

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



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

Mayor Kimberley Driscoll, Chair

“Know Your Rights Under the Open Meeting Law, M.G.L. c.30A § 18-25 and
City Ordinance Sections 2-2028 through 2-2033”

November 10, 2021

REGULAR SCHOOL COMMITTEE MEETING ON:

Notice is hereby given that the Salem School Committee will hold a **Regular School Committee meeting on November 15 at 7:00 p.m.** This is an on-line Zoom meeting.

Zoom Link to participate:

<https://us06web.zoom.us/j/85261851034?pwd=c0M2NXNwZlpTL2VqOHlzcVdzck54Zz09>

Passcode: fhHkA1


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/oEeXVdnh9qjM8Wkw5>. 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 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 of the Regular School Committee meeting held November 1, 2021
- b. Approval of Warrants: 11/4/2021: \$518,711.86; 11/11/2021: \$711,946.11

IV. Public Comment

Please see above for instructions on participating in public comment.

- V. **Educator’s Showcase - Bentley Academy Innovation School**
- VI. **Superintendent’s Report**
 - a. District improvement planning process
 - b. Update on multilingual education programming
 - c. New hire report
- VII. **Report from the Student Representative – Hawa Tabayi**
- VIII. **Action Items: Old Business**
- IX. **Action Items: New Business**
 - a. Deliberation and vote to amend minutes of Regular School Committee meeting held on October 25, 2021
 - b. Deliberation and vote to omit multiple readings of policies that undergo no changes as part of the policy review process. School Committee members will be informed of the policy number, title and the date reviewed at the subsequent regularly scheduled School Committee meeting.
 - c. Deliberation and vote to edit language related to protected classes throughout the policy manual as noted in the revised Policy 1101.01 Non-Discrimination.
- X. **Finance & Operations Report**
- XI. **Subcommittee Reports**
 - a. Policy Subcommittee
 - i. Policies for first reading:
 - 1. Policy 1101.01 Non-Discrimination Policy
 - 2. Policy 1103 Distribution of Notices
 - ii. Policy for third reading:
 - 1. 1101 School-Community Relations Goals
- 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. 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”

10 de noviembre de 2021

Por la presente se notifica que el Comité Escolar de Salem llevará a cabo una **Reunión regular del Comité Escolar el 15 de noviembre 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/85261851034?pwd=c0M2NXNwZlpTL2VqOHlzcVdzck54Zz09>

Contraseña: **fhHkA1**


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/oEeXVdnh9qjM8Wkw5>. 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 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. Acta de la reunión del Comité Escolar realizada el 1 de noviembre de 2021
- b. Aprobación de la orden: 4-nov-2021: \$518,711.86; 11-nov-2021: \$711,946.11

IV. Comentario Público

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

V. Exhibición del Educador

VI. Reporte del Superintendente

- a. Proceso de planificación de la mejora del distrito
- b. Actualización de la programación de la educación multilingüe
- c. Informe de nuevas contrataciones

VII. Reporte de la Estudiante Representativa

VIII. Elementos de Acción: Asuntos Antiguos

IX. Elementos de Acción: Asuntos Nuevos

- a. Deliberación y votación para modificar el acta de la reunión regular del Comité Escolar celebrada el 25 de octubre de 2021.
- b. Deliberación y votación para omitir las lecturas múltiples de las políticas que no se someten a cambios como parte del proceso de revisión de políticas. Los miembros del Comité Escolar serán informados del número de política, el título y la fecha de revisión en la siguiente reunión regular programada del Comité Escolar.
- c. Deliberación y votación para editar el lenguaje relacionado con las clases protegidas en todo el manual de políticas como se indica en la Política 1101.01 revisada de no discriminación.

X. Reporte de Finanzas y Operaciones

XI. Reportes de los Subcomités

- a. Subcomité de Políticas
 - i. Políticas para primera lectura:
 - 1. Política 1101.01 Política de no discriminación
 - 2. Política 1103 Distribución de avisos
 - ii. Política para tercera lectura:
 - 1. 1101 Objetivos de las relaciones entre la escuela y la comunidad

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.”

D R A F T

**Salem Public Schools
Salem School Committee
Meeting Minutes
November 1, 2021**

On Monday - November 1, 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, Dr. Kristin Pangallo, Ms. Amanda Campbell, Ms. Ana Nuncio and Mr. Manny Cruz (entered at 7:04 pm)

Others in Attendance: Superintendent Stephen Zrike, Assistant Superintendent Kate Carbone, Assistant Superintendent May DeLai, Chelsea Banks, Liz Polay-Wettengel, Marc LeBlanc, Linda Farinelli, Adam Colantuoni, Charlene Moske-Weber, Glenn Burns and Andreas Kapoglis

Call of Meeting to Order

Mayor Driscoll called the meeting to order at 7:02 pm.

Approval of Agenda

Mayor Driscoll requested a motion to approve the Regular Agenda. Ms. Manning motioned and Ms. Campbell seconded. A roll call vote was taken.

Ms. Manning	Yes
Dr. Pangallo	Yes
Ms. Campbell	Yes
Ms. Nuncio	Yes
Mayor Driscoll	Yes
Motion Carries 5-0	

Approval of Consent Agenda

Mayor Driscoll entertains a motion to approve the consent agenda. Ms. Nuncio motioned and Dr. Pangallo seconded. A roll call vote was taken.

Ms. Manning	Yes
Dr. Pangallo	Yes
Ms. Campbell	Yes
Ms. Nuncio	Yes
Mayor Driscoll	Yes
Motion Carries 5-0	

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Public Comments

Richard Stafford, 30 Boardman Street asked to be recognized to speak.

Under Salem's allocation of money under the American Rescue Plan Act, we are scheduled to receive approximately Nine Million Dollars (\$9,000,000.00) specifically targeted to public education. Can you please explain what steps have been taken to date to engage the school community, and the larger Salem community, in prioritizing how to spend these funds to maximize their beneficial impact on our students, their families, and our teachers over the period of time from now until December 31, 2026, when they must be fully expended. I am hopeful that the additional burdens that the pandemic has imposed, and additional skills that have had to be acquired by both students and teachers, will be recognized in a significant allocation of funds to these groups. On a slightly different matter, Bertram Field's track and turf were installed in 2014 and the manufacturers recommended assessments for repair for each surface no more than 7 years after installation. This critical \$2 million investment in Salem's sports and recreation programs will serve the community for many years if it is properly maintained. Given the turnover in the supervisory position responsible for such a review, is there a plan in place to review the condition of both surfaces at this time?

Hilary Grimes, 25 Butler Street would like to have their comments read.

I recently watched a recording of the Oct. 4th School Committee Meeting and wanted to voice my concerns about School Committee Member Jim Fleming's treatment of Student Representative Hawa Hamidou Tabayi. Mr. Fleming's conduct towards Ms. Tabayi was aggressive, unprofessional, and disrespectful. School Committee members should be fostering relationships with student representatives, not chastising them, or telling them their opinion is wrong. Ms. Tabayi responded thoughtfully and with grace, and I hope she realizes what an asset she is to Salem Public Schools. I also hope Mr. Fleming recognizes this behavior is unacceptable and shameful in an elected representative. I look forward to hearing more from Ms. Tabayi in meetings to come - please let her know that parents in the community like me respect and value her work in the district.

Sincerely, Hilary Grimes, SPS parent

Sarah Hill, 22 Amanda Way would like to have their comments read.

To the Salem School Committee,

I was appalled after watching last month's School Committee meeting where Jim Fleming publicly berated the fabulous Hawa Hamidou Tabayi. His words and actions were uncalled for and inappropriate. Mr. Fleming - shame on you. You should know better. There should be ZERO TOLERANCE for this type of behavior. How dare you speak to Hawa in such a derogatory manner. I would like to see at the very least, Jim Fleming offer a public and sincere apology to Hawa. I'd also like for him to better understand his role as a School Committee Member, which means advocating for students in ALL OF OUR SCHOOLS, not just Salem High School. Hawa you are so articulate and remained so calm and composed during Jim's atrocious outburst. I am so impressed by you - you give me so much hope for the future. Kudos to you, Hawa - thank you for taking on this important role for the district. I appreciate you so much!

Cindy Mccullough, 1000 Loring Avenue would like to have their comment read.

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Parents have a choice, and you can't force anyone. You're violating their rights. I've had 3 shots. I have grandkids in the schools, and I respect my children's decisions. If you try to force parents to vaccinate their kids, be prepared of losing them in school. So, I would think twice before you try to force this on these children.

Kathleen Coates, 51 Hawthorne Street would like to have their comment read.

I am unavailable to attend tonight's public comment portion of the meeting and would otherwise be more than willing to read aloud myself, but wanted to be sure that my feedback was submitted. I am terribly disappointed in what transpired during the October 4th School Committee meeting. How Mr. Fleming spoke to our student representative was utterly out of line and frankly unacceptable. I would expect Mr. Fleming to recognize his error and apologize to his fellow board members. I have two elementary school aged daughters. If my children demonstrate ½ of the perseverance, strength, and unapologetic confidence that Hawa did that night, the world will be a better place for all. It goes without saying, Hawa deserves Mr. Fleming's apology as well. Thanks to the members of the board who recognized this as unjust and called it out publicly for what it was.

Bonnie Bain, 22R West Avenue would like their comment read.

I have seen Hawa Hamidou Tabayi's leadership in our community. I believe that protecting and uplifting her work will lay the foundations for Hawa's predecessor, and all of our students, both present and in the future. We are incredibly fortunate as a community to see her take on this challenging and nuanced leadership role with vision and purpose. We should be mindful of what is being inherited and ensure they do not carry this burden alone, as it really isn't their burden to carry in the first place! I saw some reprehensible communication from Jim Fleming that sought to reduce Hawa's role to listing off upcoming events for the committee instead of further encouraging her efforts. The approach Jim Fleming had with Hawa, both in word, tone, and body language was reprehensible and entirely inappropriate of any adult with a student, much less a sitting member of the school committee. I will not mince words - this behavior was both misogynistic and racist. I encourage the committee to take a good hard look at the challenge being faced by this student to fill a glaring need to ensure a true student voice be represented at these meetings, and to look to themselves, particularly those who have been on the committee as long as they have, and understand how they could have and should do better. Thank you for your steadfast conviction and leadership, Hawa.

Jennifer Palermo, 18 Piedmont Street would like their comment read.

Mr. Fleming's interaction with Ms. Tabayi in the 4-Oct meeting was incredibly disrespectful and just plain wrong. This is someone who is clearly out of touch with today's issues. Fortunately, we have a shining star in Ms. Tabayi. She understands the needs of students and has a bright future ahead of her. If this were a company, Mr. Fleming would be disciplined for that behaviour. Ignoring this without any consequence to him is turning a blind eye.

Susan Raynes, 20 Green Street would like their comment read.

I strongly believe that the vaccine decision must be up to the parents. We do not have long term data on the vaccines and therefore this cannot be forced on families when severe harm could

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come to our vulnerable children. In addition, natural immunity should be accepted if a child has already had covid.

Robert St. Pierre, 20 Green Street would like their comment read.

I think it is absolutely ridiculous that we mandate to have children forced to be vaccinated. There is too much controversial information of what the possible effects could be with the vaccination with adults, let alone with our young children. Lets keep this decision to the parents and their family doctors.

Geoff Millar, 29 Boardman Street asked to be recognized to speak.

Mr. Millar spoke regarding the incident at the School Committee meeting of October 4th and voiced his support to the Student Representative, Hawa Hamidou Tabayi. In addition, Mr. Millar brought to the attention of the Committee that the PTA had made an endorsement on social media for a city councilor and if they are truly a non-profit, then this is not allowed and against the law.

Superintendent's Report:

Mayor Driscoll asked Dr. Zrike to give a quick update on ESSER funds in response to a Public Comment. Dr. Zrike explained that the district hosted a series of conversations regarding coming back to school from the pandemic and how we should be using resources. That input helped drive their application. Dr. Zrike added that there is still opportunity to weigh in since not all the money has been committed yet. Commitments have been made to PreK, reducing class sizes, and hiring tutors and interventionists. He also stated that they will be presenting soon to the community the use of ESSER dollars and will provide additional opportunities for people to weigh in as we head into the budget process this year. Dr. Zrike reminded the Committee that ESSER funds will last for the next 3 years. Dr. Zrike said that more information will come at a future meeting.

Mr. Cruz said that while thinking of ESSER dollars, could we get an update at a future meeting on how we are using our SOA funding?

Recognition of Student Recipients of M.A.S.S. Superintendent's Award for Academic Excellence

Dr. Zrike reminded the Committee that these awards are given to high school students who have distinguished themselves in the pursuit of excellence during their high school careers and then announced the recipient of the second academic excellence award, who is from Salem High School, is Andreas Kapoglis. Dr. Zrike read Andreas' bio and congratulated him on his accomplishments. Mr. Burns, SHS principal, also offered congratulations to Andreas.

Dr. Zrike announced that tomorrow is a professional development day for the district, except for Carlton. Ms. Carbone shared the PD plan and explained that it is school based. She added that the ECC is collaborating with Salem State University and worked with Principal Smith to develop a day of workshops for teachers and paraprofessionals.

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Discussion on efforts to increase vaccination rate and the potential for a future vaccine mandate for students and staff

Dr. Zrike shared plans about expanding vaccine access. The Superintendent introduced Ms. Banks who presented the current state of the pandemic response. She stated that COVID has remained in the community even as Salem continues to increase overall vaccination rates. She explained that SPS is closely working with the Board of Health tracking COVID cases in the schools. They are continuing to work to expand testing and also maximize in-school learning with the Test to Stay program. Unfortunately, the younger residents still remain the lowest vaccinated compared to neighboring communities. She explained that they have had and are planning to have additional vaccination clinics. They are also expanding outreach, to answer questions and concerns especially as the deadline for the vaccine requirement for participation in high-respiration extracurricular activities approaches. In addition, Ms. Banks announced that SPS is partnering with North Shore Medical Center and the state to plan for 5-11 year old vaccination clinics and presented a draft of the schedule. Dr. Moske-Weber was introduced to explain that there are already several vaccines that are currently required before admission to school. Dr. Zrike added that although there is thought being given for a district vaccine requirement, there are several considerations before that can happen. First, it will need full FDA authorization and then the Salem Board of Health will need to vote to approve it. There was discussion regarding the benefits and risks for implementing a vaccine requirement and Dr. Zrike added that several other districts have already introduced vaccine requirements.

Ms. Manning asked if community partners and contacts in local churches have been considered for helping to inform families regarding the vaccine.

Dr. Pangallo explained that this vaccine requirement would only be for students aged 16 or older. Mayor Driscoll reminded the Committee this would all be pending the Board of Health approval.

Dr. Zrike discussed the possibility of a district wellness day either on November 12th or November 24th. He said this would be considered a day to disconnect and recharge across the district. This would, however, require a day to be added to the district calendar to the end of the year, so the last day of school would be moved to June 15th. He did also check with child care providers and they confirmed that they would be open to serve the families they usually serve but unfortunately would not be able to take extra families.

Ms. Campbell commented that she is in support of the Wellness Day and suggested other dates and to consider the idea of flexibility. Mayor Driscoll asked the Superintendent about timing and when a decision would need to be made. Dr. Zrike responded that this would require a vote of the Committee and made them aware that this would also extend the school calendar by 1 day. He suggested asking the community and having options for the next meeting. Several Committee members said that this should be done sooner rather than later and feel that there is a need now. The Mayor agrees and believes that if this is something we should do, we should act today. It was decided to vote to authorize the Superintendent to get feedback then make a decision. Mr. Cruz agrees this is a good idea and would vote in support of it should the motion

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be made. Dr. Zrike said he could get a poll out tomorrow by ParentSquare and everyone (staff, parents and students) can vote and have input regarding which day would work best.

Ms. Campbell made a motion to authorize the Superintendent to extend the calendar as written by an additional day and in soliciting feedback determine a day to offer to students and staff whatever day is at the discretion of the Superintendent. Mr. Cruz seconded the motion. A roll call vote was taken.

After additional discussion, a vote was taken for the motion made.

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

Motion Carries 6-0

Report from the Student Representative - Hawa Hamidou Tabayi

Mr. Cruz said that the Student Representative is not able to attend tonight's meeting and he would give the student report in her absence. He reported that students are scheduling meetings with Mr. Burns to discuss restorative justice and students have also raised an issue with wifi access. Students recently ran for SAC and all positions are now filled. They are continuing to outreach to other students. Dr. Zrike has been invited to meet regarding the SRO and Hawa also would like to schedule meetings with all School Committee members in order to build stronger relationships.

Old Business

None

New Business

a. Deliberation and vote of job description for Deputy Superintendent

Dr. Zrike presented a new job description for Ms. Carbone. He explained that he had already brought this to the Personnel Subcommittee. There is no change of salary or contract, just a title change. He explained that this is important since Ms. Carbone is leading more and is also designated when the Superintendent is not in the district to be in charge.

Mayor Driscoll entertains a motion to approve the job description for Deputy Superintendent Kate Carbone. Mr. Cruz motioned and Ms. Manning seconded. A roll call vote was taken.

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

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Motion Carries 6-0

Finance & Operations Report

None

Mayor Driscoll asked the Superintendent to give a future update regarding the expansion of the charter school of 30 additional students.

Subcommittee Reports

Policy Subcommittee:

i. Policies for Second Reading

1101 School-Community Relations Goals

Mayor Driscoll entertains a motion for second reading of the policy 1101 School-Community Relations Goals. Ms. Campbell motioned and Ms. Nuncio seconded. A roll call vote was taken.

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

Motion Carries 6-0

School Committee Concerns and Resolutions

None

Adjournment

Mayor Driscoll requested a motion to adjourn. Ms. Manning motioned and Ms. Campbell seconded. A roll call vote was taken

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

Motion Carries 6-0. Meeting adjourned at 8:46 pm.

Respectfully submitted by,

Nancy Weiss

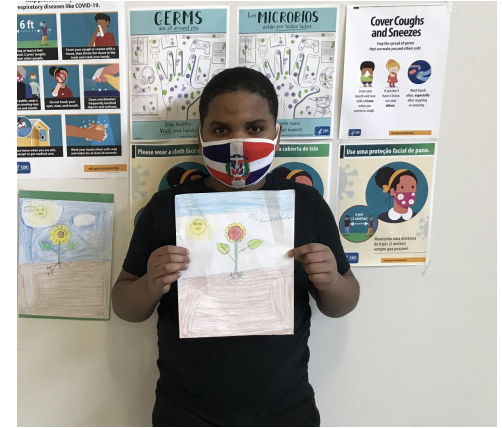
Executive Assistant to School Committee and Superintendent

ACCESS and Program Updates

School Committee Meeting, Nov. 15, 2021

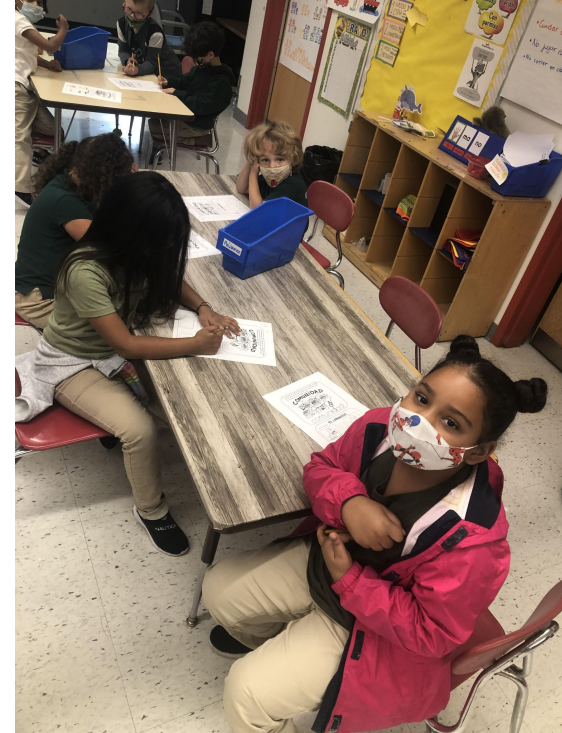
Change in Terminology

- Socially and professionally, we now refer to our students as **Multilingual Learners**
- Asset-based approach: Recognize learners not for the deficit of not speaking English, but for the asset of speaking many languages
- WIDA (World-Class Instruction and Design Consortium) has made this shift
- DESE still refers to our students as English Learners, and we do so for the purpose of state reporting/legal paperwork

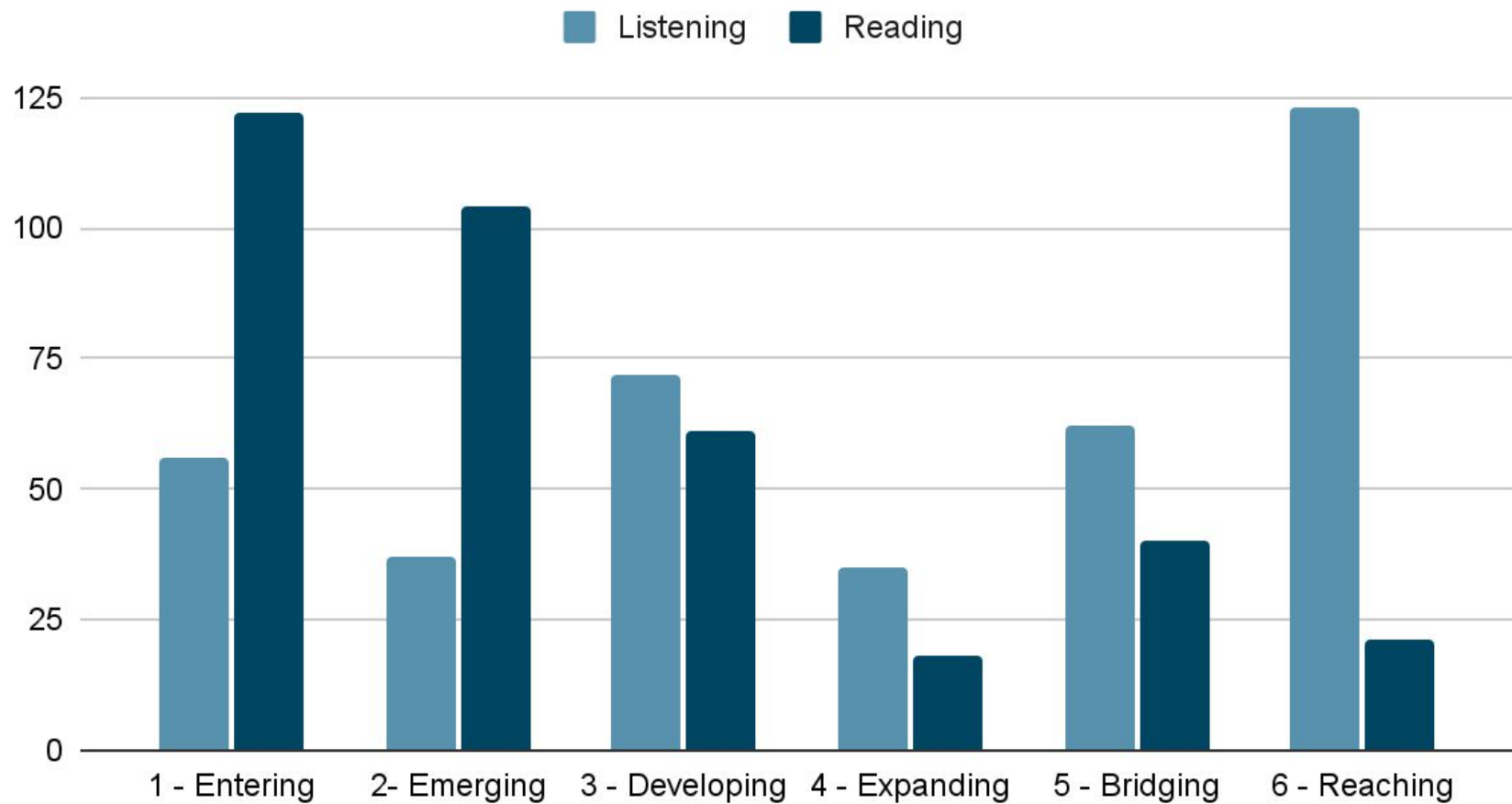


ACCESS 2021 Facts

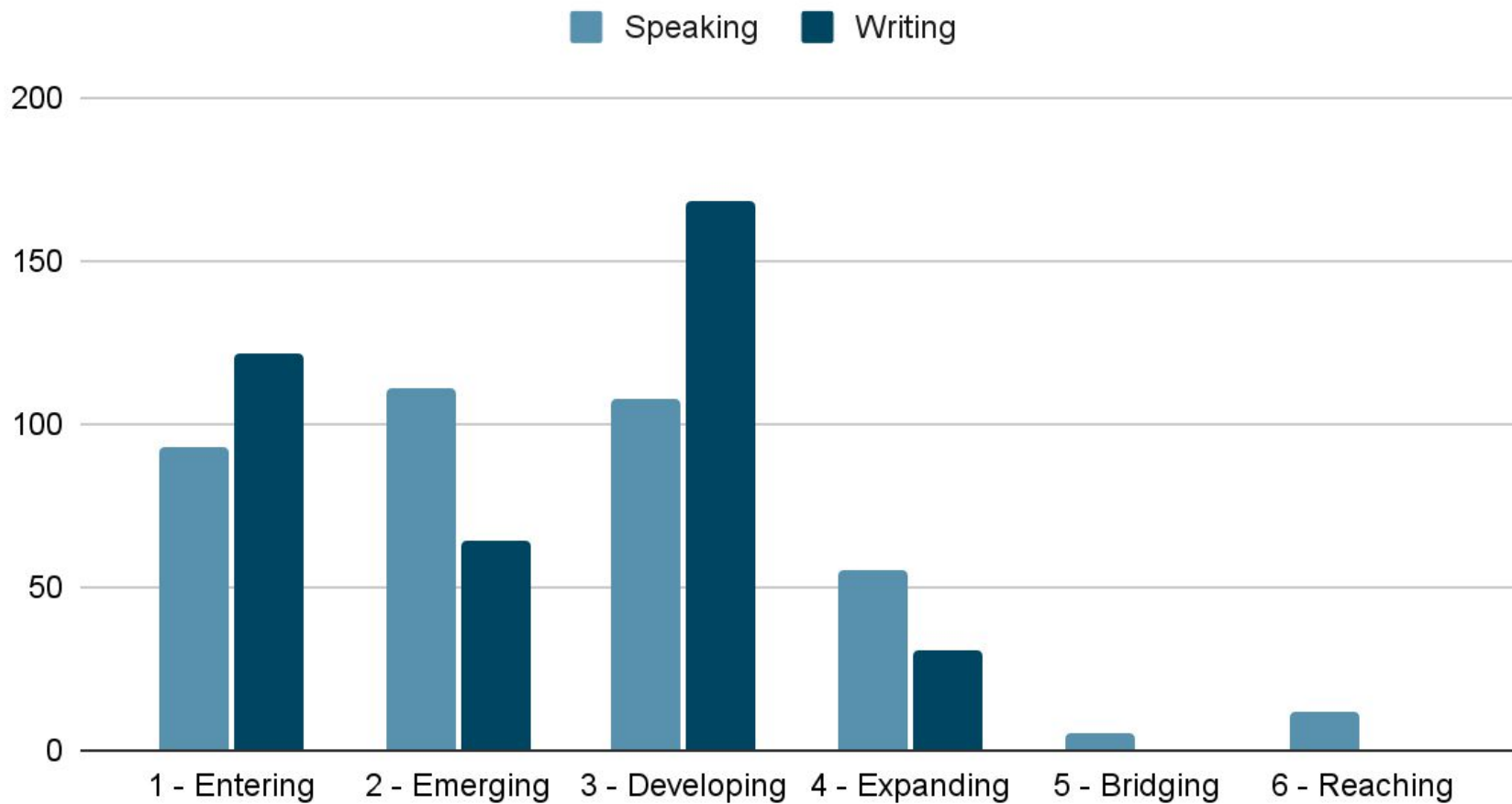
- ACCESS for ELs: Required annual assessment for all English Learners in the State of Massachusetts.
- Measures individual student progress, as well as progress of school and district programs that serve ELs
- Total students tested: 385
- Participation rate: 79% (ACCESS not "required, but encouraged" last year)
- Percent made progress: 29%



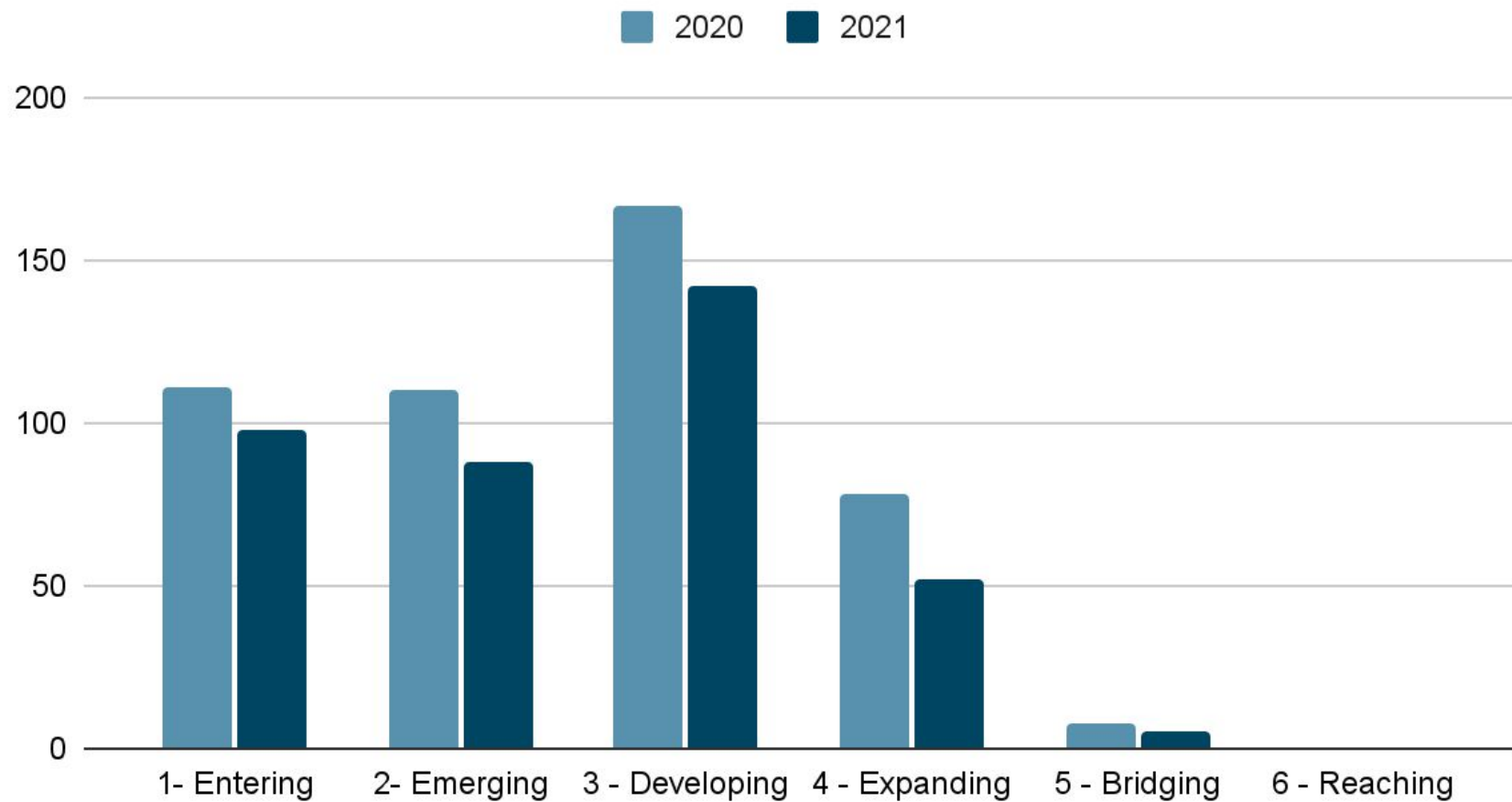
ML Performance on Receptive Language



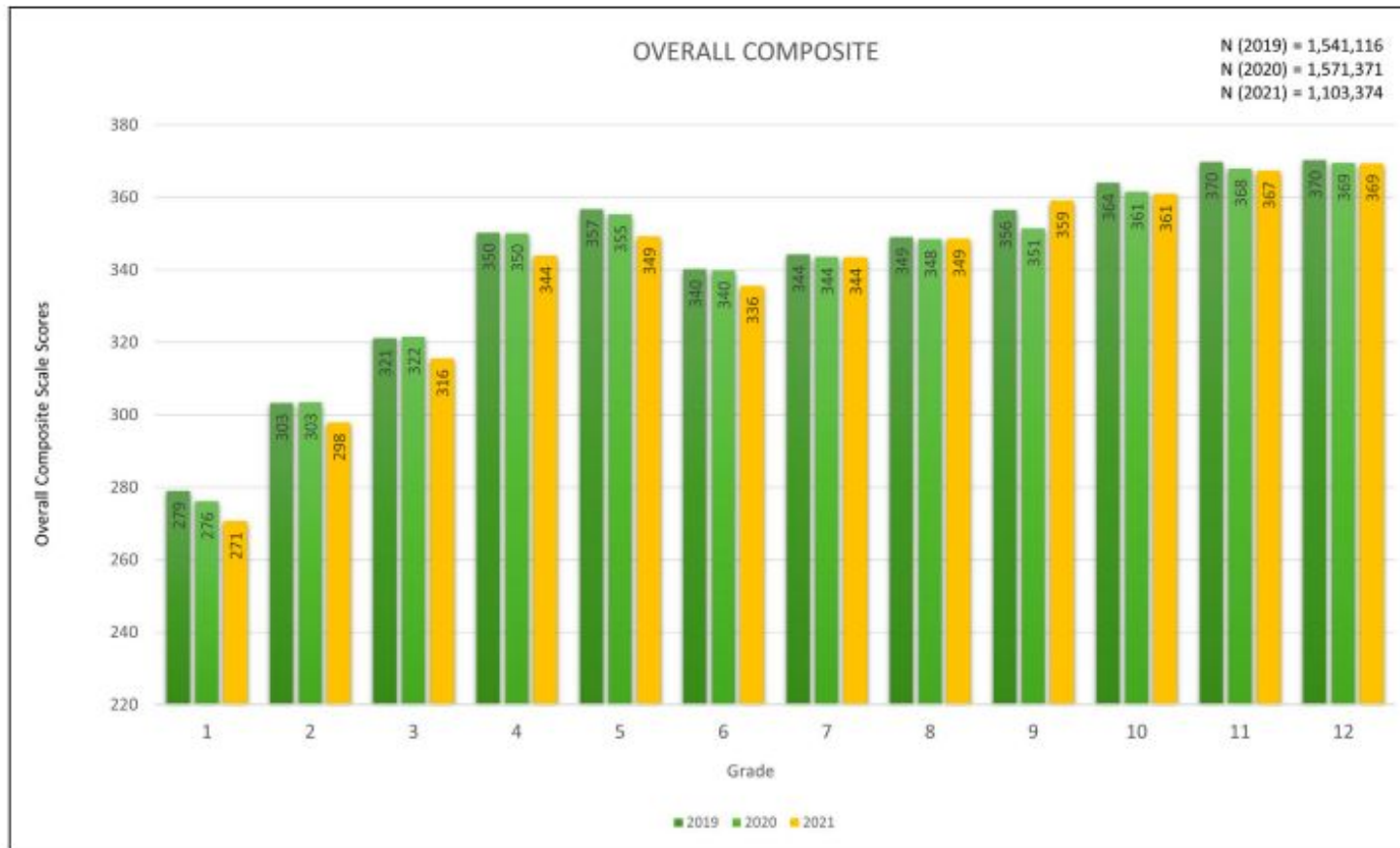
ML Performance on Expressive Language



ACCESS Overall Score Comparison 2020 v. 2021



Trends Similar at the State Level



Link to Data Source:
[WIDA Report on EL Testing Proficiency growth](#)

Things to keep in mind

- ACCESS was “encouraged, not required” last year due to COVID
- ACCESS is one data point
- Data is from last April
- Interim data: WIDA Model
- We provide summer, February, and April academy programs for our students to develop their language skills



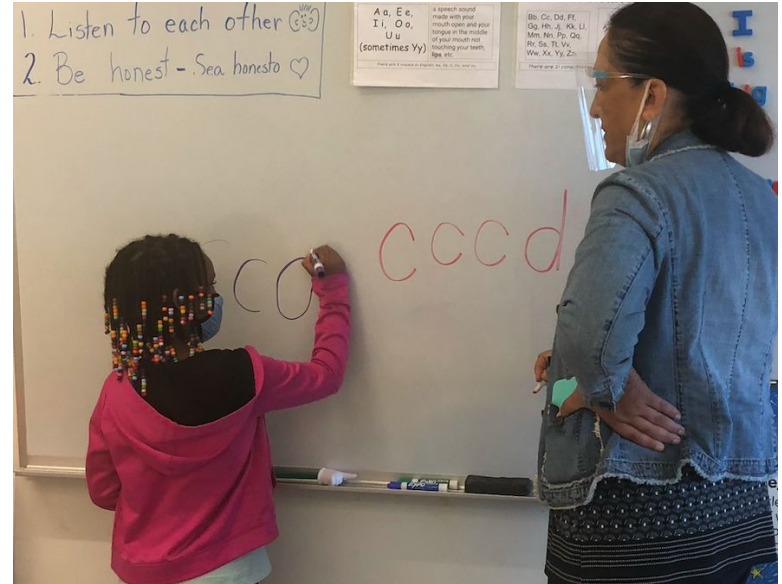
Highlights

- Strong performance on the listening domain
- Horace Mann: 42% of students met target (compared to 29% overall)
- Bates and Witchcraft with 39% met target
- 33 multilingual learners made the move to FEL
- Excellent staff: Marta Garcia - MA Teacher of the year



Next Steps

- Normed interim writing/speaking assessments (WIDA Model)
- All students will take the writing assessment three times this year - fall, winter, and spring
- Elementary students will take the speaking assessment twice a year, winter and spring



Next Steps

- High school students will take the speaking assessment three times a year
 - Fall, winter, spring
 - This was the only group with no students in 5 and 6
 - 1 student in category 4
- Comprehensive tracker with “teacher moves” for each student based on the WIDA rubric



Facts and Time for Questions

- **588** Multilingual Learners
- Students come from **30** different countries, represent **26** different languages
- **13.7%** of our students are Multilingual Learners
- **32%** have a first language other than English
- **43%** identify as Hispanic/Latinx
- **67** students receive dual language instruction



Salem Public Schools
 SY 21/22 Personnel Report - Summary
 July 1, 2021 - October 31, 2021

	ADMIN		AFSCME		NON UNION		PARA		TEACHER		TOTAL	
	New Hire	Exited	New Hire	Exited	New Hire	Exited	New Hire	Exited	New Hire	Exited	New Hire	Exited
Bates Elementary School			1		2	2	6	3	5		14	5
Bentley Academy School					2		6	1	11	4	19	5
Buildings & Grounds Department - District Wide				1							0	1
Carlton Innovation School			1				1	2	4	2	6	4
Central Administration		1			1	2					1	3
Collins Middle School			2		2		8	5	10	3	22	8
District Wide									1		1	0
Early Childhood Education						1	5	2	7	1	12	4
Food Service Department			9	1							9	1
Horace Mann School			2		2		7	1	3		14	1
New Liberty School					1		2		1	1	4	1
Nurse Department - District Wide					3				2		5	0
PIC - District Wide					2						2	0
PPS Department - District Wide	1					2	4		1	1	6	3
Salem High School	2	1	3	2	5	4	8	4	15	4	33	15
Salem Prep School					1	1			1	1	2	2
Saltonstall School					1		2		7	4	10	4
Support Staff - District Wide					18	9					18	9
Transportation - District Wide				4	5	6					5	10
Witchcraft Heights School	1		1		1		10	2	5		18	2
Total:	4	2	19	8	46	27	59	20	73	21	201	78

*One Hundred Six (106) employees exited at the end of the 20/21 school year: 5 Admin, 5 AFSCME, 23 Non-Union, 21 Paraprofessionals, 52 Teachers

*Thirteen (13) retirements at the end of the 20/21 school year.

*As of November 10, 2021 there are 37 unfilled positions

11/10/2021 ~ Alicia Palmer, Human Resources Manager

Salem Public Schools	
Unfilled Positions as of November 10, 2021	
School Year 2021 - 2022	
School:	Position:
Bates Elementary	Lunch Paraprofessional, Part-Time
Bentley Academy Innovation School	Behavior Specialist
Bentley Academy Innovation School	Building Substitute
Bentley Academy Innovation School	Instructional Paraprofessional
Bentley Academy Innovation School	School Adjustment Counselor
Carlton Innovation School	Speech and Language Pathologist, Long Term Substitute
Collins Middle School	Bilingual Reading Specialist
Collins Middle School	Bilingual School Adjustment Counselor
Collins Middle School	History Teacher
Collins Middle School	School Adjustment Counselor - TSP Program
Collins Middle School	Special Education Instructional Paraprofessionals
District Wide	Board Certified Behavior Analyst (BCBA)
District Wide	Coordinator of Out of School Time Programs
District Wide	Director of Facilities
District Wide	Executive Director of Employee Engagement
District Wide	Lunch Paraprofessional, Part-Time
District Wide	Medical Assistant
District Wide	Science Coach, K-5
Horace Mann Laboratory School	Multilingual Learner Teacher
New Liberty Innovation School	Tutor - All Subjects
Salem Early Childhood Center	Intensive Instructional Paraprofessional
Salem Early Childhood Center	Lunch Paraprofessional, Part-Time
Salem High School	College and Career Guidance Counselor, Long Term Substitute
Salem High School	EL Biology Teacher
Salem High School	English Language Arts (ELA) Teacher
Salem High School	French Teacher
Salem High School	Math Teacher, Long Term Substitute
Salem High School	Medical Assisting Teacher .6, Part- time

Salem High School	Multilingual Learner Teacher
Salem High School	Special Education High School Teacher
Salem High School	Special Education Intensive Instructional Paraprofessionals
Salem High School	Special Education Language-Based Program Teacher, Long Term Substitute
Salem Prep High School	Adjustment Counselor .4, Part-Time
Saltonstall School	Elementary Teacher, Long Term Substitute - Grade 4 Math, Science
Saltonstall School	Humanities Teacher - Grade 7/8
Witchcraft Heights Elementary School	Bilingual Paraprofessional, Long Term Substitute
Witchcraft Heights Elementary School	School Nurse, Long Term Substitute

D R A F T

**Salem Public Schools
Salem School Committee
Meeting Minutes
October 25, 2021**

On Monday - October 25, 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, Ms. Amanda Campbell, Dr. Kristin Pangallo, Ms. Ana Nuncio, and Mr. Manny Cruz (entered at 7:14p),

Others in Attendance: Superintendent Stephen Zrike, Assistant Superintendent Kate Carbone, Chelsea Banks, Liz Polay-Wettengel, Marc LeBlanc, Linda Farinelli, Adam Colantuoni, Hawa Hamidou Tabayi, Matthew Condon, Mohamed Al-Freihy, Darren Taku, Brian Edmunds, Robyn Murtaugh, Kelly Cronin, Kerry Murphy, Chief Lucas Miller

Call of Meeting to Order

Mayor Driscoll called the meeting to order at 7:04p and entertained a motion to call the meeting to order. Ms. Manning motioned and Ms. Nuncio seconded. A roll call vote was taken.

Ms. Manning	Yes
Dr. Pangallo	Yes
Ms. Nuncio	Yes
Ms. Campbell	Yes
Mayor Driscoll	Yes
Motion Carries 5-0	

Approval of Agenda

Mayor Driscoll requested a motion to approve the Regular Agenda. Ms. Manning motioned and Dr. Pangallo seconded. A roll call vote was taken.

Ms. Manning	Yes
Dr. Pangallo	Yes
Ms. Nuncio	Yes
Ms. Campbell	Yes
Mayor Driscoll	Yes
Motion carries 5-0	

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Approval of Consent Agenda

Mayor Driscoll entertains a motion to approve the consent agenda. Ms. Nuncio motioned and Dr. Pangallo seconded. A roll call vote was taken.

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

Motion carries 5-0

Public Comments

Aurelia Pangallo, 25 Buffum Street: Salem School Committee, my name is Aurelia Pangallo and I go to Collins Middle School. My statement and questions are: if kids' sleep is important then why do most schools start earlier than most adult jobs? My school starts at 7:30 and I know that my father's work starts at 8. It's really hard to wake up so early every day of the school week. It makes my learning harder because I'm more tired during school. I've talked with some of my classmates, and they agree with me. Can you please try to make school start later? Even if that means ending the school day later.

Mayor Driscoll suggests the Superintendent respond to that comment in conjunction with the School Committee in addressing the concerns mentioned.

Educator's Showcase: Collins Middle School and The Network for Teaching Entrepreneurship

Mr. Condon opens his presentation introducing the students (Mohamed Al-Freihy and Darren Taku) participating and Mr. Brito, the creator of the program. Mr. Brito shares how the program promotes the students' understanding of entrepreneurship and its popularity among the three grade levels. Mr. Brito shares the incentives for the program and the engagement from the student body.

Darren Taku shares the business plan he created in the program. His business is a basketball business and his plan outlines regulations of the sport, encouraging people to think smart about their money while being paid to play basketball. He details locations for his business, considers salary for the players, staff, and coaches. His business plan breaks down the age range for specific roles within the business and he includes information about the NBA draft regulations.

Mohamed Al-Freihy shares his business plan which is an eco-friendly water company. His business plan is to make cheap clean water, and produce additional products to make more money for the business. He discusses the concern of plastic and the cost of clean water. He includes ideas to have this water available on city sidewalks and in city parks. He notes his business will be available for all within the community and notes his plans for promoting his business.

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Mr. Condon notes the CMS scholars are able to see a problem in their own world and work toward a solution with a business plan. Mr. Cruz shares his excitement for this program and makes a suggestion to Mr. Condon regarding the E-For All group in the community and provides his assistance in connecting Mr. Condon with the group. Mr. Condon explains that they have a relationship with E-for-All and notes a potential speaker down the line. Mr. Cruz commends Mr. Brito's work on this program and his multiple recognitions as a Latino Educator within the district.

Recognition of Student Recipients of M.A.S.S. Superintendent's Award for Academic Excellence

Dr. Zrike shares superintendents are able to award academic excellence awards annually and based on the size of the district, Salem awards two students. He notes one student is unable to attend tonight and will be recognized next week. He introduces Mr. Edmunds and student Robyn Murtaugh, who is receiving the award this evening. He reads a bio regarding Robyn's academic and social work. Mr. Edmunds mentions there being a lot of candidates who could receive the award and congratulates Robyn on being a recipient of the award tonight.

Superintendent's Report:

Partnership with Salem Police Department and Salem Public Schools - Chief Lucas J. Miller

Chief Miller provides an overview of this work over time from the start of his career to what led him to lead the Salem Police force. He shares his commitment to be transparent regarding the work of the police department and presents information about a SRO program and the need for the SRO on school grounds. His intent is for SROs to be a positive presence for students. He discusses the roles of SROs in the school to be a resource to school administrators. A curriculum for SROs is being altered to include new learning for SROs. The SRO development will look much like a teacher noting there is always room for learning. He shares data of numbers per year for arrests/warrants and per year for summons/hearings and provides explanations for higher numbers with situational context.

The partnership and work with Dr. Zrike will include training for disasters and emergencies and the best process will be done without disrupting schools. He suggests preparedness in a gentle way without having emergencies weigh on students and families.

Chief Miller notes the roles of SROs could alter the job duties as they are now incorporating the SRO's prior work experience into the curriculum and schools. He notes having regular meetings between SPD, SPS, and the DA's office for all entities to be involved in activity for this. An MOU is underway pending refinement surrounding student information access and details surrounding the approach to arrest and SRO engagement. Chief Miller shares excitement to reopen the work of a summer youth camp after being shelved in 2020 due to the pandemic. He shares his gratitude for being on the SPD and being a part of the Salem community.

Following the presentation, Dr. Zrike shares that the committee has access to the draft MOU. Mr. Cruz notes his past and his interaction with a SRO in his high school years and that the

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experiences are not the same for all students and the work to be done will be ever-changing. Questions include: how are we formalizing processes for the input of students and families, specifically thinking about the advisory groups for students and families? He also wonders how to solidify informing the community of the work of the MOU. He questions if there could be a report-back structure to outline changes, trainings, and other happenings with the SRO program. He also touches upon the transparency of data and wonders if there is more data to be provided: calls from principals? House visits? Interactions with a SRO that doesn't lead to arrest/warrant/summons/etc.? Having that data could provide more context. Mr. Cruz finishes his note with concern about coming back from a pandemic and noting that we see children are expressing behaviors, and hoping that students are not being labeled and tagged by SPD as that could be more damaging for a student when coming back in the vulnerability of the return to school for students. He requests follow-up at a later time to his questions and thoughts.

Chief Miller responds that SROs tend to act within the schools in the police frame, he notes that the current protocol is reporting on a police report but wonders if there is a different process that could be used. He shares that police officers have discretion with misdemeanors versus with felonies which are typically non-comparable per the criminal justice system.

Hawa notes a couple questions and mentions that she hopes the SAC could meet with Chief Miller in the future. Her questions include: How are police officers held accountable for misconduct? Are there outside parties involved in the accountability system? And, how would a student report misconduct at the hands of SROs?

Chief Miller notes one of the captains is the head of internal affairs and someone can add a complaint (or compliment) on the website, noting that all complaints are investigated. A complaint made in person, via telephone, or using the website submission, will be investigated. Hawa makes a clarifying statement: it's the Salem police department investigating the Salem police. Chief Miller concurs and notes there are other investigative agencies that look in on the SPD investigations, the DA's office and post-commissioner will also look into the complaint. Every complaint is mandated to be reported to the post-commissioner for review.

Hawa questions, if a student were to have a negative interaction with a SRO they would have to go to SPD website to file a complaint, there wouldn't be a more direct way or any control or advocacy regarding how that negative interaction would be handled? She clarifies: how would they [the student] be part of the investigation? Chief Miller notes one component of the investigation is the party who submitted the complaint being informed of the results of the investigation and disciplinary action taken based on the investigation results. Hawa asks if there is anyone on the SPS level who would be part of that if the complaint were made from a SPS student. Chief Miller suggests that if the complaint came from the schools/through the schools the answer is yes but it wouldn't automatically go through the schools.

She notes the mention of discretion of the SROs and questions what training is done with SROs and how they interact with parties they are handling and how discretion is taken into account based on race, gender, and class. Chief Miller states the department does implicit-bias training,

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but explains acting out of bias as a police officer is illegal. Among other things, he goes through the statistics to see where the department skews in terms of the demographics of people the department interacts with.

Hawa follows-up questioning how long the training is for police officers and asks how a party is to complain about an officer acting out of bias? Is the department depending on the gathered data of the year or per face-to-face complaints? Chief Miller notes it would be a legitimate complaint and if someone believes a police officer is acting out of bias, an investigation would be opened and the police officer would be investigated regarding their historical actions. Additionally, the post-commission would examine the bias on the police officer and the police department. Is the department taking the complaints received seriously? Are police officers being disciplined? Questions of the like.

Hawa asks how citizens of Salem see data of the history of the SPD? Chief Miller notes currently it is not available on the website but with the revamping of the website, the intent is to include this data on the website.

Dr. Pangallo refers to the MOU and notes she was pleased to see the equity light within the MOU. She wonders if students have been involved in helping to cultivate the role of the SRO role. Dr. Zrike mentions the draft was completed last week and wanted to get it community facing to allow students, the public, and staff to review and allow questions and comments. Dr. Pangallo also asks about the timeline of the MOU and if there is any oversight the SC has over the MOU. Dr. Zrike shares that he's requesting input on the MOU on an annual basis using the school committee platform, but the SC doesn't need to vote on it. Dr. Pangallo asks about the training for the SROs and notes there are some specific to schools but she wonders if the MOU should include more opportunities for the SROs to receive school-specific training along with potentially joining the SPS professional development training surrounding anti-racism. Discussion around future training occurs between Dr. Zrike and Chief Miller.

Chief Miller refers to an earlier question by Hawa about police officers investigating police officers. He notes the post-commission by legislation has chiefs as advisors but the members are not police officers by law. Hawa requests insight to the roles of the members on the commission. He notes a judge, social worker, member of the defense bar off the top of his head, Hawa requests clarification that they are members of the criminal justice system. He notes the social worker is not but the others are and clarifies the roles of the police chiefs and their representation.

Mr. Cruz notes criminal justice reform being followed by police reform and clarifies the "post" members are appointed by elected people in the Commonwealth. He shares he'll provide Hawa with information regarding the appointments of these positions and how folks are interconnected with the justice system.

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Ms. Campbell notes having questions surrounding the MOU and wants to know if this is the only time to have those discussions or if there is room for comment and further discussion. Feedback should be sent to Dr. Zrike. The agenda topic is closed and future discussion is encouraged.

Farm to School Task Force Presentation - Kelly Cronin

Dr. Zrike welcomes: Kelly Cronin and Kerry Murphy and provides some background information of Ms. Cronin's robust work from the start of Dr. Zrike's appointment and now leading her presentation in front of the School Committee.

Ms. Cronin takes over the presentation and notes the involvement of all on the Farm to School team. She provides background regarding the purpose, values, and members. She notes the diversity of the team, and notes working with the state initiatives of Farm to Table.

She shares the value and notes the three core values: cafeteria, classroom, and community. The Farm to School program delivers education to students and families about making sensible food choices, school gardens provide students with robust food availability, and the Farm to School Program provides procurement for food instability and insecurity. She provides a list of the benefits for the Farm to School program across grade levels from K-12 and shares the research surrounding the effectiveness of these benefits.

Ms. Murphy joins the conversation noting evaluation of the strengths and weaknesses of the Salem diets throughout the community. The results showcased food insecurities, lack of accessibility to fresh produce, data regarding health risks, and provided the obesity factor raised in student and family populations.

The Farm to Table program provides more nutrition meals to students as well as allowing students to become more excited about fruits and vegetables. Ms. Cronin rejoins the conversation and shares the timeline of Farm to Table activities for the past ten years, noting that the effort is voluntary. She notes a future for the Farm to School program in Salem. She hopes to see a Farm to School Coordinator who can lead the efforts and keep the goal on track to keep this program robust across the district, referencing the proposal shared.

Mr. Cruz expresses gratitude to Ms. Cronin, Ms. Murphy, and everyone working on the issue. He notes Ms. Cronin's advocacy for the work and the importance of non-shaming students for food-insecurities. He refers to Dr. Zrike stating this would be a good use of the ESSER dollars given the impact the pandemic has had on the student body. He notes the Farm to School initiative is important and supports the progress of the program.

Mayor Driscoll notes the sustainability components and determining greater sustainability within the schools. She notes the shortcomings in non-eco materials, working more on recycling, and questions if there is opportunity for the person in this proposed position to take on those shortcomings. Ms. Cronin replies, noting that the position would allow for additional work in the respect of the mentioned as well as providing training to staff to better handle these components of sustainability.

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Dr. Pangallo notes that students are hesitant to try unfamiliar foods at times and this program could help to steer the hesitancy to excitement. She also notes utilizing the outdoor spaces for learning brings another layer of respect to this program. Regarding sustainability, she hopes, in respect to plastic and styrofoam, to see the students take ownership of their space and how being involved in gardening and being involved in creating that environment outside could help the students find that pride.

Mayor Driscoll directs Dr. Zrike to discuss the funding and what options the district has to get the work going and to meet the requests of the proposals. Dr. Zrike shares he'll have follow-up conversations with Ms. Cronin and Ms. Murphy regarding what the next steps will be.

Report from the Student Representative - Hawa Hamidou Tabayi

Hawa opens her report showcasing that the SAC has been focused on meeting the equitable membership requirements, to include SPHS and NLIS students, with representation of Latinx.

She notes the main priorities currently on the table, including: restorative justice alternatives, hoping a scheduled meeting next week will provide insight to how the SAC can inspire restorative justice here in Salem.

She notes transportation issues are becoming problematic regarding afterschool programs and extracurricular activities. Due to the lack of an afterschool bus, the SAC is looking at an alternative solution to the issues. Currently looking at taxi vouchers, instating grace periods for tardy students, and eliminating penalties for being late.

The SAC is also trying to maintain the sustainability to past graduating seniors for the council and have increased the membership within the last two weeks which started to include more sophomores and juniors which is helpful because that means it could open a seat next year to someone who will have some connections to the council.

She mentions the SAC was in attendance for the district-wide Equity Imperative call last week and that's where students were able to identify ways the district can better listen to the student's social, emotional and academic needs. This provided opportunities for the SAC to connect with student voices of the elementary and middle school level, prompting excitement for future connections with varying grade levels.

She notes the last SC meeting request to receive updates and shares she's decided she will not provide an update of events unless requested or noted as essential information. If interested in having Hawa note specific information, the request can be made directly to her to add to her report for each meeting.

Mayor Driscoll suggests at some point considering having a conversation with SC members and the SAC to have more of a social engagement along with the social building of the committee with the student voices.

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Mr. Cruz notes a prior conversation with Hawa about the relationship with SC members and the importance for folks to set up less formal 1:1 meetings similar to a retreat setting to discuss her priorities along with hopes for each member for what she brings to the table per the SAC voices.

Old Business

None

New Business

- a. **Deliberation and vote that all students will be required to be vaccinated for high respiratory extra curricular activities unless they have a medical or religious exemption.**

Chelsea Banks shares the next step in the mitigation plan requiring vaccines for students participating in high respiratory extra curricular activities (unless they have a medical or religious exemption) with a deadline of December 1, 2021. The data shows Salem behind in the vaccination numbers. Dr. Zrike shares that the MIAA notes masks will not be required and decisions for masks are at the local level.

Ms. Campbell has questions regarding data. She notes the data is for the city of Salem. Wonders if there is specific data for the school system and does it mirror the city's numbers? Do the vaccine rates by athletics versus band/chorus closely correlate with those age range statistics noted as well? Dr. Zrike tracks much higher vaccination rates with music programs whereas athletics are close to those original data points. Ms. Campbell questions if there are other types of activities that could benefit from the new vaccination requirement.

Ms. Banks shares there are other after school programs and activities where kids congregate and currently are outside and would like to try to remain that way as long as possible. Ms. Campbell notes that other districts are not taking these measures. Is there insight to what other districts are doing and are there things to consider in addition to what strategies we're taking as a district? Dr. Zrike notes this is a symptom of the work we have as a school system, to work with our families and provides a reminder to build those meaningful relationships with families.

Dr. Pangallo notes moving in this direction from previous meetings. She would like to see information about how we could implement COVID-19 vaccination for school attendance. She notes different districts are moving at different speeds and currently see it as conditional until full FDA approval. She would like to see what the district would propose for vaccinations for attending schools. Dr. Pangallo notes concern with indoor sports and the movement to eating indoors as we approach winter. Her final comment notes maintaining our understanding of equity and accessibility within the community in respect to vaccination.

Ms. Manning mentions she doesn't see drama included in the extra curricular activities and based on the close grouping, they should be included. She also mentions the intramural sports and programs to be included in this grouping. Do we then consider PE? Ms. Manning questions

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if we are asking for a vote on this tonight, and wonders the security of the second shot being guaranteed. Ms. Banks notes there is no specific language regarding the second dose but a scheduled second dose date would be required prior to December 1st and would require follow-up after. Dr. Zrike notes drama is included, physical education would require masks because it's school wide, and the partner programs have their own requirements.

Ms. Nuncio voices her support for this motion for students to be vaccinated in this group, but notes the piece needed is for the City to do more work on collecting data about the after-effects of the Covid-19 vaccines among members of the Latino population of Salem, to address concerns about severe reactions to the vaccine that often lead to loss of workdays or work hours. She suggests finding data for further discussion

Mr. Cruz notes the equity-related concerns and to be cognizant about some of the options available to us. A specific mention is having different requirements for kids versus adults. Thinking about the adult versus kid stipulations, and to discuss the family vaccination rates and equities. To the extent possible, think about the alternative options for students and reassess based on if this becomes more punitive among different populations of students.

Dr. Pangallo notes widening the population but states the proposed language is for 12 and up and she is wondering if the language could be crafted to note the elementary aged students. Ms. Campbell raises that in addition to community engagement, reaching out to the SAC regarding the student voice on what peers are saying regarding getting or not getting the vaccines and the impacts on school and extracurricular work.

Mayor Driscoll requested a motion on adopting the policy for requiring all vaccine-eligible students to be required to be vaccinated for high respiratory extra curricular activities unless they have a medical or religious exemption. A request is made to the Superintendent to return to the next meeting if there are broadened details regarding the policy adopted tonight.

Mr. Cruz made the motion and Ms. Manning seconded. A roll call vote was taken.

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

Motion carries 6-0

After the motion carries, Ms. Manning and Mr. Cruz noted different entities to help get the word out regarding the vaccination roll out.

Finance Report

None

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Subcommittee Reports

Policy Subcommittee:

i. Policies for First Reading

1101 School-Community Relations Goals

Review the motion of the first reading and note the vote.

Mayor Driscoll entertains a motion for first reading of the policy. Ms. Nuncio motioned and Mr. Cruz seconded. A roll call vote was taken.

Ms. Nuncio notes the exploration of the topics regarding having no changes and does not have a definitive answer about the process of the readings and requirements to those policies requiring no change.

After discussion a vote was taken for the motion made.

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

Motion carries 6-0

School Committee Concerns and Resolutions

Mr. Cruz flags the discussion regarding policies for city workers and public employees regarding vaccinations and requests information on this. Mayor Driscoll notes the Superintendent can report out on this.

Adjournment

Mayor Driscoll requested a motion to adjourn. Ms. Manning motioned and Mr. Cruz seconded.

A roll call vote was taken.

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

Motion carries 6-0. Meeting adjourned at 9:29pm.

Respectfully submitted by,

Jensen Frost

DRAFT

Executive Administrative Assistant to Assistant Superintendent

COMMUNITY RELATIONS	1000
SCHOOL-COMMUNITY RELATIONS	1101
NONDISCRIMINATION	1101.1

The Salem Public School District has the ~~responsibility~~responsibility to overcome, inasmuch as possible, any barriers that prevent children, students and staff from achieving their potential. To create that environment, the Salem School Committee shall:

1. Promote the rights and responsibilities of all individuals as set forth in the state and federal constitutions, applicable legislation and judicial interpretations;
2. Encourage positive experiences in human values for all its students, staff, and other members of the community, affirming the diversity of familial backgrounds, socioeconomic statuses and ethnicities represented in the Salem schools community;
3. Work toward a more integrated, harmonious community and to enlist all individuals, groups and agencies—both private and governmental—to support this effort;
4. Use all appropriate communication and action techniques to hear and address the grievances of any individuals and/or groups;
5. Consider carefully the potential benefits or adverse consequences of any decision made within the Salem school system on human relationships within the schools and the larger Salem community;
6. Initiate procedures and practices that will actively promote the objectives of this policy in the Salem school system.

This policy of nondiscrimination shall extend to all students, staff, the general public, and individuals with whom the School District does business. No person shall be excluded from or discriminated against in admission to a Salem public school, or in obtaining the advantages, privileges, and/or courses of study of our public schools on account of sex, sexual orientation, gender identity, age, race, color, national origin or socioeconomic status, ~~religion and non-religion, union seniority,~~ disability or pregnancy.

If someone has a complaint or believes that ~~they~~he or she ~~has~~ves been discriminated against because of ~~their~~his or her sex, sexual orientation, gender identity, age, race, color, national origin or ethnicity, socioeconomic status, ~~religion and non-religion, union seniority,~~ disability, or pregnancy, ~~they are~~he or she ~~is~~ is encouraged to register that complaint with the District's Title IX compliance officer.

LEGAL REFS: Title VI, Civil Rights Act of 1964

Title VII, Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972

Executive Order 11246, as amended by E.O. 11375

Equal Pay Act, as amended by the Education Amendments of 1972 Title IX,
Education Amendments 1972

Rehabilitation Act of 1973

Education for all Handicapped Children Act of 1975

M.G.L. 71B:1 et seq. (Chapter 766 of the Acts of 1972) M.G.L. 76.5;

Amended 2011

M.G.L. 76.16

BESE regulations 603 CMR 26.00; Amended 2012

BESE regulations 603 CMR 28.00

First reading: 17 December 2012

Second reading: 7 January 2013

Third reading: 22 January 2013

[Reviewed with suggested edits: November 9, 2021](#)

COMMUNITY RELATIONS **1000**

COMMUNICATIONS WITH THE PUBLIC 1100

DISTRIBUTION OF NOTICES 1103

Distribution of notices by non-school organizations or regarding non-school matters shall be permitted only under the following conditions:

Such notices may be distributed only with the superintendent's authorization;

Such notices shall relate to activities **and programs** for ~~school-children-students~~
and families;

Such notices shall be those of civic or non-profit organizations located within the city or, with the superintendent's prior approval, non-profits from the surrounding area, if such distribution would be of benefit to Salem **Public Schools** students **and families**;

All such notices must be distributed in both English and Spanish.

The organization must provide the copies.

Approved: January 3, 2017

Reviewed with suggested edits: November 9, 2021

COMMUNITY RELATIONS	1000
COMMUNICATIONS WITH THE PUBLIC	1100
SCHOOL-COMMUNITY RELATIONS GOALS	1101

The School Committee believes that the public schools belong to the people who created them by consent and support them by taxation. The support of the people must be based on their understanding of and their participation in the aims and efforts of the schools. Therefore, the committee declares its intent:

To keep local citizens regularly and thoroughly informed through all available channels of communication on the policies, programs, problems, and planning of the school district, and to carry out this policy through its own efforts, those of the superintendent, and such information officers as may be appointed.

To form community advisory councils as specified under policy 1502 to consider problems that vitally affect the future of our children.

Approved: February 6, 2017

Reviewed no changes 10/14/21. Referred for first reading.

1st Reading: 10/25/2021

2nd Reading: 11/01/2021

3rd Reading 11/15/2021