

Ms. Mary A. Manning
Mr. Manny Cruz
Ms. Amanda Campbell



Ms. Beth Anne Cornell
Dr. Kristin Pangallo
Ms. Veronica Miranda

Mayor Dominick Pangallo, 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”

DATE POSTED: October 12, 2023

REGULAR SCHOOL COMMITTEE MEETING

Notice is hereby given that the Salem School Committee will hold a **Regular School Committee meeting on October 16, 2023 at 7:00p.m.** This meeting will take place in person at 29 Highland Ave., Rm. 227, Salem, MA. You can also join via Zoom using the link below.

Zoom Link to participate:

<https://us06web.zoom.us/j/82399488327?pwd=cytwbmVSS05uV2VWc2lyQUhsZUo2OT09>

Passcode: 415972

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.*

The members of the School Committee would like to remind the public that Salem Public School students regularly attend School Committee meetings. We encourage all meeting participants to model respectful and productive public discourse for our young learners.

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 following link to sign up and submit your comment electronically: <https://forms.gle/ougebbDhJ9A4aNWy6>. 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 Krista Perry at kperry@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 SC retreat held on September 30, 2023 and regular SC meeting held on October 2, 2023
- B. Approval of Warrants: **10/4/23** - \$3,436.49; **10/11/23** - \$14,642.95

IV. Public Comment

See above instructions for participating in public comment.

V. Student Showcase - Collins Middle School

VI. Superintendent's Report

- A. Superintendent's Certificate for Academic Excellence (Strategy 1.1)
- B. Briefing from Food & Nutrition Services (Strategy 3.1, 4.1, and 4.2)
- C. Educator Recognition - Exceptional Latino Educator Award (Strategy 2.1 and 2.4)

VII. Student Representative Report

VIII. Action Items: Old Business

IX. Action Items: New Business

- a. Deliberation and vote on approval to dispose of outdated and/or defective technology equipment

X. Finance & Operations Report

XI. Subcommittee Reports

XII. School Committee Concerns and Resolutions

XIII. Adjournment

Respectfully submitted by,

Krista Perry

Executive Assistant to the School Committee & 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. Manny Cruz
Sra. Amanda Campbell*



*Sra. Beth Anne Cornell
Dra. Kristin Pangallo
Sra. Veronica Miranda*

Alcalde Dominick Pangallo, 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”

FECHA DE PUBLICACIÓN: 12 de octubre de 2023

REUNIÓN REGULAR DEL COMITÉ ESCOLAR

Por la presente se notifica que el Comité Escolar de Salem celebrará una **reunión regular del Comité Escolar el 16 de octubre de 2023 a las 7:00 p.m.** Esta reunión tendrá **lugar en persona en 29 Highland Ave., Rm. 227, Salem, MA.** También puede unirse a través de Zoom utilizando el enlace a continuación.

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

<https://us06web.zoom.us/j/82399488327?pwd=cytwbmVSS05uV2VWc2lyOUhsZUo2QT09>

Contraseña: [415972](#)


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/ougebbDhJ9A4aNWy6>. 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 Krista Perry en kperry@salemk12.org o en el 617-285-7567 si tiene alguna pregunta o para informar de cualquier dificultad técnica que experimente.

*Sra. Mary A. Manning
Sr. Manny Cruz
Sra. Amanda Campbell*



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Alcalde Dominick Pangallo, 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”

II. Aprobación de la Agenda

III. Aprobación de la Agenda Consensuada

A. Aprobación de las actas del retiro del Comité Escolar celebrado el 30 de septiembre de 2023 y de la reunión regular del Comité Escolar celebrada el 2 de octubre de 2023.

B. Aprobación de las órdenes: **4-oct-23** - \$3,436.49; **11-oct-23** - \$14,642.95

IV. Comentario Público

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

V. Exhibición de los estudiantes - Escuela Intermedia Collins

VI. Reporte del Superintendente

A. Certificado del Superintendente a la Excelencia Académica (Estrategia 1.1)

B. Sesión informativa de los Servicios de Alimentación y Nutrición (Estrategia 3.1, 4.1, 4.2)

C. Reconocimiento al Educador - Premio al Educador Latino Excepcional (Estrategia 2.1, 2.4)

VII. Reporte de la Estudiante Representativa

VIII. Elementos de Acción: Asuntos Antiguos

IX. Elementos de Acción: Asuntos Nuevos

a. Deliberación y votación sobre la aprobación de la eliminación de equipos tecnológicos obsoletos y/o defectuosos

X. Reporte de Finanzas y Operaciones

XI. Reportes de los Subcomités

XII. Inquietudes y Resoluciones del Comité Escolar

XIII. Clausura

Sometido respetuosamente por,

***Sra. Mary A. Manning
Sr. Manny Cruz
Sra. Amanda Campbell***



***Sra. Beth Anne Cornell
Dra. Kristin Pangallo
Sra. Veronica Miranda***

Alcalde Dominick Pangallo, 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”

Krista Perry

Asistente Ejecutiva del Comité Escolar y 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.”

**Salem Public Schools
Salem School Committee Retreat
Meeting Minutes
September 30, 2023**

On September 30, 2023 the Salem School Committee held its School Committee Retreat meeting at 9:00a.m.

Members Present In-Person: Mayor Pangallo, Mr. Manny Cruz, Ms. Mary Manning, Dr. Kristin Pangallo, Ms. Amanda Campbell, Ms. Beth Anne Cornell, Ms. Veronica Miranda

Others in Attendance: Superintendent Stephen Zrike, Deputy Superintendent Kate Carbone, Ms. Elizabeth Pauley, Mr. Marc Leblanc, Ms. Ellen Wingard, Dr. Jill Conrad, Ms. Jennifer Doucette-Ly, and Ms. Laura Assade

Call of Meeting to Order

Attendance

Ms. Campbell	Present
Ms. Cornell	Present
Mr. Cruz	Present
Ms. Miranda	Present
Ms. Manning	Present
Dr. Pangallo	Present
Mayor Pangallo	Present

Approval of Agenda

- I. **Discuss The Opportunity Myth**
 - A. **Gallery walk and jigsaw**
 - B. **What does grade-level work look like?**
 - C. **Discuss collective impact & strategic plan**

Superintendent Dr. Zrike begins the presentation noting the school factors that impact opportunity. Dr. Zrike notes there is another investment in wrap-around support and that the Salem School district does that well. Today we are going to speak on grade level assignments. Going from a good system to a great system is what happens in classrooms between the teachers and students. Kids do not have opportunities to engage with higher expectations but sometimes it is at lower level expectations. To return to a culture of academic achievement and the opportunity to make choices for college, career or both. Dr. Zrike strongly believes for every

student to have the choice and right now many students do not currently have these choices. Dr. Zrike notes the purpose of this conversation is to get us centered around academic achievement and what it is that we want for our students and to give our students choices.

Priority 1.1 in our strategic plan. Ms. Carbone notes goals for the morning such as defining the opportunity myth, articulating specific ways in which students experience low expectations, sharing 1-3 criteria and articulating how I can help ensure that all students have regular access to grade-level. Ms. Carbone notes what role and responsibility we have to create grade level work and what is our role and how to better create traditions to help students. Ms. Carbone notes we are going to engage in a gallery walk, jigsaw, analyze a student assignment, and reflect on a strategic plan. Please read what it is on the poster and respond to what you see and reflections.

Ms. Carbone opens up the gallery walk debrief-pair/share with committee members.

Mr. Cruz notes his primary question is regarding educator preparation. Are we setting folks up to be trained or advocating change with educator preparation.

Ms. Manning notes it feels like we are trying to fix a situation and if the preparations with teachers are getting changed with the needs that they have. The study where they speak on economic or racial groups and STEM came along.

Dr. Pangallo notes the “how” we make the shift? Dr. Pangallo notes she spends hours teaching subtraction and some students cannot recognize a sentence. Think about the “how” and the academics to manage transitions for everyone and consistently over time. Handle the emotions and academic piece. The support will look different at the elementary level vs the high school level.

Ms. Cornell notes we cannot solve 50% and it is systemic. This is a real tangle and as a teacher think about the real big picture vs system and structures.

Mayor Pangallo notes since 2018 there has been a world of changes. Strong construction and idea of engagement.

Dr. Zrike notes our support for teachers and guidance can be improved as well. We have to set up a system to provide coaching and structures. When is their regular feedback on leaders on what quality teaching looks like and when teachers are regularly speaking on student work and seeing game changing results for kids. Teachers are getting regular feedback and time to have the discussions to understand the questions that are being asked of kids. Having a more diverse workforce and teachers who represent the cultures of our students.

Dr. Jill Conrad notes the culture of high expectations and what the myth report does is looks at culture which is why it's hard to understand.

Mr. Cruz notes how we will meet our gap for students for a lot of our gateway cities.

Mayor Pangallo notes he would like to better understand where a teacher's mindset comes from with assigning word searches.

Ms. Campbell notes it is the complexity of the standard. Unintentionally teaching the standard is what can happen at times. If teachers are too overwhelmed, at times this is where the word searches come into place.

Ms. Carbone reviews the qualities of challenging assignments. First to form triads, review and discuss the assignment review protocol, and find as many connections in the protocol and the high quality 7th grade task.

Ms. Assade thought of herself as a multilingual student in 7th grade and her and Dr. Pangallo had discussion on making spaces for students knowing particular terms and subjects but they just might discuss and solve in their own language. If they feel intimidated and how teachers can project their insecurities. Dr. Pangallo notes in order to meet criteria at the highest level.

These are the end of school assessments and we want teachers to look at this and say what kind of plan do I need to engage my students in.

Ms. Wingard notes we are helping teachers unpack the assessment together and the scaffolding for the teachers knowing what to teach and how to be successful. Both a confident builder and content knowledge builder for the teacher.

Ms. Campbell notes the challenge is the accessibility of the standard and the requirements.

Ms. Manning asks if we will be able to use the new plan for next year's school year.

Ms. Cornell notes complexity of thought. It is hard to consider how effective this plan looks in the classroom. Ms. Cornell notes this does not seem to be a compelling instruction.

Ms. Campbell notes students making their own meaning of multiple choice equations. The opportunity for students to make their own meaning of it. Students have the ownership of them and improve record response and visual multiple choice.

Ms. Carbone notes for every unit of study there is an end of student assessment and two other areas of student assessment that will set them up for success. These assessments are done in a system and results are immediate. A student explanation needs to happen and we would need to confirm with the coaches if that was done.

Making a case-data informed instruction.

Salem is focusing on data driven instruction...

the district's use of common assessments...

I've been inspired by the opportunity myth and why...

What role does the School Committee play in supporting and creating opportunities for students to have increased frequent access to grade-level or beyond academic experiences.

Discuss controlled choice assignment policy

D. Implications of our controlled choice assignment policy

E. What information is needed for further analysis?

Perception vs. Reality - there is a perception among some of us here and in the community that controlled school choice is impractical, inequitable, or not economically viable, but we rarely devote time to discussing those perceptions or to researching the benefits or drawbacks of a controlled school choice model. Objectives were to understand how Salem arrived at a

controlled choice model, to identify and discuss the perceived pros and cons of the model as it exists today, and to identify the data sets and information needed to assess and potentially make changes to the controlled choice model. School choice in Salem started in the 1980s and for magnet schools - public schools organized around a particular theme. It is unlikely that those were the program's original goals. By the 20-teens, the socioeconomic disparities in the Salem Public Schools had become so egregious that a new policy was instituted to ensure that each school reflected the city's socioeconomic profile.

Ms. Cornell gives a brief overview for the School Committee of what is school choice and asks for a small group discussion. As a group, discuss what are some of the perceived/suspected drawbacks to intradistrict school choice?

Also - what data do we have or do we need to collect to support those perceptions/suspensions?

Some positives everyone in the city has equal opportunity to engage in a dual language program, school start times, people looking to move into salem are attracted by the choice, specialized programs, desegregating, even if you move, stay in same school, managing overcrowding, geography of where school is located does not blend well, children located in the point only have one option.

Some drawbacks - transportation costs, accessibility, chronic absenteeism, racist ethnic equity, community building stunted, multiple choices and parents deciding to transfer their kid, closure of the Bowditch, irregular start times. This is stressful on parents choosing the right school for their child, schools are different than what they are, not everyone is capable of being equally engaged, innovation schools are causing issues, Saltonstall is chosen a lot due to K-8. Look at attendance data.

Dr. Pangallo would like to see data on what families are choosing Saltonstall vs. Collins and Collins vs. Saltonstall.

Meeting adjourned at 12:50 p.m.

Respectfully submitted by,

Krista Perry

Executive Administrative Assistant to School Committee and Superintendent

DRAFT
Salem Public Schools
Salem School Committee
Meeting Minutes
October 2, 2023

On October 2, 2023 the Salem School Committee held its regular School Committee meeting at 7:00 PM using a hybrid model.

Members Present: Mayor Dominick Pangallo, Mr. Manny Cruz, Ms. Mary Manning, Dr. Kristin Pangallo, Ms. Veronica Miranda, Ms. Amanda Campbell

Members Absent: Ms. Beth Anne Cornell

Others in Attendance: Superintendent Stephen Zrike, Deputy Superintendent Kate Carbone, Assistant Superintendent Elizabeth Pauley, Ms. Laura Assade, Ms. Jennifer Doucette-Ly, Dr. Kimberly Talbot, Ms. Ellen Wingard, and Ms. Natalia Feliz

Call of Meeting to Order

Mayor Pangallo calls the meeting to order at 7:00 p.m. and requests a call of attendance. He explained the Public Participation Policy 6409 and also explained the availability of Spanish interpretation.

Attendance

Mayor Pangallo recognizes the attendance with members absent and joining virtually. Ms. Campbell motions for approval and seconded by Ms. Manning.

Ms. Campbell	Present
Ms. Cornell	Not Present
Mr. Cruz	Present
Ms. Manning	Present
Dr. Pangallo	Present
Ms. Miranda	Present
Mayor Pangallo	Present

Approval of Agenda

Mayor Pangallo requested a motion to approve the Agenda. Ms. Campbell motions for approval and seconded by Ms. Miranda.

Mr. Cruz	Yes
Ms. Manning	Yes
Dr. Pangallo	Yes
Ms. Miranda	Yes
Ms. Campbell	Yes
Mayor Pangallo	Yes

Motion Carries 6-0

Approval of Consent Agenda

Mayor Pangallo requested a motion to approve the Consent Agenda. Ms. Campbell motions for approval and seconded by Ms. Miranda.

Mr. Cruz	Yes
Ms. Manning	Yes
Dr. Pangallo	Yes
Ms. Miranda	Yes
Ms. Campbell	Yes
Mayor Pangallo	Yes

Motion Carries 6-0

Public Comment

Ms. Christine Ross, Pleasant St. Salem, The League of Women Voters - Salem and the Salem Education Foundation are co-sponsoring a School Committee Candidate Forum on Monday, October 23 at 7pm here in the School Committee chambers and on SATV and zoom. The forum will be available in English with Spanish interpretation over zoom, and will be videotaped for on-demand viewing later. We hope everyone will learn about the School Committee candidates on October 23 and will plan to vote for the candidates of your choice in the citywide elections Tuesday November 7. We are also soliciting questions for the forum. The League of Women Voters-Salem and the Salem Education Foundation encourage Salem residents to submit questions for the candidates to lwvsalem@gmail.com.

Student Showcase

Ms. Meghan Lurvey presents the Saltonstall School student showcase and begins giving a full explanation of what the project leads to. The focus is science, math, and engineering and also learning through activities. Project lead the way tends to overlap with standards based instruction and real world application activity. Other projects lead the way opportunities would be the launch for K-5, Gateway (which we are currently in), computer science, engineering, biomedical science, and algebra 1 advantage. Design and model and what it looks like. Students are introduced to the unit problem in the first activity and are asked to make connections to the problem throughout the lessons in the unit. Iziah, Saltonstall student, explains his first project which was an ankle foot orthosis. Niema, eighth grade Saltonstall student, explains how to design, create, and test the foot brace that was made. Weston, Saltonstall student, explains the thumbnail sketching that was created in their project lead the way in class.

Superintendent's Report

Before beginning the Superintendent's Report, Superintendent Dr. Zrike takes a moment to recognize all of the hardworking Salem Public School custodians. We have a very strong crew and he also acknowledged Principal month to celebrate and national school lunch next week. October 1st is our enrollment and we are 200 students higher than last year. Right now we are projecting 3909 for Salem Public Schools. Another note, we are able to offer every school three free school field trips. Dr. Zrike also introduces Christopher O'Donnell, the new Director of Communications.

A. 2023 MCAS and Accountability Report

Dr. Zrike begins by noting the DESE Accountability System which is created in two parts. As a district, we are making progress and you can see that we are heading in the right direction. Two parts of the system include normative components; this is a percentile (1-99) and compared to other schools, the criterion-referenced component is progress toward meeting targets and improvement compared to their own baseline. Again, the normative component, or accountability percentile, measures the performance of all students in a school compared to other schools in the state.

Dr. Zrike notes for the district or school, the actual points earned and the total possible points are reported for each indicator. The points earned are combined, weighted.

Categorization of Schools - met or exceeded targets, limited or no progress toward targets. The goal is to get between 75-100% of your targets. 2023 Percentile Ranks across schools. The majority of schools improved their percentile rank.

District Level MCAS Results - 2023 ELA and math data indicated that the achievement slide has halted and recovery is underway. Science results improved at gr. 5 and went down at the secondary level. There is still ground to make up to reach pre-pandemic achievement levels in some areas.

MCAS Measures - achievement and student growth percentiles.

Ms. Carbone notes the ELA Results - ELA by Grade Level - results for grade levels from 2021-2023. ELA performance increased in four out of 7 grades with the greatest improvement at Gr.5. Change in proficiency SPS and the State - There are some bright spots in ELA subgroup performance. Outcomes increased in 6 out of 8 subgroups with the greatest gains for students identifying as Asian . Subgroup performance in ELA at Grade e10 was variable. Performance of students as Hispanic/Latino results improved by 5% points. School level data is where some additional bright spots are evident in literacy outcomes: 5 out of 8 schools showed improvement with the increases ranging from +2 to +10.

Math subgroups - at grade level 3-8 level in math 4 subgroups saw improvement. Performance

of 2 subgroups and performance of students identifying as asian. Grade 10 subgroup performance at the Grade 10 level remains an area of focus. Three schools with improved math performance include Bates, Bentley and Witchcraft. The high school's math performance was consistent in comparison to last year's outcomes. The remaining schools saw declines in math performance. Science results - we saw a good bump in Grade 5 science proficiency rates and performance dipped in both Grade 10 and 11. The SPS and the State change in Proficiency.

Bates, Bentley and Witchcraft improved in all three areas - ELA, Math, and Science. Delivered support and intervention is seeing any gaps with student work.

Student Growth Percentiles. SGPs above 60 are considered high growth, between 40-59 is considered moderate growth and below 40 signals low growth.

District - level ACCESS results : Percentage of students making progress on ACCESS by Year.

Chronic Absenteeism was lower last year than pre pandemic. We made significant progress with chronic absenteeism. Dr. Zrike notes Ms. Ellen Wingard and her team for their tremendous work in getting kids to school.

SY 2023-24 Key Actions for the upcoming school year : establish a playbook to roll out clear routines and procedures that create a positive platform for learning, strengthen quantity and quality of feedback and observation , use targeted high-leverage and evidence-based instructional practices (SEI strategies), and consistently implement a process that results in data informed instruction.

Ms. Carbone notes leveraging a playbook to launch the School Year for Success. 90 Day Coaching Blueprint. Focus on Diverse Learners. Sheltered English Immersion Review Findings such as visuals and audio, pre-taught vocabulary, meaningful interactions, background building, modified teacher talk, use of native language

Enhancing Inclusion - focus on diverse learners. Initiate and outline a shared understanding of inclusion and the inclusion teacher.

District Common Assessment System. Gr. 1-10, ELA & Math, 3 looking at student work sessions per unit, significant training and modeling for leadership. What is required by the STU contract.

Dr. Zrike notes supporting social emotional learning and mental health - increase academic and social emotional learning opportunities by reducing out-of-classroom time. Examples such as expanding Cartwheel partnership to serve 250 students with rapid access to telehealth, increase restorative practices; decrease exclusionary measures, wellness committee re-energized ..

Addressing Chronic Absenteeism - goal is to reduce to 18% such as: attendance Matters campaign and coalition, phone banking, clear guidelines and consistent support to school attendance teams, family outreach, partner with the family resource center. Additional supports

provided to schools with greatest needs: guide development of opening day playbooks, strengthen plan for structured district, continue to develop principal and assistant principal knowledge, ensure that intensive coaching, coach school leaders on providing meaningful, adjustments to leadership teams, frequent supt/deputy supt visits.

Mr. Cruz notes the retention strategies and survey update.

Ms. Manning asks for a report halfway through the year for retention of students already have fallen off being ready or not ready to graduate.

Dr. Zrike notes more of a product of dropping out and hard for the students obtain

Dr. Pangallo notes what is driving the chronic absenteeism

Dr. Zrike notes engagement now and post pandemic was illness. Sometimes kids are not feeling safe at school due to bullying, transportation issues if they miss the bus, some students caring for younger siblings, and at times the distance for students to get to school.

Dr. Zrike notes our middle school struggled last year with culture in the schools.

Ms. Carbone notes the struggle with math has to be looked at more closely. We are working with principals during district team meetings where we are separated by grade levels. We are leveraging tutoring here at Collins Middle School with gaps in the foundational skills

Dr. Pangallo notes she wonders if most middle schoolers did not have a solid foundation due to the pandemic and explores conversations there.

Student Representative Report

Ms. Feliz notes homecoming week is this week and the upperclassmen will be urging the freshman class to attend.

Old Business

none

New Business

none

Finance & Operations Report

Ms. Pauley notes the three budget transfers for approval above \$15,000. Ms. Pauley is recommending the following: correctly classify the athletics transportation line, transfer home visiting funds to a stipend line, and transfer funds from a vacant staff line to hire a consultant.

Mr. Cruz Yes

Ms. Manning Yes

Dr. Pangallo Yes

Ms. Miranda	Yes
Ms. Campbell	Yes
Mayor Pangallo	Yes

Motion Carries 6-0

Subcommittee Reports

a. Policies for third reading:

- Security Cameras in School

Ms. Campbell makes a motion to accept security cameras in school. Seconded by Dr. Pangallo.

Ms. Cornell	Yes
Mr. Cruz	Yes
Ms. Manning	Yes
Dr. Pangallo	Yes
Ms. Miranda	Yes
Ms. Campbell	Yes
Mayor Pangallo	Yes

Motion Carries 7-0

- SPS Transgender, Gender Non-conforming, and Gender Expansive Student Guidelines

Ms. Campbell makes a motion to accept SPS Transgender, Gender Non-conforming, and Gender Expansive Student Guidelines. Seconded by Dr. Pangallo.

Ms. Cornell	Yes
Mr. Cruz	Yes
Ms. Manning	Yes
Dr. Pangallo	Yes
Ms. Miranda	Yes
Ms. Campbell	Yes
Mayor Pangallo	Yes

Motion Carries 7-0

School Committee Concerns and Resolutions

Adjournment

Mr. Cruz makes a motion to adjourn. Seconded by Ms. Miranda.

Ms. Cornell	Yes
Mr. Cruz	Yes
Ms. Manning	Yes
Dr. Pangallo	Yes
Ms. Miranda	Yes
Ms. Campbell	Yes
Mayor Pangallo	Yes

Motion Carries 7-0

Meeting adjourned at 9:15PM.

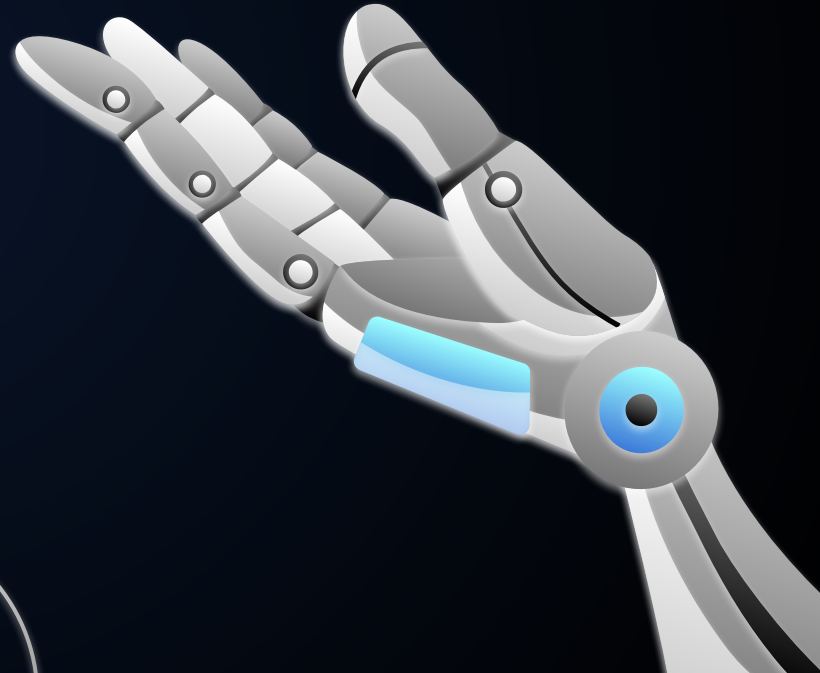
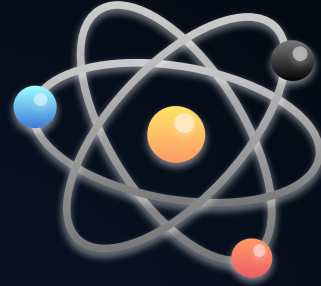
Respectfully submitted by,

Krista Perry

Executive Administrative Assistant to the School Committee & Superintendent

ROBOTICS at Collins Middle School

Greg Beach - Teacher



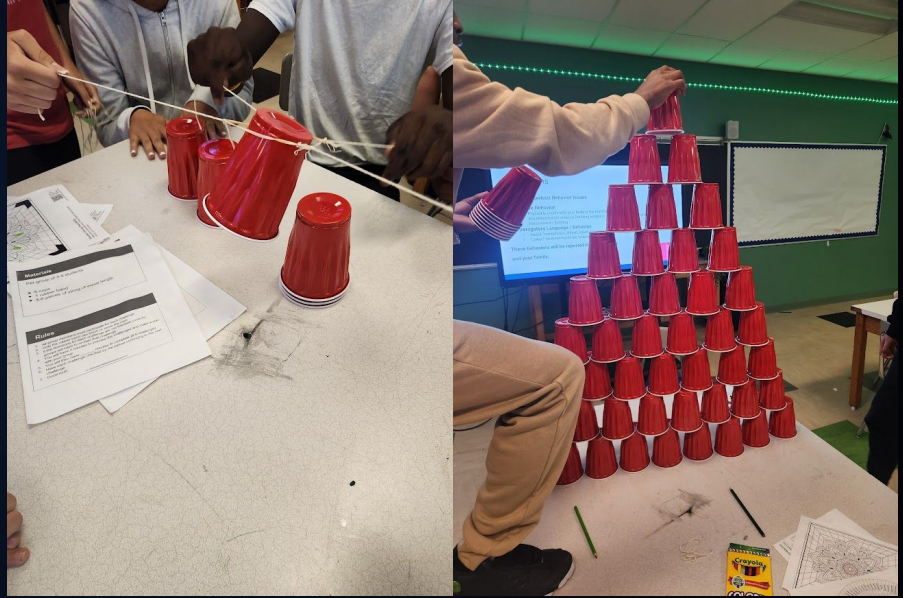
OVERVIEW

- Course Description
- Video Presentations
- Student Perspectives



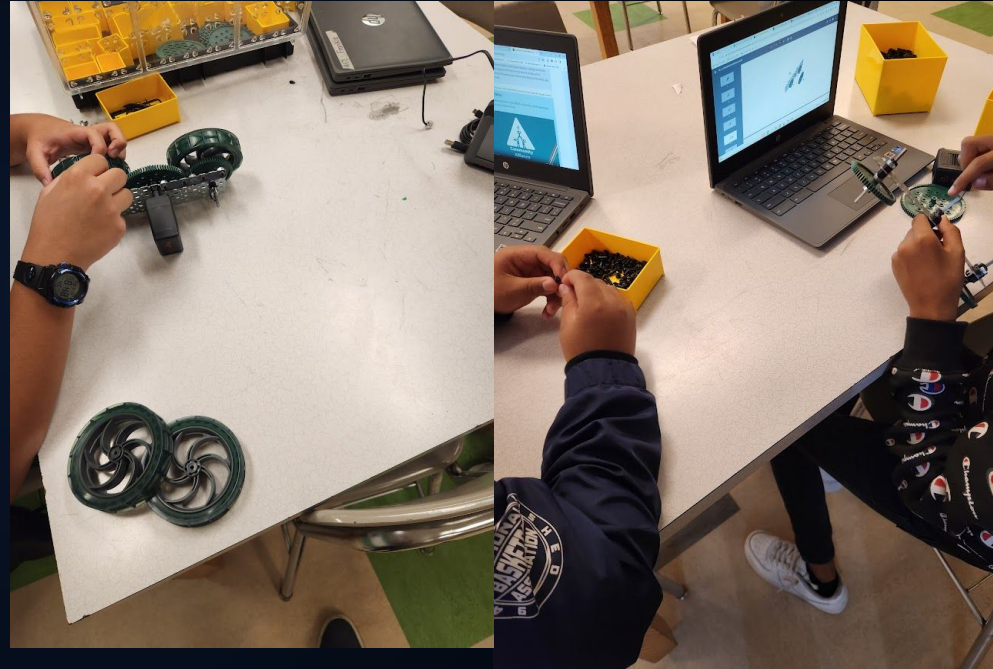
Core Content

- Core Content
 - Engineering
 - Programming
 - Design
 - Construction



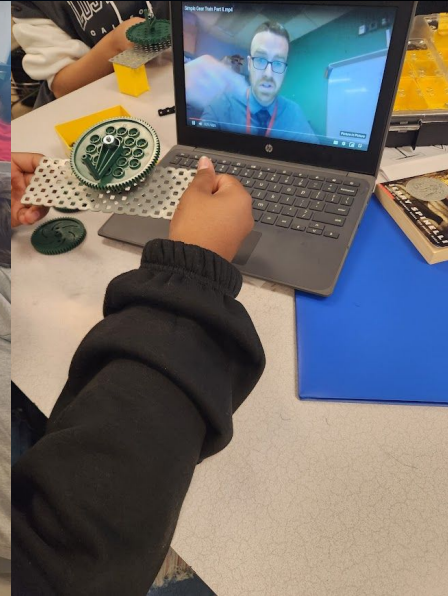
Students Served

- Students Served
 - 6th - 8th Grade
 - 130 Current Students
 - Trimester - Robotics I
 - General Education, Life Skills, Pilot Program, ELLs, Students with Disabilities

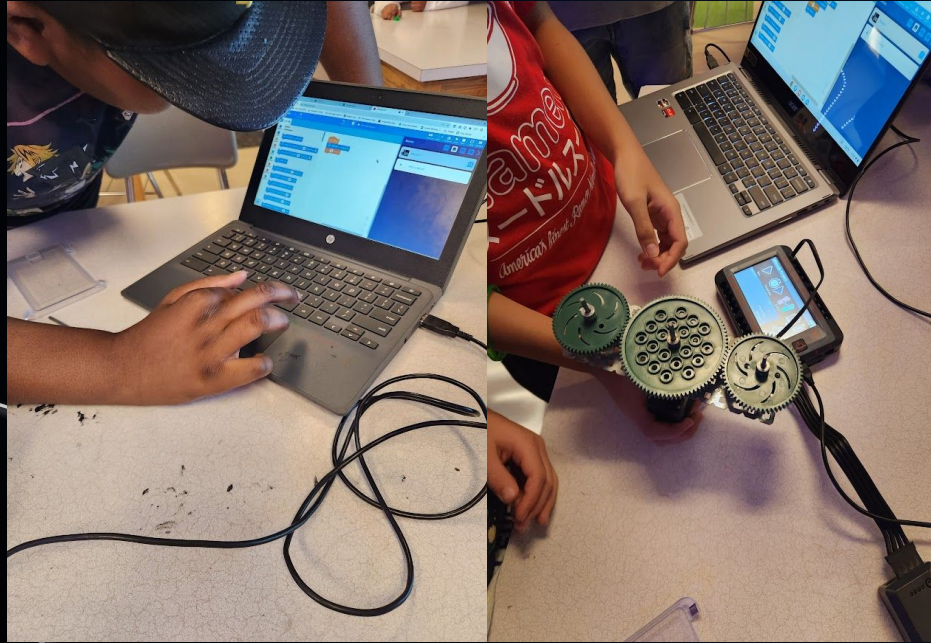


Course Structure

- Project-Based Learning
 - Flipped Classroom
 - Workshop Model
- Collaboration
- Individual Work
- SEL
 - Mindfulness Meditation



Robotics I - Major Projects



- Simple Gear Train
- Self-Driving Car
 - Rescue Vehicle
 - Dancing Machine
- Virtual Reality Coding
- Final Project

Robotics I - Work Format



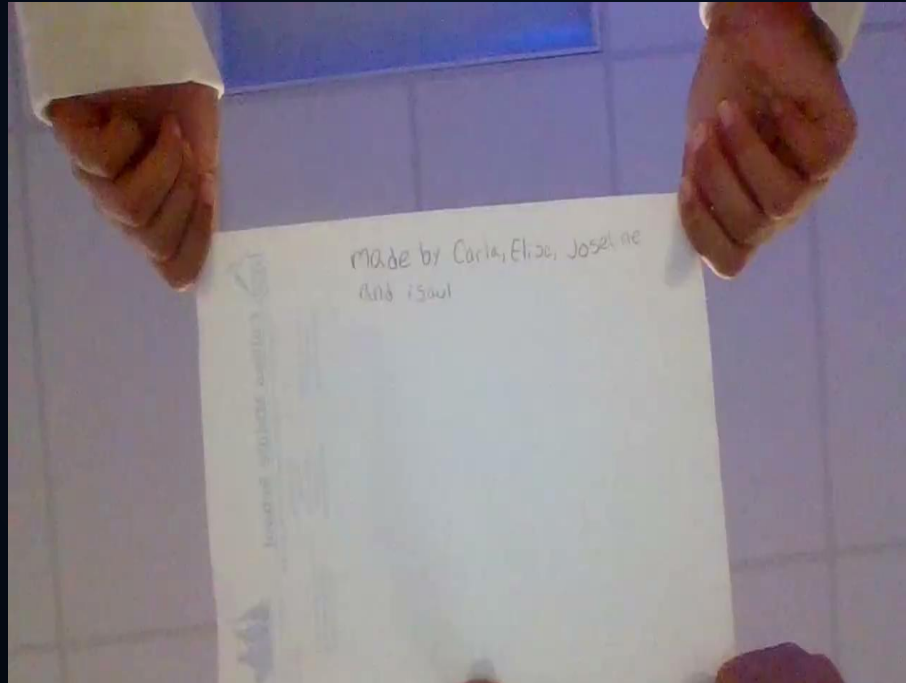
- Student Videos
- Interactive Docs and Slides
- Handouts
- VEX V5 Code
 - Scratch / Python

Robotics II + III and Beyond



- Robotics II
 - 7th Grade
 - Sensors and Systems
- Robotics III
 - 8th Grade
 - Advanced Coding
 - Independent Projects
- Generative AI
 - MIT Media Lab

Video Presentation



Student Perspectives

1. In your Robotics work, what are you most proud of?
2. In the future, how may you use what you are learning in Robotics?



SALEM PUBLIC SCHOOLS

Where belonging leads to opportunity.

Stephen K. Zrike, Jr., Ed.D.

Superintendent

29 Highland Ave. Salem, MA 01970

978-740-1212

szrike@salemk12.org

To: Salem School Committee
From: Stephen Zrike
Re: M.A.S.S. Superintendent's Award for Academic Excellence
Date: October 16, 2023

I am pleased to inform you that I have nominated Tilda Rieder, gr. 12 at SHS, to receive the 2023 Massachusetts Association of School Superintendent's Award for Academic Excellence. The selection criteria for the award are as follows:

- A senior
- Three (3) year cumulative average in the 5% of the class
- Strong leader
- Young person of impeccable character
- Always pursuing excellence

Tilda Rieder is an independent and critical thinker who has not only excelled academically but has applied her enthusiasm to STEM to build community and partnership at SHS. She is a reflective student who thinks globally and acts locally; she frequently challenges herself and her classmates to broaden their vision, expand their views and be open to new ideas and experiences. Tilda continued to find ways to build her knowledge not only Honors and AP courses but through multiple independent studies and college level coursework specifically in the science and technology field. Tilda expanded that knowledge to build a robotics club at SHS with innovation and sustainability to live far beyond her time at Salem High School. Tilda's continued perseverance to build science and technology knowledge that she uses not only for her future goals, but also to grow STEM practices and opportunities at Salem High School has a lasting positive impact.



www.salemk12.org



[@SalemSchoolsk12](https://twitter.com/SalemSchoolsk12)



[@SalemPublicSchools](https://www.facebook.com/SalemPublicSchools)



SALEM
PUBLIC SCHOOLS

**Food and Nutrition
Services**
October 16, 2023

Our Goal

Priority One: Elevate Learning

Build and maintain a district-wide culture of universally high academic expectations for every learner.



Priority Two: Empower Educators

Make the Salem Public Schools an inclusive district where student-centered, innovative, and highly-effective educators want to work, grow, and stay.



Priority Three: Center Belonging

Build joyful, welcoming, and supportive school communities.



Priority Four: Strengthen Our Foundation

Develop consistent, reliable systems and structures to disrupt inequities and support the work of the district.



Our goal is to promote school lunch as a delicious & nutritious option for students, through serving food that is culturally significant to the population we are serving.

Through food, we *center belonging by prioritizing & attending to the mental health and wellness of every student.*

Alignment with SPS Strategic Priorities

Priority Two: Empower Educators

Make the Salem Public Schools an inclusive district where student-centered, innovative, and highly-effective educators want to work, grow, and stay.



Priority Three: Center Belonging

Build joyful, welcoming, and supportive school communities.



Priority Four: Strengthen Our Foundation

Develop consistent, reliable systems and structures to disrupt inequities and support the work of the district.



- Engage and Empower nutrition staff to participate in professional development
- Committed to providing nutritious, well balanced meals that will promote students overall health and wellness
- Prioritization of serving meals that are culturally significant and familiar to the population we serve.
- Currently updating kitchen equipment with \$489,572 awarded by the Food Service Infrastructure Grant
 - 5 convection ovens, 9 combi ovens, 11 serving tables, 5 ranges, 3 tilting skillets

Salem Public Schools Food and Nutrition Department

Meal Programs
Staffing
Finances
FNS Goals
Upcoming Reviews

Salem Food & Nutrition Services Programs

- Community Eligibility Provision (CEP)
- National School Breakfast Program
- National School Lunch Program
- Afterschool Snack Program
- Fresh Fruit and Vegetable Program
- Summer Food Service Program



What is Community Eligibility Provision (CEP)?

- Salem Public Schools became a CEP District in SY17-18
- All USDA meal programs are available to students at no charge
- No Application
 - Students are Certified for free or reduced-free meals through means other than application
 - Direct Certification through Virtual Gateway
 - Foster and Homeless Liaison
- Reimbursement is based on the percentage of identified students (ISP)
 - ISP of 62.5 means 100% reimbursement of all meal served
 - SY 19/20 (Covid) Salem Public School ISP was 59.61
 - SY 23/24 Salem Public Schools ISP is 62.59 & climbing
 - 100% of our meals served are reimbursable
- CEP & Universal Meals
 - No changes in Salem Public Schools Food and Nutrition

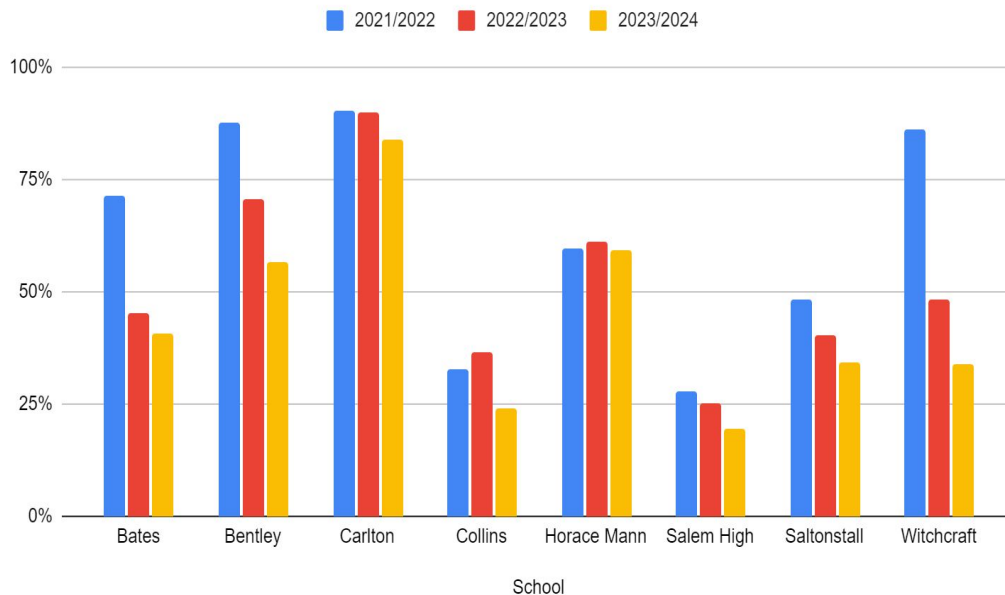
National School Breakfast Program

Breakfast in the Classroom

Grab & Go Breakfast

Breakfast in the Cafeteria

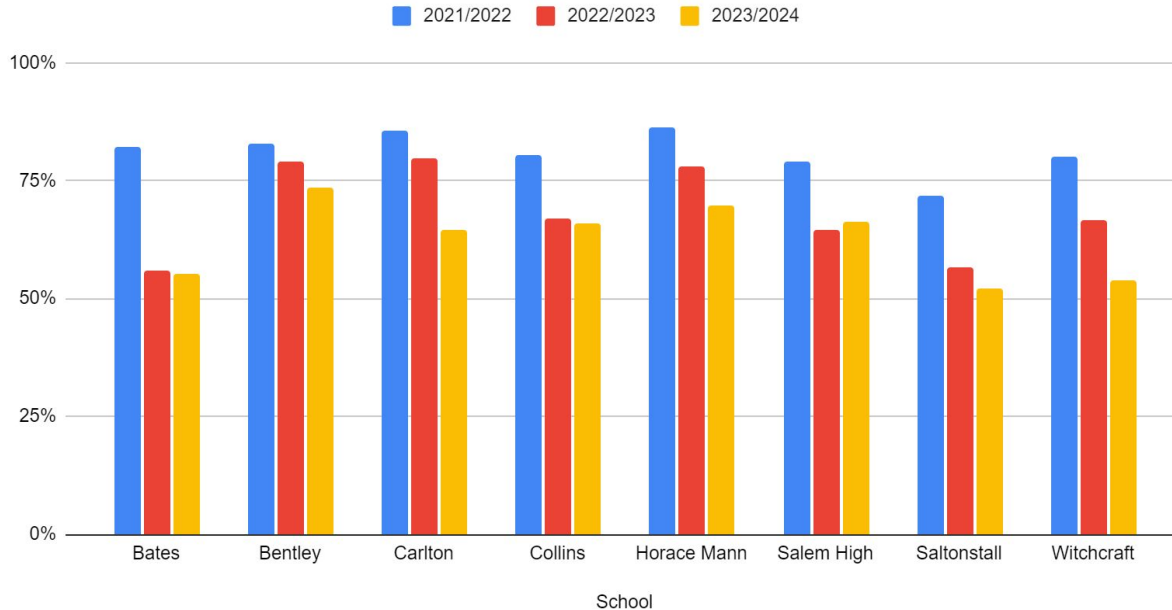
Breakfast Participation Rates for 2021/2022, 2022/2023 and 2023/2024



National School Lunch Program (NSLP)



Lunch Participation Rates for 2021/2022, 2022/2023 and 2023/2024



National School Lunch Program (NSLP)

- **The NSLP requires 5 food components, with daily & weekly minimums**
 - Fruits
 - Vegetables with weekly minimum requirements for each of the 5 vegetable subgroups
 - Dark green, red/orange, legumes, starchy, & “other” vegetables)
 - Grains
 - Meats/meat alternates
 - Milk
- **Meals also regulated in**
 - Calories , sodium, saturated fats and trans fats, types of grains



National School Lunch Program



PROJECT BREAD



The John C. Stalker Institute
of Food and Nutrition
AT FRAMINGHAM STATE UNIVERSITY

- **Chefs from Project Bread & John Stalker Institute**
 - train our staff
 - develop new recipes
 - improve and increase our scratch-cooked meals
 -
- **Close working Relationship with the nursing department**
 - meet all students' dietary needs
 - adhere to students' allergens & dietary requirements

Recipes & Menu Items Created By FNS Personnel

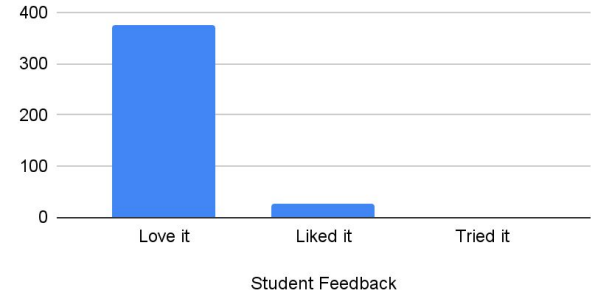
Menu items crafted by Salem Public Schools cafeteria staff underwent a series of taste tests during the '22-'23 school year before being placed on menus.

Ghada Shawarma



Birria Quesadilla

Birria Quesadillas Taste Test Results



Taste tested with 400 Collins students in April 2023

92.3% Loved It
7.8% Liked It
0% Didn't Like It

Recipes & Menu Items Created By FNS Personnel

Margaritas Chicken Cheese Steak

Taste Test with 200
Bates students
December

Recipe cards with the
seasoning blend **"Sazon
de Abuela"** were

**SAZON DE
ABUELA**



Created by one of our own! Chef Margarita!

Salem has a partnership with Project Bread through this partnership our own chef Margarita was able to develop The Sazon de Abuela recipe! Margarita uses this versatile spice blend on everything from stewed beans and roasted veggies to her (locally) famous Chicken Cheesesteak. Try a sample today and then make it at home with this recipe!

YIELD: 1 CUP

INGREDIENTS

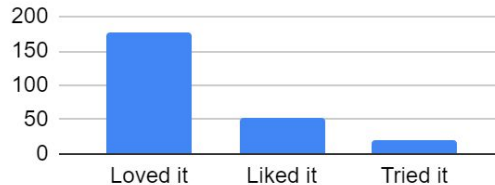
- 1/2 cup Garlic, granulated
- 1/4 cup Onion powder
- 2 Tablespoon Cumin, ground
- 2 Tablespoon Coriander, ground
- 2 teaspoon Chili powder
- 1 Tablespoon Paprika
- 2 teaspoon Oregano
- 1 teaspoon Black pepper

DIRECTIONS

• Mix all ingredients and store in a cool dry place
For Marinade

• 2 teaspoon spice blend + 2 teaspoon vinegar + 2 teaspoon blend
oil + 1/2 teaspoonsalt PER 2 cups dice

Margarita's Chicken Cheese Steak Taste Test Results

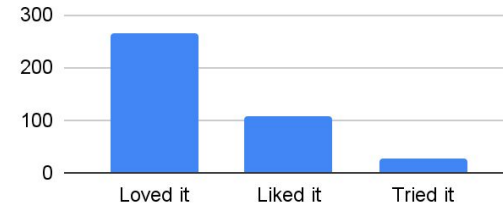


Student Feedback

Liliana's Sloppy Joe

Taste Tested with 400 Collins Middle School Students
February 10, 2023

Liliana's Sloppy Joe Taste Test Results



Student Feedback



After School Snack Program

- Available to any schools that provide an educational and enrichment activity after school.
- SY 22/23, 8 schools run an After School Snack Program
- SY 23/24
 - Working with school leaders to expand After School Snacks Programs

Fresh Fruit & Vegetable Program

- Grant funded K-5 program to combat childhood obesity & introduce Elementary students to new produce.
- Partner with New Entry Hub & Mass Farm-to-School, & UMass Extension
- Fruit & vegetables varied in preparation
 - Chinese eggplant, radishes, grape tomatoes, garlic



Cherries from local farmer
Seona (New Entry)

Summer Food Service Program

- Summer 2022
 - Served 27,457 at 15 sites
- Summer 2023
 - Served 24,144 meals at 18 sites
- Rule changes affected meals participation:
 - Waivers for non-congregate meal service ended
 - Waivers for site qualification ended



SFSP Events

Salem



Summer Food Service Kick Off Event on July 6th

- Collaborated with community partners to create an event to celebrate the beginning of the summer & highlight all summertime nutrition assistance programs available for Salem residents.



Farm to School Program



Burger served using walden local meat



- Northeast Food for Schools
 - Allocation \$32,036 to procure from local farmers within 400 miles
- Walden meat
 - Locally grown beef patties & ground beef
- New Entry Food Hub
 - Farmer Dave, Fox Fire Farm, Yonder Fruit Farm, Hannan Healthy Foods Farm, Seona, etc.
- Mass Farm to School
 - Harvest of the Month

Outreach

- Postcards sent to SPS families welcoming students back into our cafeterias
- Monthly menus
- Taste tests with student surveys



Welcome Back to School Lunch!

bienvenidos al almuerzo escolar

Check out your school's breakfast and lunch menu here!
¡Veá el menú de desayuno y almuerzo de su escuela aquí!

[@spsfoodservice](https://www.facebook.com/spsfoodservice)
[@spsfoodandnutrition](https://www.instagram.com/spsfoodandnutrition)

Elementary School Breakfast Menu: OCTOBER

MON	TUE	WED	THU	FRI
OCTOBER 2 Whole Grain Low Sugar Apple Cinnamon Cheerios Cheese Stick Apple Assorted Fruit Juice, Milk	OCTOBER 3 Whole Grain Apple Cinnamon Mini Wheat Banana Assorted Fruit Juice, Milk	OCTOBER 4 Whole Grain Mini Low Sugar Frosted Mini Wheat Peach Assorted Fruit Juice, Milk	OCTOBER 5 Whole Grain Blueberry Muffin Orange Wedges Assorted Fruit Juice, Milk	OCTOBER 6 Assorted Whole Grain, Low Sugar Cereal Assorted Fruit Juice, Milk
OCTOBER 9 Schools Closed: No Breakfast Served	OCTOBER 10 Whole Grain Chocolate Chip Muffin Pear Assorted Fruit Juice, Milk	OCTOBER 11 Whole Grain Low Sugar Apple Roll Muffin Banana Assorted Fruit Juice, Milk	OCTOBER 12 Whole Grain Corn Muffin Mandarin Orange Assorted Fruit Juice, Milk	OCTOBER 13 Assorted Whole Grain, Low Sugar Cereal Assorted Fruit Juice, Milk
OCTOBER 16 Whole Grain Low Sugar Frosted Flakes Graham Cracker Appleauce Assorted Fruit Juice, Milk	OCTOBER 17 Whole Grain Cinnamon Roll Peanut Assorted Fruit Juice, Milk	OCTOBER 18 Whole Grain Low Sugar Cocoa Puffs Banana Assorted Fruit Juice, Milk	OCTOBER 19 Whole Grain Bagel with Cream Cheese Pear Assorted Fruit Juice, Milk	OCTOBER 20 Assorted Whole Grain, Low Sugar Cereal Assorted Fruit Juice, Milk
OCTOBER 23 Multigrain Cheerios Appleauce Assorted Fruit Juice, Milk	OCTOBER 24 Whole Grain Blueberry Muffin Banana Assorted Fruit Juice, Milk	OCTOBER 25 Whole Grain Low Sugar Bubble Bread Orange Wedges Assorted Fruit Juice, Milk	OCTOBER 26 Whole Grain Apple Cinnamon Muffin Banana Assorted Fruit Juice, Milk	OCTOBER 27 Assorted Whole Grain, Low Sugar Cereal Assorted Fruit Juice, Milk
OCTOBER 30 Schools Closed: No Breakfast Served	OCTOBER 31 Schools Closed: No Breakfast Served	NOVEMBER 1 Whole Grain Low Sugar Cinnamon Chee Assorted Fruit Juice, Milk	NOVEMBER 2 Whole Grain Corn Muffin Assorted Fruit Juice, Milk	NOVEMBER 3 Assorted Whole Grain, Low Sugar Cereal Assorted Fruit Juice, Milk

● All grain products are whole grain rich
 ● Meats are lean and cheeses are low fat
 ● A variety of fresh fruits and vegetables offered daily

Milks Offered Daily:
 Skim Milk - 0-2% Fat
 1% Milk, 1% Fat

Please Note: If you have a food allergy please advise your kitchen manager. Menus subject to change based on availability. This institution is an equal Opportunity Provider.

Elementary School Lunch Menu: OCTOBER


MON	TUE	WED	THU	FRI
OCTOBER 2 Turkey and Cheese Melt on whole wheat bread Dr. Turkey's Label with whole grain Spicor Roll Vegetable of the Day Roasted Sweet Potato Fries Chickpea Salad Assorted Fruit, Milk	OCTOBER 3 Hamburger on whole Cheeseburger or Chicken Sandwich Dr. Turkey's and Cheese Wrap on whole wheat Tortilla Vegetable of the Day Roasted Sweet Potato Fries Chickpea Salad Assorted Fruit, Milk	OCTOBER 4 Turkey Chicken with Marinara Sauce on whole wheat Pita and Farm Fresh Veggie Slices Vegetable of the Day Roasted Sweet Potato Fries Chickpea Salad Assorted Fruit, Milk	OCTOBER 5 Beef and Whole Grain or Chicken Casserole with whole grain Crackers and Farm Fresh Veggie Slices Vegetable of the Day Roasted Sweet Potato Fries Chickpea Salad Assorted Fruit, Milk	OCTOBER 6 Whole Grain Pizza Or Chicken or Turkey Wrap with whole wheat Tortilla Vegetable of the Day Cucumber Slices, Bell Peppers Assorted Fruit, Milk
OCTOBER 9 Schools Closed: No Lunch Served	OCTOBER 10 Beef or Turkey Meat Dog on Dr. Turkey's Label on whole wheat Bun with whole grain Veggie Slices Assorted Fruit, Milk	OCTOBER 11 Texas Tostitos Chicken Queso Or Ham and Cheese on whole wheat Roll 2oz. Beef or Turkey on whole wheat Bun with whole grain Veggie Slices Assorted Fruit, Milk	OCTOBER 12 Caribbean Chicken with Orzo Or Chicken Casserole with whole grain Crackers and Farm Fresh Veggie Slices Assorted Fruit, Milk	OCTOBER 13 Assorted Whole Grain, Low Sugar Cereal Assorted Fruit Juice, Milk
OCTOBER 16 Chop Cheeseburger on whole grain Roll Dr. Turkey's Label on whole wheat Bun with whole grain Veggie Slices Vegetable of the Day Chickpea Salad Assorted Fruit, Milk	OCTOBER 17 National Pasta Day Whole Grain Pasta with Dr. Turkey's Label on whole wheat Tortilla Vegetable of the Day Side Garden Salad Assorted Fruit, Milk	OCTOBER 18 Breakfast for Lunch: Whole Grain Pasta with Dr. Turkey's Label on whole wheat Tortilla Vegetable of the Day Side Garden Salad Assorted Fruit, Milk	OCTOBER 19 Fish Tacos on whole wheat Roll with whole wheat Pita and Farm Fresh Veggie Slices Vegetable of the Day Side Garden Salad Assorted Fruit, Milk	OCTOBER 20 Whole Grain Pizza Or Turkey or Chicken Sandwich with whole grain Crackers and Farm Fresh Veggie Slices Vegetable of the Day Vegetable of the Day Assorted Fruit, Milk
OCTOBER 23 Treat Train Grilled Cheese Or Turkey Salad on whole wheat Tortilla Vegetable of the Day Roasted Potato Wedges, Cream Sauce Assorted Fruit, Milk	OCTOBER 24 Chicken Salad with whole grain Bread Or Chicken Salad with whole grain Bread Vegetable of the Day Onions, Black Bean and Corn Salsa Assorted Fruit, Milk	OCTOBER 25 Marshall's on whole grain or Turkey Roll Onions, Black Bean and Corn Salsa Assorted Fruit, Milk	OCTOBER 26 Marshall's on whole grain or Turkey Roll Onions, Black Bean and Corn Salsa Assorted Fruit, Milk	OCTOBER 27 Whole Grain Pasta Or Ham and Cheese Sandwich on whole wheat Bun Vegetable of the Day Roastch and Strawberry Farm Fresh Veggie Slices Assorted Fruit, Milk
OCTOBER 30 No School: No Lunch Served	OCTOBER 31 No School: No Lunch Served	NOVEMBER 1 Chicken Salad with whole grain Bread Or Ham and Cheese Sandwich on whole wheat Tortilla Vegetable of the Day Side Garden Salad Assorted Fruit, Milk	NOVEMBER 2 Caribbean Chicken with Orzo Or Chicken Casserole with whole grain Crackers and Farm Fresh Veggie Slices Assorted Fruit, Milk	NOVEMBER 3 Whole Grain Pasta Or Turkey or Chicken Sandwich with whole grain Crackers and Farm Fresh Veggie Slices Assorted Fruit, Milk

● All grain products are whole grain rich
 ● Meats are lean and cheeses are low fat
 ● A variety of fresh fruits and vegetables offered daily

Milks Offered Daily:
 Skim Milk - 0-2% Fat
 1% Milk, 1% Fat

Please Note: If you have a food allergy please advise your kitchen manager. This institution is an equal Opportunity Provider.


Marketing



Farm Fresh
CARROTS
ZANAHORIAS

Carrots are packed with antioxidants that help prevent sickness. They are also rich in vitamin A, promoting healthy eyesight!
Las zanahorias están repletas de antioxidantes que ayudan a prevenir enfermedades. También son ricas en vitamina A, que favorece la salud de la vista.

Eat fresh, stay healthy.
Come fresco, mantente saludable.




FARM FRESH MEALS ARE PART OF SCHOOL MEALS EVERYDAY!
LOS ALIMENTOS FRESCOS DE GRANJA FORMAN PARTE DE LAS COMIDAS ESCOLARES TODOS LOS DIAS!

MEXICALI CORN
MAÍZ DE MEXICALI

FRUIT SALAD
ENSALADA DE FRUTAS

SPINACH AND STRAWBERRY SALAD
ESPINACAS Y FRESA SALAD

HAMBURGER PATTIES
HAMBURGUESA DE TERNERA

bits into a FRESH APPLE provided to us BY LOCAL FARMS
Muestra una manzana fresca proporcionada por granjas locales

A Delightful Apple: Nature's Perfect Snack!
Una manzana deliciosa. El merienda perfecto de la naturaleza





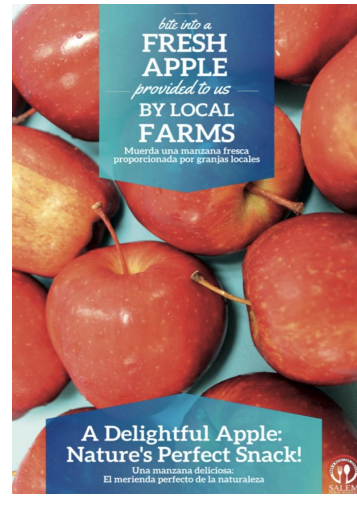
Local Agriculture in Schools - SALEM Public Schools

from seed - de semilla
to sprout - brotar
to plant - plantar
to farmer... - al agricultor

...TO OUR CAFETERIA!
...A NUESTRA CAFETERIA!


Farm Fresh
KALE AND CRANBERRY SALAD
ENSALADA DE BERZA Y ARANDANOS FRESCOS DE LA GRANJA





bits into a FRESH APPLE provided to us BY LOCAL FARMS
Muestra una manzana fresca proporcionada por granjas locales

A Delightful Apple: Nature's Perfect Snack!
Una manzana deliciosa. El merienda perfecto de la naturaleza



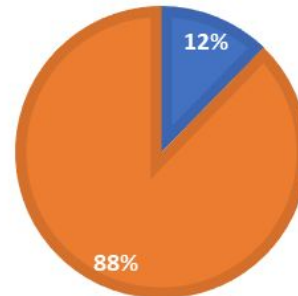
Now you try!

Beef, chicken, cheese tamales with graph of student feedback



WOULD YOU SELECT A TOMALE IF OFFERED IN
THE HOMECOOKING SECTION ON THE FIRST
FLOOR?

■ no ■ yes



FNS STAFFING

54 Employees

- Over 60% of the FNS staff are newly hired(less than 3yrs)

Staff training

- Free ServSafe to all FNS staff this year
- Choke-Safe training
- Partner with JSI and Project Bread for Professional Development
- Will offer DEI training to all FNS Employees



Finances

SY 2021-2022

Expenses Total

- \$2,008,660.60

Revenues Total

- \$2,754,168.71

Benefits

- \$745,508.11

SY 2022-2023

Expenses Total

- \$2,776,331.36

Revenues Total

- \$3,082,542.68

Benefits + Prior year

- \$1,061,719.43

Projection SY 2023-2024

Expenses Total

- \$2,646,758

Revenue Total

- \$2,713,459

Benefits

- \$66,701

Goals and Opportunities



- Increase Meal Participation
 - Second meal fund
- Increase Local food Procurement
 - State Contract for buying local
- Engage Students and Families
 - New recipes Marketing /Feedback
 - Taste testing and Focus Groups
 - Nutrition Education
- Invest in Program
 - New Kitchen Equipment
 - Staff Professional Development
- Apply for CACFP
 - Serve dinner at Salem High School



Developed by Project Bread, Birria seasoning, is a fiery and flavorful blend that will elevate your meals to the next level! Bursting with a bold mix of chili peppers, cumin, and other spices, birria seasoning perfectly complements beef, lamb, or chicken. This versatile seasoning can also add a zing to your veggies, soups, stews, and even rice dishes. Whether you're grilling, roasting, or slow-cooking, birria seasoning can be your go-to for a mouthwatering taste sensation. Try this recipe at home!

INGREDIENTS

- 1/2 cup Chili powder
- 1/2 cup Garlic powder
- 1/4 cup Onion powder
- 1 tsp Allspice
- 1 tsp Cinnamon
- 2 tsp Thyme
- 1 Tb Marjoram
- 1 Tb Black Pepper
- 2 Tb Cumin
- 2 Tb Coriander

DIRECTIONS

Mix all ingredients and store in an airtight container in a cool, dim, and dry area.



Salem
Food & Nutrition
Services



PROJECT BREAD



Department of Elementary and Secondary Education Reviews

Administrative Review

- **11/27/2023**
- **Schools**
 - **Bates**
 - **Salem High School**
 - **Witchcraft**

Procurement Review SY23-24

- **Date TBD**

Farewell Patricia Mento “Patty”



It is bittersweet to share the news that Patty Mento will be retiring from the Bates Elementary School at the end of October. Patty started with Salem Public Schools in November 1992. Her 30 years of service have been remarkable: she has the cleanest kitchen in the city while still cooking up a storm that feeds all hungry students. She has brought many wonderful ideas to her position that have carried over to other schools, including strategies to use two keypads to expedite meal service for the students. She will be greatly missed by both staff and students alike. We all love her wit and her love of a good joke. She has an infectious laugh that puts us all in a good mood.

Patty, farewell and thank you from your friends in FNS.

Questions?



Technology Items For Disposal - 8/2023

Type	Quantity	Reason
Chromebooks	550	Defective and not economical to repair - stripped for parts
Macbooks	50	Defective and not economical to repair - stripped for parts
VR Headsets	20	Outdated and have been upgraded
iMacs	55	Outdated computer lab iMacs
Printers	9	Defective and not economical to repair
Monitors	5	Defective and not economical to repair
Projectors	15	Defective and not economical to repair - stripped for parts
eMacs	2	Extremely outdated desktops
Doc Cameras	5	Defective and not economical to repair
Mac Minis	6	Defective and not economical to repair
Misc	-	Various keyboards, mice, and accessories that are defective