollment.”*

Thus, this year, the targets to be set are to be based on the most recently published percentage of low income, as determined by the state, and include two categories of students, low income, and non-low income. Each school's enrollment targets will be used to assign entering Kindergarten students as well as all those applying to enter all other grade levels, at all points throughout the year.

### Percentage of Low Income Students by School, 2021-22

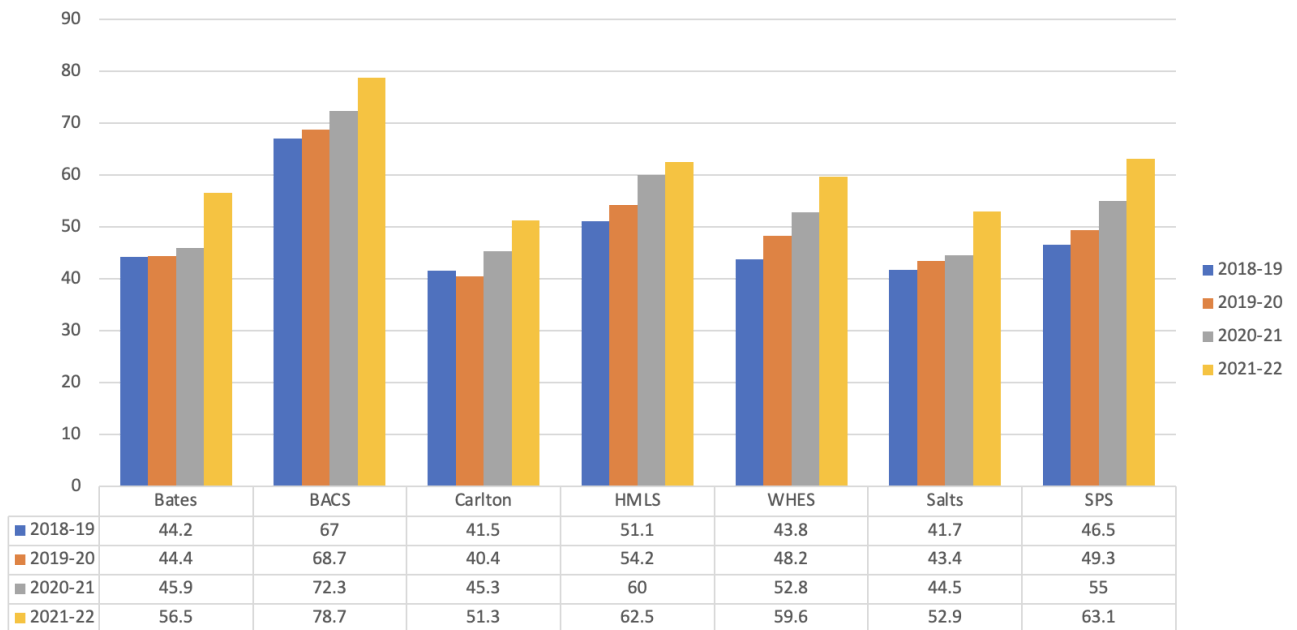
According to the policy, the annual school enrollment targets are to be based on the most recent state determination of the percentage of low income students within a school. The graph below depicts the percentage of low income students by K-5/K-8 school, as determined by the state<sup>2</sup>, from October 2017 to October 2021.

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<sup>1</sup> For full text of the policy, please visit: [https://www.salemk12.org/families/student\\_enrollment/student\\_assignment\\_policy](https://www.salemk12.org/families/student_enrollment/student_assignment_policy)

<sup>2</sup> The state determines whether or not a student is low income if they are identified as participating in state public assistance programs, including the Supplemental Nutrition Assistance Program, Transitional Aid to Families with Dependent Children, MassHealth, and foster care; or certified as low income through the new supplemental data collection process.

% Low Income/Economically Disadvantaged by School, 2018-2022 (October 1<sup>st</sup>)



### School Enrollment Targets for 2022-23 Student Assignments

The school enrollment targets that will be used for all assignments during the 2022-23 school year are outlined below. Table 1 summarizes the targets for the elementary and K-8 schools where all student assignments are bound by the district’s student assignment policy. The first column presents the school’s current percentage of low income students and the second column identifies whether or not enrollment is “balanced” within each school, based on the percentage of low income students who are enrolled. The third and fourth columns describe the enrollment targets that will be used to assign both low income and non-low income students within each school. Enrollment targets of 50%/50% will be used for schools with “balanced” enrollment. Targets for schools that are not balanced in their enrollment are set based on the specific data for each school.

**Table 1: 2022-23 Enrollment Targets for Elementary and K-8 Schools**

Elementary and K-8 Schools	Oct 2021 (% Low Income)	Is the enrollment within this school balanced (within 5% of district avg)?	2022-23 Low Income Target	2022-23 Non-Low Income Target
<i>Bates K-5</i>	56.5%	No	60%	40%
<i>BAIS K-5</i>	78.7%	No	40%	60%
<i>Carlton K-5</i>	51.3%	No	60%	40%
<i>HMLS K-5</i>	62.5%	Yes	50%	50%
<i>WHES K-5</i>	59.6%	Yes	50%	50%
<i>Saltonstall K-8</i>	52.9%	No	60%	40%
<i>SPS-District</i>	63.1%			

## **Application of the Enrollment Targets to the 2022-23 Student Assignments**

The above enrollment targets will be applied to the total number of spaces available within each school, creating a proportion of spaces available for students living in low-income households and students living in non-low income households. For more information please contact the Parent Information Center at 978-740-1225 or [pic@salemk12.org](mailto:pic@salemk12.org).

### **Important Notes**

- Salem has seen an increase in the % of low income students (from 55 % FY21 to 63.1% in FY23) due to, in large part, the provision under the [Student Opportunity Act](#), where the Massachusetts Department of Elementary and Secondary Education (DESE) is required to identify eligible students up to 185% of the Federal Poverty Level (FPL). In response to this requirement, Salem was able to claim additional students who qualify as low income under the 185% FPL standard but who were not previously being identified through our match with state databases for public assistance programs.
- The 2021-22 school year was the first year that the % of low-income students enrolled at the Bentley Academy Innovation School are factored into the district-wide % of low-income students. Assignments to the Bentley Academy Innovation School will follow the enrollment targets.
- Assignments to the dual language program at Bentley will be made via a lottery intended to maintain linguistic balance.
- Available seats for our pre-kindergarten program will be assigned to the ratio that we established in advance of the 21-22 school year:
  - 65% of the seats for students living in a household identified as low income
  - 35% of the seats for students living in a household identified not as low income
  - Current low-income enrollment is 53.3%



**MEMORANDUM**

TO: Salem School Committee  
FROM: Mary DeLai, Assistant Superintendent  
DATE: January 10, 2022  
RE: Surplus Property Declaration

In accordance with Salem School Committee Policy 3205, Disposal of School Properties, we are requesting that the eight buses below be declared surplus property. These buses are no longer usable for school purposes, given their age and present condition. They are currently still registered and insured, thereby incurring expenses that we would like to eliminate. The disposal of these buses will also free up much needed space in the rear parking lot of Salem High School.

Bus	Vehicle Type	Mileage (10/1/2021)	Year	Make	Plate #	Trade-In Value
233	77 Passenger	73,260	2013	Blue Bird	SB37014	1,250
236	77 Passenger	32,097	2016	Blue Bird	SB40529	1,250
238	77 Passenger	44,860	2016	Blue Bird	SB35865	1,250
228	42 Passenger	48,968	2012	Blue Bird	SB1A5CH	1,250
215	29 Passenger	43,787	2014	Blue Bird	SB39648	750
217	29 Passenger	45,157	2014	Blue Bird	SB39647	500
221	29 Passenger	58,859	2013	Blue Bird	SB35870	750
224	32 Passenger (W/C)	53,213	2013	Blue Bird	SB35735	1,250

Once declared surplus, these vehicles will be turned over to the City and will be offered for sale. Any monies received from the sale of these vehicles would be general fund revenue and, therefore, not available for school department purposes without additional action by City Council.

With the disposal of these eight vehicles, the district would still retain use and ownership of seven vehicles including two 77-passenger buses, two 32-passenger wheelchair accessible buses, two 29-passenger buses, and one 8-passenger 7D van. In addition, we are acquiring one Multifunction School Activity Bus (MFSAB) this year using funds from the Read Trust, and one 6-passenger wheelchair accessible 7D van using FY21 CIP funds. This would leave the district with sufficient redundancy for the current routes that the district still operates as well as a fleet of smaller vehicles that do not require a CDL license and offer flexibility to address non-traditional transportation needs (e.g. internships, early college).

We thank you for your consideration of this request. Please feel free to contact me if you have additional questions or need more information.

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**MEMORANDUM**

To: School Committee  
From: Mary DeLai/Stephen Zrike  
Date: January 18, 2022  
Re: Temporary Increase in Substitute Teacher Pay Rates

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Due to the significant substitute teacher shortages experienced by schools across the state and the nation, we would recommend that we increase pay rates for substitute teachers to attract more candidates to these positions for the remainder of the 21-22 school year. Our recommendation is as follows:

Category	Current Rate	Recommended Rate (1/24/22 - 6/30/22)
Substitute Teacher, Regular School Day	\$100 per day	\$120 per day
Substitute Teacher, Extended School Day	\$130 per day	\$150 per day

These rates would be applicable to both daily substitutes as well as long-term substitutes. Please note that on the 21st consecutive day of serving in a long-term substitute role, the individual is placed on the appropriate step and column of the STU contract provided the individual is licensed or has an approved waiver in the grade or subject they are teaching. In addition, per the PSRP contract (Appendix A Salary Schedule) the salary schedule for full-time building substitutes needs to be temporarily adjusted so that it is no less than that of the per diem substitute rate.