

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: December 14, 2023

REGULAR SCHOOL COMMITTEE MEETING

Notice is hereby given that the Salem School Committee will hold a **Regular School Committee meeting on December 18, 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/85301510726?pwd=WWxyNVBheEo5cnB0YjI4ZVp3dzZSQT09>

Passcode: 825136

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/14Q9SmC5cpsThk8k8>. 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 Regular SC meeting held on December 4, 2023
- B. Approval of Warrants: **12/7/23** - \$308,573.42; **12/14/23** - \$619,813.64
- C. Approval of Salem High School Harvard Model United Nations Delegation to Boston, MA from 1/25/24-1/28/24

IV. Public Comment

See above instructions for participating in public comment.

V. Student Showcase - Salem Prep High School

VI. Superintendent's Report

- A. ESSER Funding/HVAC Update

VII. Student Representative Report

VIII. Action Items: Old Business

IX. Action Items: New Business

X. Finance & Operations Report

XI. Subcommittee Reports

- A. Policy for first reading
 - Policy 5416 Use of Physical Restraint
 - Policy 1101.01 Non-Discrimination
 - Policy 4106 Nondiscrimination and Equal Employment Opportunity

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 14 de diciembre de 2023

REUNIÓN ORDINARIA DEL COMITÉ ESCOLAR

Por la presente se notifica que el Comité Escolar de Salem celebrará una **Reunión regular del Comité Escolar el 18 de diciembre de 2023 a las 7:00 p.m.** Esta reunión se llevará a cabo 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/85301510726?pwd=WWxyNVBheEo5cnB0YjI4ZVp3dzZSQT09>

Contraseña:[825136](#)


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. Los miembros del Comité Escolar desean recordar al público que los estudiantes de las Escuelas Públicas de Salem asisten regularmente a las reuniones del Comité Escolar. Animamos a todos los participantes de la reunión a modelar un discurso público respetuoso y productivo para nuestros jóvenes estudiantes.*

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/14O9SmC5cpsThk8k8>. Un miembro del personal reunirá todos los comentarios que serán compartidos con los miembros antes de

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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.

II. Aprobación de la Agenda

III. Aprobación de la Agenda Consensuada

- A. Aprobación del acta de la reunión regular del Comité Escolar celebrada el 4 de diciembre de 2023
- B. Aprobación de las órdenes de pago: **7-dic-23** - \$308,573.42; **14-dic-23** - \$619,813.64
- C. Aprobación de Salem High School Harvard Modelo de Naciones Unidas Delegación a Boston, MA de 25-ene-24-28-ene-24

IV. Comentario Público

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

V. Exhibición del estudiante - Escuela Superior Salem Prep

VI. Reporte del Superintendente

- a. Financiación de ESSER/Actualización de HVAC

VII. Reporte de la Estudiante Representativa

VIII. Elementos de Acción: Asuntos Antiguos

IX. Elementos de Acción: Asuntos Nuevos

X. Reporte de Finanzas y Operaciones

XI. Reportes de los Subcomités

- A. Política para primera lectura
 - Política 5416 Uso de restricción física
 - Política 1101.01 No discriminación

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



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Política 4106 No discriminación e igualdad de oportunidades en el empleo

XII. Inquietudes y Resoluciones del Comité Escolar

XIII. Clausura

Sometido respetuosamente por,

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.”

DRAFT
Salem Public Schools
Salem School Committee
Meeting Minutes
December 4, 2023

On December 4, 2023 the Salem School Committee held its regular School Committee meeting at 7:00 PM using a hybrid model.

Members Present: Mayor Dominick Pangallo, Ms. Mary Manning, Mr. Manny Cruz, Ms. Beth Anne Cornell, Ms. Amanda Campbell and Ms. Veronica Miranda

Members Absent: Dr. Kristin Pangallo

Members Present Virtually: Ms. Veronica Miranda (arrived in person at 7:35pm)

Others in Attendance: Superintendent Stephen Zrike, Ms. Elizabeth Pauley, Ms. Ellen Wingard, Dr. Kimberly Talbot, Mr. Christopher O'Donnell, Ms. Laura Assade, Mr. Marc LeBlanc, and Dr. Jill Conrad

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 Mr. Cruz.

Ms. Campbell	Present
Ms. Cornell	Present
Mr. Cruz	Present
Ms. Manning	Present
Dr. Pangallo	Not 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. Cruz. A roll call vote is taken.

Mr. Cruz	Yes
Ms. Manning	Yes
Ms. Cornell	Yes
Ms. Miranda	Yes

Ms. Campbell Yes
Mayor Pangallo Yes
Motion Carries 6-0

Approval of Consent Agenda

Ms. Manning makes a request to move Item C - Approval of Salem High School Basketball Team to Orlando, FL - out of order from the Consent Agenda.

Mayor Pangallo requested a motion to approve the Consent Agenda. Ms. Campbell motions for approval and seconded by Mr. Cruz. A roll call vote is taken.

Mr. Cruz Yes
Ms. Manning Yes
Ms. Cornell Yes
Ms. Miranda Yes
Ms. Campbell Yes
Mayor Pangallo Yes
Motion Carries 6-0

Superintendent Dr. Zrike makes a note that all School Committee members have an updated request regarding the approval of the Salem High School Basketball Team to Orlando, FL. This is a revised plan of the trip submitted by Mr. Doyle.

Ms. Manning notes one of her main concerns regarding this field trip is the students missing three days of school. The school committee requested a revised proposal at the last school committee meeting which was two weeks ago. Ms. Manning notes she has not been given more time to consider and she would have preferred this information much sooner. Ms. Manning notes this is mainly just a bonding trip with no basketball play. Ms. Manning notes there are plenty of options in Massachusetts to enjoy a bonding experience. Perhaps keep these annual trips more localized.

Mr. Cruz notes the MIAA would not include an exception to this trip so student athletes can engage in activities such as basketball.

Ms. Cornell notes her frustrations with the MIAA and we do need a more clear policy behind these field trip requests. There needs to be an educational component aligned with the request.

Mayor Pangallo notes the one month time frame does not allow enough of a time frame for field trip requests.

Mr. Doyle notes the benefits of team travel. Financially we cannot travel on a school vacation week. This proposal was a best case scenario with the parameters Mr. Doyle was given.

Mr. Cruz moves to approve Salem High School Basketball Team to Orlando, FL. Seconded by Ms. Manning.

Mr. Cruz Yes
Ms. Manning Yes
Ms. Cornell Yes
Ms. Miranda Yes
Ms. Campbell Yes

Mayor Pangallo
Motion Carries 6-0

Yes

Public Comment

The School Committee Secretary announced that there were no public comments.

Superintendent's Report

Human Resource and Staffing Update (Strategy 2.1, 2.4 and Strategy 4.2)

Dr. Jill Conrad notes the two priority areas that Human Resources works on the most. To empower educators and to strengthen our foundation. The Human Resources team welcomes all new staff, provides ongoing support and services to all employees, and works to achieve the district's talent acquisition and retention goals. Human Resources also works closely with the Payroll, DEI, Technology, and Academics teams as well as all principals and department leaders. The main department team goal is to be highly effective in serving the strategic talent needs of the district/schools and provide efficient, responsive services and support to all employees. Some of the work, besides just hiring, consists of recruitment/talent acquisition, hiring/onboarding, employee services, school services, management supports, labor relations, legal compliance, and data management.

Dr. Conrad notes for this current year the new hires consist from 7/1/23-11/14/23. The total of new hires for SY 23-24 as of 11/14/23 was 158 new hires. Overall, we've had fewer new hires this year than we had at this same time last year. We have had significantly more internal staff transfers this year than we had at this same time last year - already more than the total for last year. Some of this is likely due to principal transfers.

Ms. Cornell asks about keeping stability with staff while at the same time offering other opportunities to current staff. How to keep this balance?

Dr. Conrad notes retention trends. The retention rate is based on the number and percent of educators who were working in the same job classification from one school year to the next (via consecutive October EPIMS collections). The overall staff retention rates have trended downward (similar pattern statewide). We are diversifying the SPS Workforce at this time. Our diversity recruitment efforts, while improved in recent years, are still not where they need to be to meet our goals for student learning. We hired very close to the same proportions of new hires of color in SY23-24 as the previous year. 14.5 % of new teachers were of color, 40% new administrators were of color, and lastly 35.1% of new paras were of color. Historically, we have not done a great job retaining the staff of color that we have (see a significant dip from FY 22-23). However, early estimates show promise. We may have higher retention rates for our staff of color between FY 23 to FY 24.

Ms. Morenda asks if we have noticed patterns of which school buildings or where staff of color are leaving? Also, if there are any barriers to becoming an administrator, is there anything we can do as a district to assist with these barriers?

Dr. Zrike notes we do not have enough administrators of color and that we do need to look more closely at each school building and why staff of color are leaving. Emergency license closures will have an impact on our district. We can do more investing in leaders of color.

Ms. Laura Assade notes that as a district her and her team are making sure that all staff of color feel a sense of belonging. Utilizing the strategic plan to drive this work forward and avoid losing staff after two years. Some goals and plans to look forward to within the next 3 years are expanding our reach and pipelines and continue building the school leader capacity to recruit and retain staff of color.

Superintendent Self-Evaluation (Strategy 2.3)

Dr. Zrike has shared his self-evaluation with all School Committee members and has also posted his goals to view on the Salem Public Schools website.

Mr. Cruz notes for members of the committee that he has forwarded the tools and guidelines for each member to use for the Superintendent Self- Evaluation.

Student Representative Report

none

Old Business

none

New Business

- A. Deliberation and vote on approval for \$1000 donation from Cummings Properties to be used for the Music Program at Horace Mann Laboratory School

Mr. Cruz makes a motion to approve and Ms. Manning seconded.

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

Motion Carries 6-0

- B. Deliberation and vote on the request from All Business Basketball to waive the facility fee for the use of the Horace Mann Laboratory School gymnasium on 1/26/24-1/27/24 - Ms. Manning makes a motion to move this agenda item to the Building & Grounds subcommittee. Seconded by Mr. Cruz.

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

Motion Carries 6-0

Finance & Operations Report

none

Subcommittee Reports

Mr. Cruz and Mayor Pangallo just sent a letter to the STU for dates of bargaining. Mr. Cruz looks forward to another round of bargaining with the STU.

School Committee Concerns and Resolutions

Adjournment

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

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 8:45PM.

Respectfully submitted by,

Krista Perry

Executive Administrative Assistant to the School Committee & Superintendent

Field Trip Request Form - Salem Public Schools

Last Updated: October 2022

Directions: All educators seeking to take students on a field trip must obtain permission from the school principal. The school nurse must also review and sign off on each field trip. For local trips, please complete this form at least two weeks prior to the date of the proposed field trip. All overnight and/or out-of-state field trips require School Committee approval and must be submitted at least one month prior to the field trip.

I. General Information

School	Salem High School	Grade Level(s)	9-12	Date of Request:	12/6/2023	Date of Field Trip:	1/25 - 1/28 2024	
Trip Planner	Amy Selvaggio							
Contact Info	Phone: 978-771-3560			# of Students:		Depart:	Return:	
	Email: aselvaggio@salemk12.org			24		1/25 10:30 am	1/28 3:30 pm	
Destination	Name: Harvard Model United Nations Conference			Location and Duration				
Destination Address	Sheraton Boston Hotel 39 Dalton Street Boston, MA 02199			<input checked="" type="checkbox"/> Local trip (Salem/North Shore) <input checked="" type="checkbox"/> In-state – within MA <input type="checkbox"/> Out of state <input type="checkbox"/> Within the normal school day <input type="checkbox"/> Beyond normal school hours <input checked="" type="checkbox"/> Overnight trip				
Funding Source	For Bus: School Funds? For other (admissions costs, etc.): Fundraising/ Student Payment							

II. Learning and Accessibility

Instructional Alignment	Accessibility and Inclusion for All Students
<input type="checkbox"/> Alignment: The trip is aligned to grade-level standards. <input checked="" type="checkbox"/> Pre- and Post-Plan: Students will be prepared for the trip and will have the opportunity to synthesize new learning from the experience. <i>Comments:</i>	*District policy requires field trips to be accessible to all students. *Trip planners must ensure that all students (e.g., students with disabilities, multilingual learners, etc.) have the appropriate supports. <input checked="" type="checkbox"/> I understand these requirements. <i>Comments:</i>

III. School Nurse Review and Approval (School Nurse Signature Required)

Has the school nurse been notified of this field trip?	Has the roster of students been shared? Have medical concerns been reviewed?	Will a nurse be needed for this field trip?
<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
School Nurse Signature: <i>Kayla Patterson, RN</i>		Date: 12/17/23

IV. Food Services

Has the school's cafeteria manager been notified of this field trip?	Will students be eating lunch at school or on the field trip?	Are bag lunches needed for this trip?
<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> At school <input type="checkbox"/> On field trip	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No How many? ____
<i>Comments: Students are responsible for their own meals. Have been prepped</i>		

V. Transportation

Transportation needed:	<input checked="" type="checkbox"/> Bus (Complete <i>Transportation Request Form</i> and send to dbido@salemk12.org and vfaundes@salemk12.org at least two weeks before the trip.) <i>Student Activities</i>	<input type="checkbox"/> Public transportation <input type="checkbox"/> Walking <input type="checkbox"/> Other: _____
If traveling by bus:	Pick Up Time: 10:30 am Pick Up Location: Salem High School	Return Time: 3:00 pm Return Location: Salem High School

VI. Parent Involvement & Background Checks

Will any parents or volunteers be participating in this trip?	Will any have "direct and unmonitored contact" with students?	CORI required for ALL parents & volunteers (please submit forms 1--2 weeks ahead). Fingerprints required for those who will have direct & unmonitored contact with students
<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	

VI. Principal Review and Approval (Required for ALL Field Trips)

School Principal Signature: <i>[Signature]</i>	Date: 12/8/23
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MEMORANDUM

To: Dr. Stephen Zrike, Superintendent of Schools

From: Mr. Glenn Burns, Salem High School Principal

Date: December 4, 2023

Re: Harvard Model United Nations, 2024 Conference

This is to recommend the Salem High School Harvard Model United Nations Delegation be given permission to participate in the four-day conference in Boston, MA. This trip will take place from Thursday January 25 to Sunday January 28, 2024. Advisors/Chaperones, Amy Selvaggio and Jeffrey Snyder are both Salem High School teachers.

The delegation will stay at the Sheraton Boston Hotel. Cost of the trip is \$417.64 per student. They will travel by School Bus and the driver will have a CORI. A list of students attending, and most recent itinerary are enclosed. The students have planned and carried out fundraisers to defray the cost, and nine were awarded partial financial aid packages from Harvard.

This needs to be brought before the School Committee for approval so that additional planning can be completed. Thank you for your attention to this matter.

Please call me if you have any questions or concerns.

**Salem High School
Harvard Model United Nations
Memo**

To: Mr. Glenn Burns, Principal, Salem High School; Dr. Stephen Zrike, Superintendent, Salem Public Schools; Members of the Salem School Committee

From: Amy Selvaggio and Jeffrey Snyder, co-advisors of Harvard Model Government at Salem High School

Date: December 4, 2023

Topic: Attending the Harvard Model United Nations Conference at the Boston Sheraton Hotel, January 25- January 28, 2024

Participating in Harvard Model Government simulations has been a time-honored tradition at Salem High School for over three decades. We are looking forward to continuing this legacy at the 2024 Harvard Model United Nations Conference where our team of 24 exceptional scholars will have a front row seat to Harvard's world class program.

Harvard Model United Nations is an exciting opportunity for young leaders to debate the most pressing issues of the day and to draft innovative, creative solutions. At HMUN, delegates gain insight into the workings of the United Nations and the dynamics of international relations by assuming the roles of world leaders and international decision makers. Delegates dialogue on a range of complex issues, including international peace and security, and economic and social progress.

In 1927, Harvard held its first annual model League of Nations, followed by the first model United Nations conference in 1953. Run by a staff of Harvard undergraduates and overseen by prestigious faculty members, HMUN is one of the premiere UN simulations, attracting high school students from across the U.S. This year, Harvard is expecting roughly 4,000 students and advisors from across the world, making it a true living lesson in diplomacy both in and out of committee.

Students are expected to maximize their experience at HMUN by thoroughly researching their assigned country— Greece or Republic of North Macedonia— as well as committee, and topic. Leading up to the conference, students will be expected to meet with faculty advisors, Selvaggio and Snyder, to research roles on various committees including the Historic General Assembly, Disarmament and International Security Committee (DISEC), World Health Organization (WHO), World Conference on Women (WCW), United Nations International Children's Emergency Fund (UNICEF), International Labor Organization (ILO), and Court of Queen Elizabeth I, just to name a few. Additionally, within their committees, students will be expected to become experts on a range of specialized topics such as the sustainable food production, the refugee crisis in Ukraine, the global shift to preventative care, economic empowerment of women, etc.

After an initial research period, students are expected to write position papers as a final preparation for the conference where they put their research and debate skills to the test in a four day simulation of the United Nations. Additionally, they must confront the unique challenges of representing Greece or North Macedonia at the 2024 conference, adding a layer of complexity to the research, and debate processes.

This year, Harvard is marking the 70th Anniversary of the HMUN Conference which will take place Thursday January 25 through Sunday January 28, 2024. Students have been busy fundraising to help

cover the cost of the trip (\$95.93 Harvard Delegate Fee, \$321.71 for the hotel, plus spending money for food). We have sold 205 boxes of fudge, organized our annual Ugly Sweater Competition, conducted our Walsh Insurance parking lot fundraiser, and more. Additionally, nine of our students were awarded partial scholarships by Harvard.

As the co-advisors of Harvard Model United Nations, we ask that the students be allowed to attend the HMUN conference. Participation in HMUN will help instill an appreciation for and understanding of international diplomacy and the need for democratic processes throughout the world. In the current political climate, it is more important than ever to foster new generations to break the cycle of party politics and single nation interests. Research and debate on current world crises allows students to engage with a more global perspective and encourages leadership skills in their immediate communities.

Thank you for your time and consideration,

Amy K. Selvaggio & Jeffrey P. Snyder
Advisors, Harvard Model UN
Salem High School, Salem MA



ESSER & HVAC Update

December 18, 2023

Strategic Plan: Core Priorities

Priority One: Elevate Learning

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



Priority Three: Center Belonging

Build joyful, welcoming, and supportive school communities.



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 Four: Strengthen Our Foundation

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



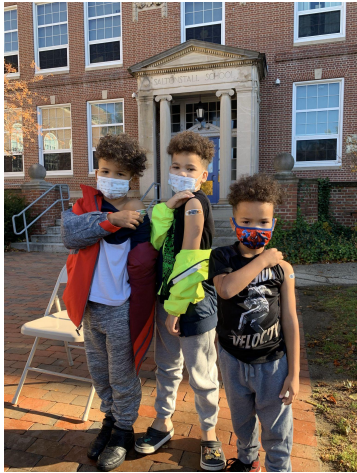
What is ESSER?

- Elementary & Secondary School Emergency Relief Fund (ESSER)
- \$15 million in one time federal relief between 2021-2024
- Funds spent on pandemic safety & recovery



Salem's ESSER: By the Numbers

	Allocation	Spent	%
ESSER I	\$1,096,282	\$1,096,282	100%
ESSER II	\$4,124,098	\$4,124,098	100%
ESSER III	\$9,246,186	\$6,138,898	66%
Total:	\$14,466,566	\$11,359,278	78%



Salem's ESSER funds have supported:

60 Staff positions:

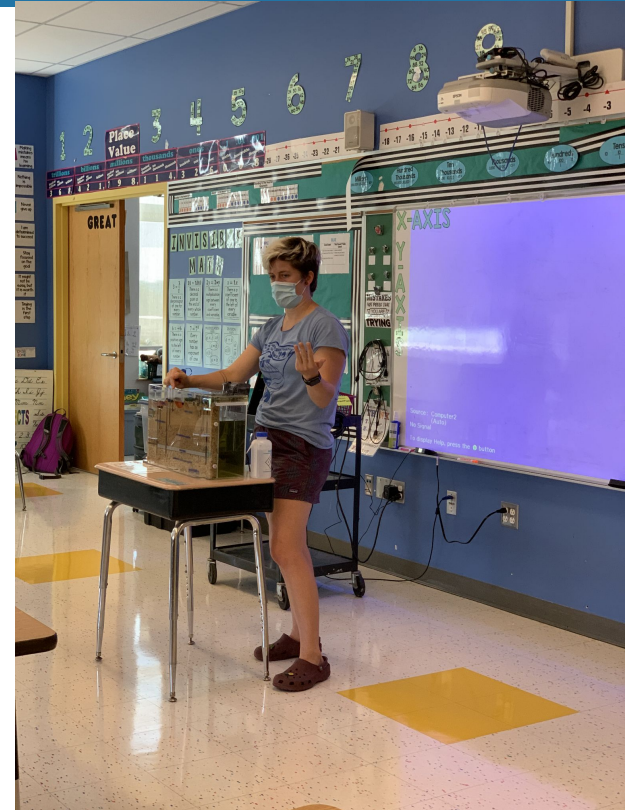
- ✓ Pre-K teachers & paras
- ✓ Paraprofessionals
- ✓ Behavior specialists
- ✓ Tutors & building substitutes
- ✓ New roles in facilities & in schools

Programming:

- ✓ Summer programming

Technology:

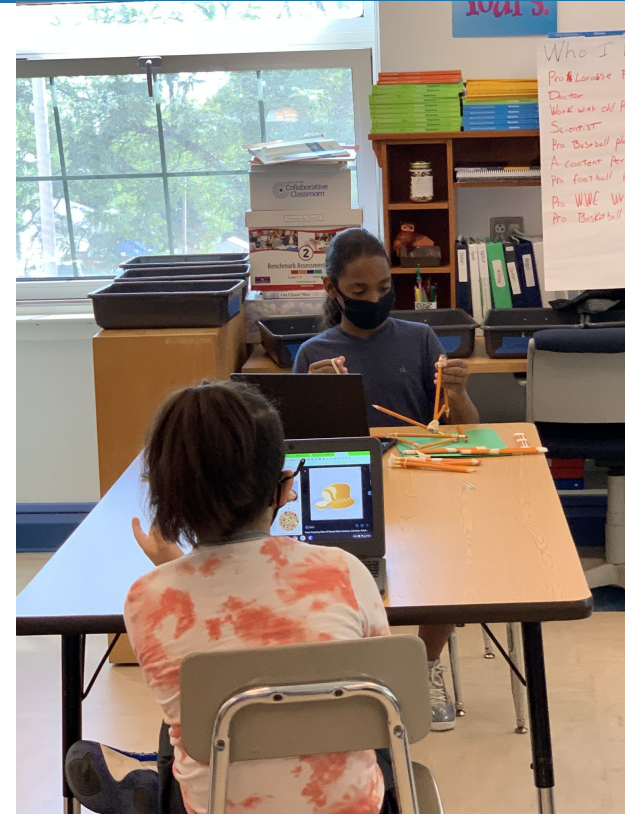
- ✓ Software licenses
- ✓ Chromebooks
- ✓ Instructional technology support



Salem's ESSER funds have supported:

Custodial Support & Supplies

- ✓ Additional custodial staff
- ✓ HVAC Technician
- ✓ Repairs, upgrades, & enhancements to ventilation and control systems
- ✓ Personal Protective Equipment for staff & students including:
 - masks,
 - gloves,
 - hand sanitizer,
 - gowns,
 - face shields,
 - desk shields,
 - way pointing signage,
 - sanitizing equipment & supplies



Salem's ESSER funds have supported:

Curriculum

- ✓ New elementary curriculum

Professional Development

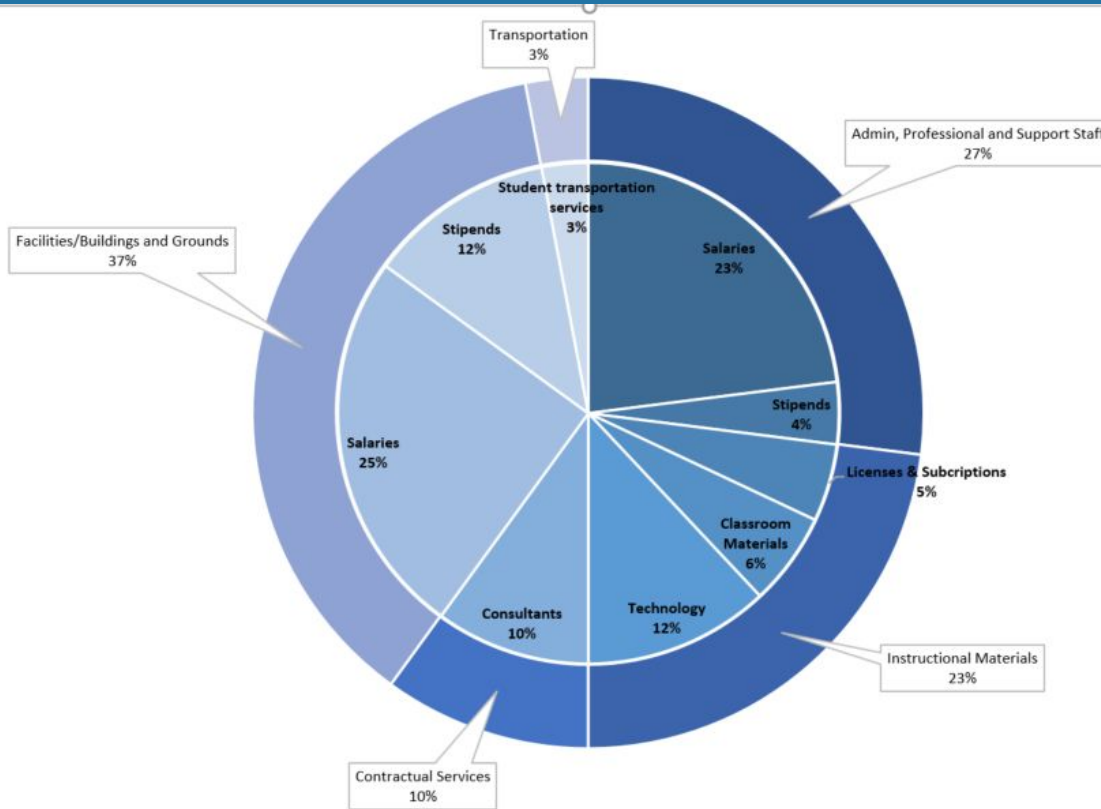
- ✓ Comprehensive anti-racism training modules for SPS staff
- ✓ Coaching

Other Pandemic Related Costs

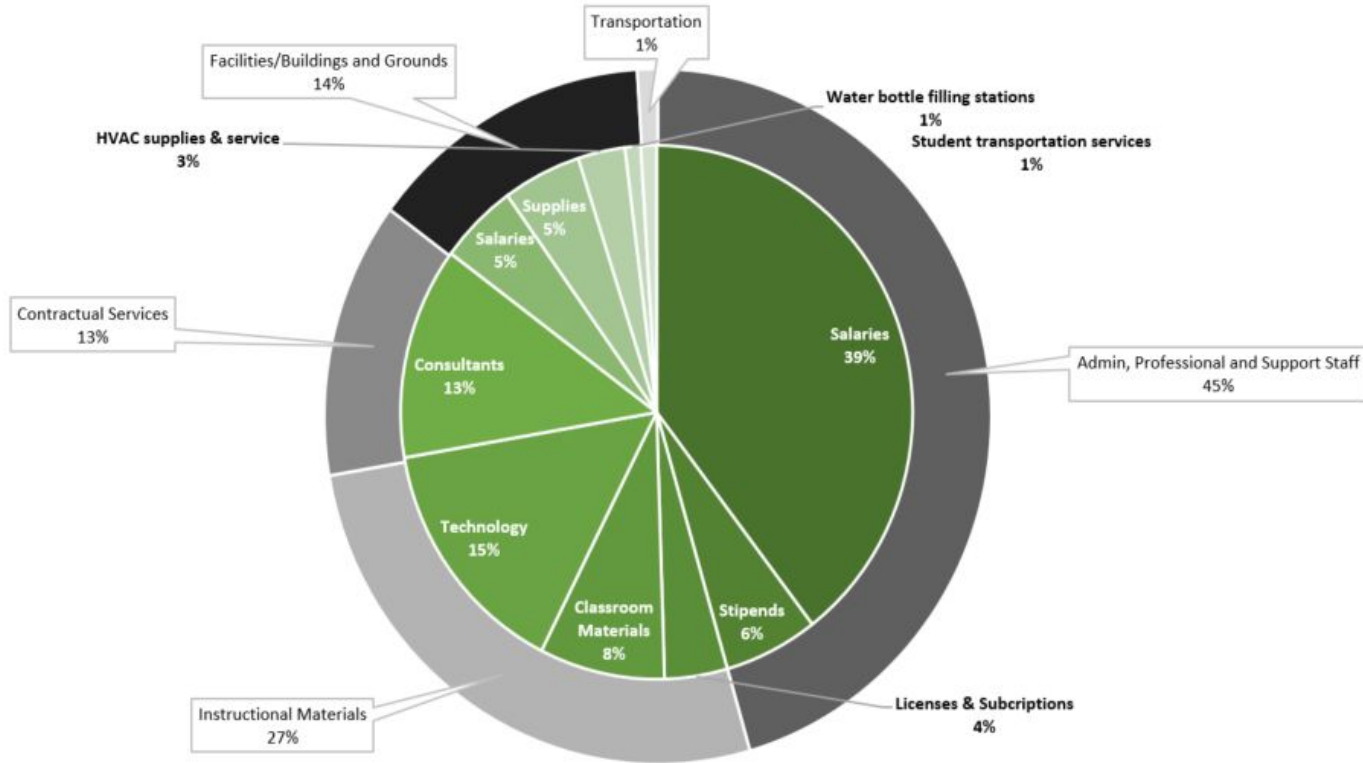
- ✓ Additional transportation
- ✓ New Furniture



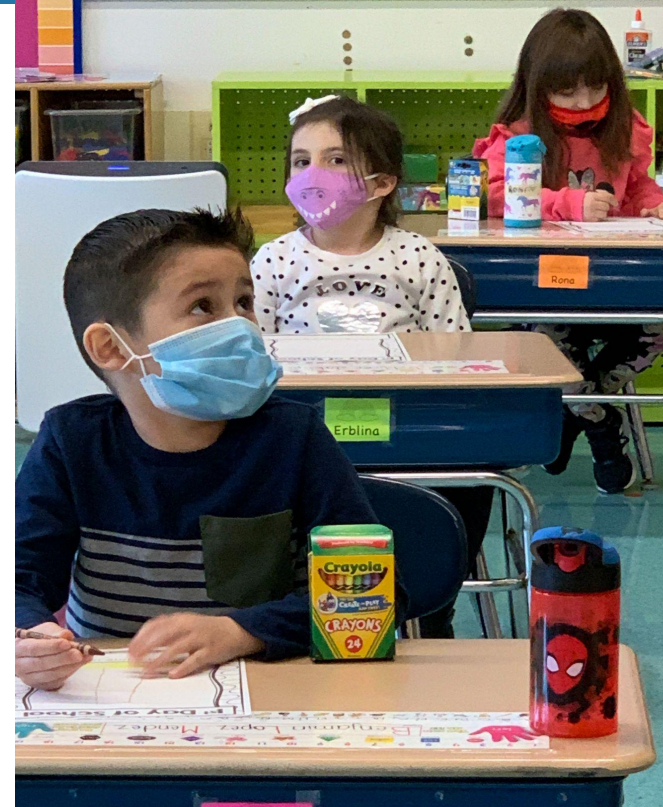
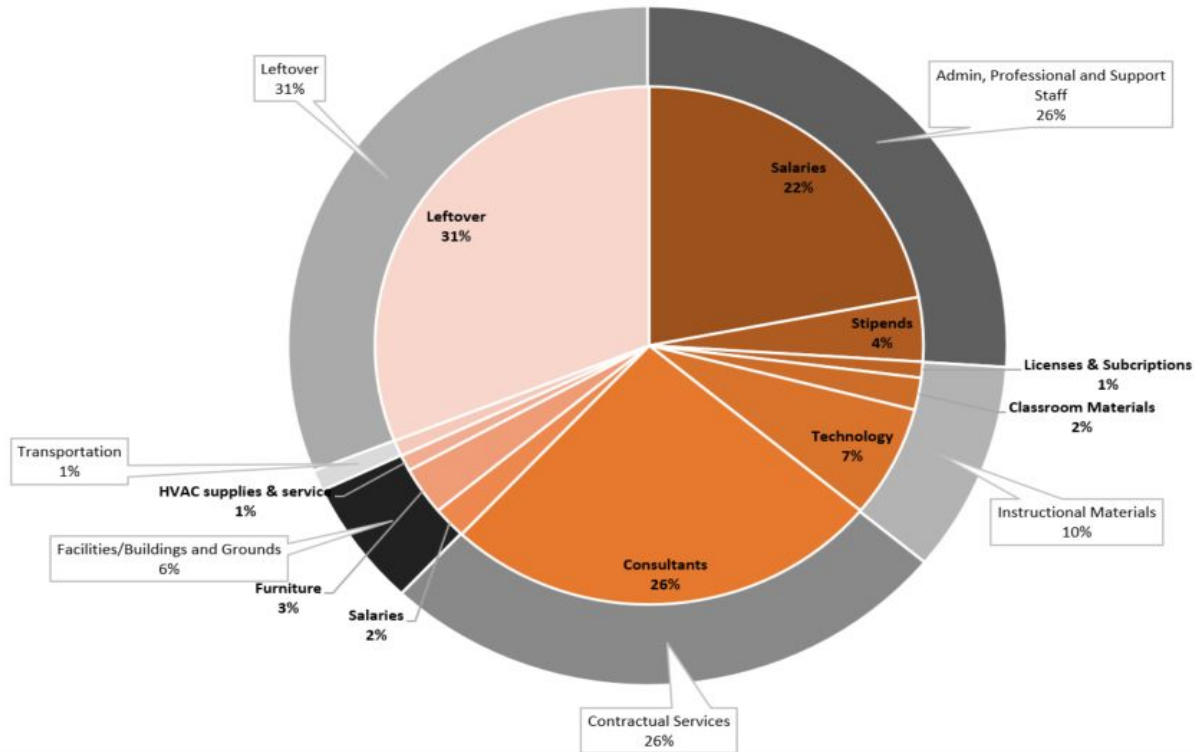
ESSER I Spending



ESSER II Spending



ESSER III Spending



What's Next?

- ESSER ends 9/24
- This year: spending the remaining funds strategically
- Next year: funding positions and programs supported by ESSER



Remaining FUNds:

- ✓ Personnel: ~\$1,8M
- ✓ Non Personnel: ~\$1,1M
- ✓ Remaining: ~\$700K+

SPS has significant HVAC Needs

- Boilers districtwide are old & in need of regular repair/maintenance to keep running
- HVAC Controls have failed are failing
- Chillers/cooling needs upgrading & repair, especially at Saltonstall & Collins

Recommendation: Invest in HVAC

- HVAC has been part of ESSER from the start
- ESSER funds can be paired with IVAQ funds (grant funding from the state) – expand the funds & timeline
- One time funds can upgrade equipment that will support health, safety and comfort in schools
- Funds can be leveraged by other funding sources:
 - Salem's Capital Budget
 - Grants
 - MSBA's Accelerated Repair Program

HVAC Recommendation:

Our Plan: Replace 2 Boilers + Some Controls

- Design costs & replacement of 2 Bates boilers (~\$800k)
- Controls at Bates, WHES (~\$400k)
- Other repairs as funds permit, including replacement for a control panel at SHS (\$75k-100k)

Rationale:

- Bates boilers are 23+ years old; oldest in the district
- Controls districtwide have failed or are failing
- 40 weeks lead time for boilers

Considerations & Next Steps

- **ESSER funds needs to be expended promptly**
- **Aligning with Ameresco Project**
- **Putting together specifications for the HVAC investments to begin soliciting bids in January**
- **Exploring the Accelerated Repair program for other capital needs & will partner with the city to prioritize capital projects.**

**STUDENTS AND INSTRUCTION 5000 STUDENT CONDUCT 5400 HARASSMENT
AND VIOLENCE 5410**

Salem Public Schools is committed to maintaining an educational and work environment free from all forms of harassment and violence. Harassment based on race, color, ethnicity, national origin, ancestry, religion, disability, age, genetic information, active military or veteran status, marital status, pregnancy, or pregnancy-related condition, gender, gender identity, sex, sexual identity, sexual orientation, physical appearance, or ~~home~~housing status or any other protected category as defined by state and/or federal law. Salem Public Schools has a commitment to maintaining an educational environment and workplace where bigotry and intolerance, or discrimination are not tolerated and where any form of intimidation, threat, coercion and/or harassment that insults the dignity of others and interferes with their freedom to learn or work is unacceptable.

It shall be a violation of this policy for any individual to inflict, threaten to inflict, or attempt to inflict violence or otherwise harass or interfere with a student's education or an employee's work through conduct or any other form of communication.

This policy applies to all school employees, students, volunteers, contracted vendors, and other members of the school community. Each member of the school community has a responsibility to ensure that harassment and violence does not occur in the schools or at school sponsored activities. The Superintendent shall ensure that all members of the school community are informed of this policy.

Harassment is unwanted or unwelcome physical or verbal behavior relating to an individual's actual or perceived race, color, ethnicity, national origin, ancestry, religion, disability, national origin, age, genetic information, active military or veteran status, marital status, pregnancy, or pregnancy-related condition, gender, gender identity, sex, sexual identity, sexual orientation, physical appearance, or ~~home~~housing status or any other protected category as defined by state and/or federal law which negatively impacts the educational or work environment. This includes, but is not limited to, unsolicited remarks, gestures, physical contact, bullying, threats and the display or circulation of written, online, or illustrated derogatory materials and/or threatening material either physically or electronically.

Sexual harassment refers to sexually motivated behavior that is unwelcome and personally offensive, and interferes with a student's education or an employee's work environment. Sexual harassment consists of unwelcome sexual advances, requests for sexual favors, sexually motivated physical conduct, or other verbal or physical conduct or communication of a sexual nature.

In addition, sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when any of the following occur:

1. Submission to such conduct or communication is made a term or condition either explicitly or implicitly to obtain or maintain employment or an educational opportunity.
2. Submission to or rejection of such conduct by an individual is used as the basis for employment or education decisions affecting such individuals .
3. Such conduct or communication whether intended or not, is unwelcome and has the purpose or effect of unreasonably interfering with an individual's work or educational performance or creating an intimidating, hostile or offensive work or educational environment.
4. The conduct creates an intimidating, hostile, or offensive work or school environment.

“While all forms of harassment are prohibited, state and federal law requires school districts pay particular attention to Sexual Harassment. Pursuant to Title IX of the Education Amendments of 1972 (“Title IX”), Salem Public Schools has a specific procedure to address sexual harassment as contemplated by Title IX.”

The definitions of discrimination, harassment and sexual harassment are broad. In addition to the above examples, other unwelcome conduct, whether intended or not, that has the effect of creating a school or work environment that is hostile, offensive, intimidating, or humiliating to either male, female or non-binary students or workers also may constitute discrimination, harassment and/or sexual harassment.

Any individuals who believe they have been harassed or who have witnessed or learned about the harassment of another person in the school environment, should inform the Principal as soon as possible. Staff who witness or have knowledge of actual or possible harassment or violence are required to report the incident to a Principal, even if the victim does not express disapproval or wish to file a complaint. If the individual does not wish to discuss the issue with the Principal, the individual should inform the Superintendent via the Title IX Coordinator as explained below. Staff who witness or have knowledge of actual or possible harassment or violence are required to report the incident to a building administrator, even if the victim does not express disapproval or wish to file a complaint.

TITLE IX COORDINATOR

The Title IX Coordinators are responsible for ensuring Salem Public School District’s compliance with Title IX and this Grievance Process. Contact information for the Title IX Coordinators, one responsible for staff issues and the other for student issues, can be found in the staff and student handbooks.

All verbal and written complaints will be investigated promptly and in as impartial and confidential a manner as possible, to ensure prompt and appropriate action.

Any student, employee or other member of the school community found to have engaged in harassment shall be subject to disciplinary action, including, but not limited to, warning, suspension, expulsion or termination, subject to applicable procedural requirements. In addition, retaliation against any individual who has brought harassment or other inappropriate behavior to the attention of the school administration, or who has cooperated in an investigation of a complaint under this policy, is unlawful and will not be tolerated by the Salem Public Schools. Retaliation may also result in disciplinary action, including, but not limited to, warning, suspension, expulsion or termination, subject to applicable procedural requirements.

Under certain circumstances, sexual harassment may constitute child abuse under Massachusetts General Laws Chapter 119, Section 51A. The Salem Public Schools shall comply with Massachusetts laws in reporting suspected cases of child abuse to the Department of Social Services.

Certain circumstances may violate state or federal Civil Rights, Hate Crimes, or Harassment statutes. The Salem Public Schools will comply with its Memorandum of Understanding and report appropriate incidents to the Salem Police Department.

Any individuals who believe that they have been the subject of any form of harassment or violence should report the conduct to a teacher or administrator. Staff will forward the complaint to the building administrator who will initiate an investigation.

Complaints may also be filed with the Civil Rights Compliance Officers/Title IX Coordinators, Salem Public Schools, 29 Highland Avenue, Salem, MA.

Anyone filing a complaint may pursue their rights under the law and file a complaint with the appropriate state and federal agencies at anytime www.mass.gov/mcad.

Commonwealth of Massachusetts: Massachusetts Commission Against Discrimination

1 Ashburton Place, Boston

Information and Complaints: 617-994-6000

Complaints must be filed within 6 months.

Federal Government: Education Department, Office for Civil Rights

33 Arch Street, Boston

Information and Complaints: 617-289-0111

Complaints must be filed within 180 days.

Federal Government: Equal Employment Opportunity Commission
J.W. McCormack Post Office & Courthouse, Boston
Information and Complaints: 617-565-3200

Complaints must be filed within 300 days.

Annually, each administrator will provide a written copy of this policy to all staff, and provide new employees with a copy at the time of their employment.

References:

Title VII of the Civil Rights Act of 1964, § 703; 42 USC 2000e et seq.

Title IX of the Education Amendments of 1972; 20 USC 1681 et seq.

Title II, Americans with Disabilities Act; 42 USC 12131-12134

The Rehabilitation Act of 1973, §504; 29 USC 794

MGL 151B

MGL 151C

MGL 119:51A

MGL 76:5

See Complaint Form

Approved August 16, 2021

Reviewed 12/15/23

COMMUNITY RELATIONS	1000
SCHOOL-COMMUNITY RELATIONS	1101
NONDISCRIMINATION	1101.1

The Salem Public School District has the responsibility to ~~reduce~~ **overcome**, as much ~~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 **identities and experiences** ~~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;~~
- 5.6. ———— 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 **race, color, ethnicity, national origin, ancestry, religion, disability, age, genetic information, active military or veteran status, marital status, pregnancy, or pregnancy-related condition, gender, gender identity, sex, sexual identity, sexual orientation, physical appearance, or home status** or any other protected category as defined by state and/or federal law ~~sex, sexual orientation, gender identity, age, race, color, national origin or socioeconomic status, religion and non-religion, disability or pregnancy.~~

If someone has a complaint or believes that they have been discriminated against because of their sex, sexual orientation, gender identity, age, race, color, national origin or ethnicity, socioeconomic status, religion and non-religion, disability, or pregnancy, they are 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

Approved: December 20, 2021

Reviewed 12/15/23

**PERSONNEL 4000 ALL EMPLOYEES 4100 NONDISCRIMINATION AND EQUAL
EMPLOYMENT OPPORTUNITY 4106**

The Salem Public Schools strives to provide a safe, respectful, and supportive learning environment in which all students can thrive and succeed in its schools. The Salem Public Schools prohibits discrimination on the basis of ~~race, color, ethnicity, national origin, ancestry, religion, disability, age, genetic information, active military or veteran status, marital status, pregnancy or pregnancy-related condition, gender, gender identity, sex, sexual identity, sexual orientation, physical appearance, or home status or any other protected category as defined by state and/or federal law~~ ~~race, color, sex, gender identity, religion, national origin, or sexual orientation~~ and ensures that all students have equal rights of access and equal enjoyment of the opportunities, ~~advantages, privileges, and courses of study.~~

The Salem School Department is also an equal opportunity employer and subscribes to the fullest extent to the principle of the dignity of all people and will take action to ensure that any individual within the Department who is responsible for hiring and/or personnel supervision understands that applicants are employed, assigned, and promoted without regard to ~~their~~ ~~race, color, ethnicity, national origin, ancestry, religion, disability, age, genetic information, active military or veteran status, marital status, pregnancy, or pregnancy-related condition, gender, gender identity, sex, sexual identity, sexual orientation, physical appearance, or home status or any other protected category as defined by state and/or federal law~~ ~~race, color, age, sex, national origin, religion, disability, veteran status, gender identity, or sexual orientation.~~

Inquiries or complaints regarding compliance with nondiscrimination laws may be directed to the superintendent's office.

Legal References: 603 CMR 26, Access to Equal Educational Opportunity
MGL 76:5, 151B:1-10, 151C:1-5

Section 504 of the Rehabilitation Act
Title IX of the Educational Amendments of 1972
Titles VI and VII of the Civil Rights Act of 1964
Age Discrimination Act of 1967 (ADEA)
Titles I and V of the Americans with Disabilities Act of 1990 (ADA)
Title II of the Genetic Information Nondiscrimination Act of 2008
(GINA)
Civil Rights Act of 1991

Approved: December 17, 2018

Reviewed 12/15/23