

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



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

***Mayor Kimberley Driscoll, Chair***

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

May 28, 2020 (Date Posted)

**REGULAR SCHOOL COMMITTEE MEETING ON June 1, 2020 REVISED**

Notice is hereby given that the Salem School Committee will hold a Regular School Committee meeting on **Monday June 1, 2020 at 7:00 p.m. This meeting will then move into Executive Session for the purpose under exemption 3 to discuss strategy with respect to collective bargaining with the Salem Teachers Union due to the fact that this discussion in open session may have a detrimental effect on the bargaining position of the public body. The Committee will not return to open session. This is an on-line meeting.**

**Zoom Meeting Link**

Please click the link below to join the webinar:

<https://us02web.zoom.us/j/86919545256?pwd=ejlFbFVoSndOdUtkdlJ3NG03ZkE4UT09>

Password: 939495

**Participating in Public Comment at the 6/1/20 SC Meeting**

Should any member of the Salem community wish to submit public comment to this meeting, please click on this link to submit your comment electronically:

<https://forms.gle/d4V5eYm3HD7HUPmK8>

A district staff member will be compiling all comments which will be shared with members prior to the end of the public meeting. Comments will also be summarized in the meeting minutes.

Please contact Jill Conrad at [jconrad@salemk12.org](mailto:jconrad@salemk12.org) with any questions or to report and technical difficulties you experience.

- I. Call of Meeting to Order
- II. Consent Agenda
  - a. Minutes of the Regular School Committee meeting held May 18, 2020
  - b. Approval of Warrants: May 21, 2020 in the amount of \$282,868.14; May 28, 2020 in the amount of \$447,235.13
- III. Approval of the Agenda
- IV. Student School Committee Representative Report
- V. Superintendent’s Report – Kathleen Smith
  - a. Budget Update-Census
  - b. Car Caravan Parade Celebrating the Class of 2020

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



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

*Mayor Kimberley Driscoll, Chair*

- c. Salem Re-entry Planning
  - d. Summer 2020 Plan
  - e. Parent Teacher Confernces and Transtion Meetings
  - f. Transition of BACS to BAIS
- VI. Action Items: Old Business
- a. Request from the City of Salem Department of Public Works to install a fiberoptic network shelter (SiFi) on Salem High School Property
- VII. Action Items: New Business
- VIII. Finance Report
- a. Budget Transfers
- IX. Subcommittee Reports
- a. Building and Grounds
- X. Public Comment
- XI. School Committee Concerns and Resolution
- XII. Adjournment

Respectfully submitted by,  
Jennifer A. Gariepy  
Executive Assistant to the School Committee  
& the Superintendent

“Persons requiring auxiliary aids and services for effective communication such as sign language interpreter, an assistive listening device, or print material in digital format or a reasonable motidfication 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.”

**Salem Public Schools  
Salem School Committee  
May 18, 2020**

On May 18, 2020 the Salem School Committee held their regular School Committee Meeting using the Zoom platform.

**In Attendance:** Kimberley Driscoll, Mary Manning, Ana Nuncio, James Fleming, Amanda Campbell, Kristin Pangallo, Manny Cruz, Jillian Flynn

**Others in Attendance:** Kathleen Smith, Kate Carbone, Jill Conrad, Kristin Shaver, Liz Polay-Wettengel, Deborah Connerty, Rebecca Westlake, Samantha Meier, Brian Edmunds, Jennifer Winsor

**Call to Order**

Mayor Driscoll called the meeting order at 7:00 p.m.

**Consent Agenda**

Mayor Driscoll requested a motion to approve the Consent Agenda. Mr. Fleming motioned to approve the Consent Agenda and Mr. Cruz seconded. A vote by rollcall was taken:

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

**Agenda**

Mayor Driscoll requested a motion to approve the Agenda. Mr. Fleming motioned to approve the agenda and Ms. Manning seconded. Vote by rollcall:

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

**Report of the Student Representative**

Ms. Flynn address the School Committee. She informed them she met with the Senior Officers and Dr. Zrike. She was happy to tell Dr. Zrike the role of the Student Advisory Council. She also

discussed her conversation with the Police Chief to collect donations of books for those who are staying in the field house due to covid-19. She reminded everyone that they are still collecting donations for this project. Ms. Flynn explained to the Committee the spirit week they have planned. Finally, she thanked the Committee for working with her. She stated that this would be her last meeting as she is graduating and going to Suffolk University in the fall to study Law.

Mayor Driscoll thanked Ms. Flynn for all her hard work on the Committee. The Mayor appreciated her relaying information from the whole student body. Ms. Manning and Mr. Fleming expressed their gratitude for her work as well.

### **Public Hearing**

Mayor Driscoll requested to open the Public Hearing for Participating in the Inter-District School Choice Recommendation: Mr. Fleming motioned to open the hearing at 7:13 p.m. Ms. Nuncio seconded. Mayor Driscoll called the vote by rollcall:

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

Motion carried to begin the public hearing. Mayor Driscoll asked Dr. Conrad to explain how people can participate in the public hearing. Dr. Conrad gave instructions on how to do this. She explained to the Committee, at this time no one has signed up for comment. She then requested if anyone has a comment to feel free to raise their hands now to speak about the school choice recommendation. Ms. Manning questioned if this was allowed since they needed to sign up ahead of time. Both Dr. Conrad and Mayor Driscoll agreed that if people would like to speak on this they can. After review of the audience, no hands were raised and no comments were made. Mayor Driscoll asked the Superintendent to give her recommendation. Superintendent Smith announced her recommendation. She explained in the past we have allowed up to 20 school choice students at Salem High School and up to 10 at New Liberty Innovation School. She explained that she is recommending that we increase our school choice at Salem High School to 10 students at each grade level and up to 12 at the New Liberty Innovation School. She asked for questions. Mayor Driscoll asked about the lower grades. The Superintendent explained that we don't have room throughout all schools. She explained that it is something the district can review next year. We did not include it in this year's recommendation. Dr. Pangallo asked how we will manage students who are attending on-line. She explained that students will easily be allowed to attend using the on-line platform. Superintendent Smith explained that although she agrees this could be an issue but at this time we did not consider this in this recommendation.

The Mayor requested a motion to close the Public Hearing. Mr. Fleming motioned and Mr. Cruz seconded.

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

Motion to close the Public Hearing carried.

### **Report of the Superintendent**

At this time, Superintendent Smith invited Rebecca Westlake to do a presentation on the English Language Learner Program. Ms. Westlake gave a presentation on the English Language Learners Program. She identified some concerns. She explained that in this population families are facing deportation fears. Along with this, most are working in our health care, grocery stores, and doing deliveries. Therefore, adults are not always home with their children to work on school. In addition to these hurdles, these families are also struggling with technology. She informed the Committee her department is doing everything they can to accommodate and reach out to families. On another note she announced that five students in the Salem district were awarded the Seal of Biliteracy. This is awarded to students who are literate in English and another language.

Mayor Driscoll thanked Rebecca and her staff for doing all they can for this population. At this time several other committee members thanked Ms. Westlake as well. The Mayor and Ms. Manning also added that our district is in really good shape with her guidance.

Superintendent Smith went on discuss the plans for pulling together a group to focus on summer school. She informed them they will work closely with families and support them in every way possible. She also discussed that DESE is working with consultants about coming back in the fall. Superintendent Smith discussed with the committee a partnership with Peabody, Beverly, and Salem. They are jointly putting together an RFP for a consultant as well.

Superintendent Smith invited Ms. Carbone to address the Committee. Kate informed the Committee she will give more information about the summer program at the next meeting. She also stated they are working to help those families without internet access. She stated our number of students with access has increased from 213 to 270. She also explained methods of providing tech support to families. Ms. Carbone updated the Committee on necessary purchases of books for students in prek-8. At this time, she announced several members of our staff have received their Masters' or CAGS. She then went on to recognize each of them individually. The Mayor was happy to see so many receive their higher education and those who have been able to move into leadership roles within the district.

Ms. Connerty addressed the committee next. She updated them on remote services. She informed the Committee that parents are seeking training to help them work with their special education students. The district is working on a video training. She informed them the Speech and Language Pathologists were able to complete their required training and the district is ahead of the game in this area. The parents are happy with their service schedules we are providing. Ms. Connerty also informed the Committee she is very proud of her department who are holding IEP meetings and managing mediations during the closure. She was also pleased that 95% of paraprofessionals have been attending classrooms and participating in the remote learning program.

Dr. Conrad gave a brief update to the Committee. She continued to inform the Committee the Kindergarten enrollment numbers are lower than previous years. She reminded the public that registration is open for parents to register their students. Mr. Cruz requested a flyer with the hours of operation. Jill reminded everyone they can call and make an appointment to do their paperwork. Dr. Pangallo reminded the group that not all parents have printers to use to print out the forms at home.

Liz Polay-Wettengel updated the committee on communication. She described a video she is working on with the incoming superintendent. Dr. Zrike will be holding meetings with parents. Liz reminded the public to reach out to her to schedule a meeting with Dr. Zrike. Ms. Polay-Wettengel spoke about food delivery. She informed the public there is plenty of food for those in need. There is information on the website about this as well.

Dr. Meier Principal of Salem High School went over several upcoming events. These will be done virtually. Mr. Edmunds informed the Committee his school is involved with the Salem High School events. New Liberty Innovation School will also hold a virtual graduation. They will also be having a photo shoot.

Superintendent Smith addressed the committee about a waiver request to the state to reduce the school year by four days. Mayor Driscoll requested a motion to approve the request. Dr. Pangallo motioned and Mr. Fleming seconded. The vote was done by rollcall:

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

Motion Carried to send a waiver to the Department of Elementary and Secondary Education for a four day reduction of the school year.

## Finance Report

Kristin Shaver addressed the Committee on budget items. She requested a decision on payment to the transportation company due to the closure. She discussed how other communities are handling payment to the bus companies. She then asked for a vote on a decision on payment for the remainder of the year. Mayor Driscoll discussed the fact that we did not receive services for an extended period of time. Ms. Manning asked for clarification on which buses we are referring to. The clarification was the out of district students and our regular daily buses. Dr. Pangallo asked if we don't pay will there be issues with contracting the companies in the future. Ms. Shaver explained that many districts are not paying for services from April 17 through the remainder of the year. Mr. Fleming suggested 0% of payment from April 17 on and 58% for the remaining time. Mayor Driscoll reminded Mr. Fleming the number is 55% not 58%.

Ms. Manning motioned to pay 55% payment from March 13-April 17 and 0% from April 18 through the remainder of the year. A vote by rollcall:

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

The motion carried to pay the bus companies 55% from March 13, 2020 through April 17, 2020 and 0% from April 18, 2020 through the remainder of the year.

Mayor Driscoll addressed the Committee to inform them about the 2020-2021 budget. She stated we are not in good shape. The Mayor attended a budget retreat. She said we should expect to see up to a 15% cut in local aid. This equates to 5.2 million dollars in cuts. She explained Salem is down in revenues due to COVID 19. She explained that a 4.5% increase is our level service funding and if we fund this there will be cuts in positions. She advised that if there are cuts we can make we need to identify them now. It is her hope to maintain people. She then asked for questions.

Mayor Driscoll then moved on to the Public Hearing on the Inter-district School Choice Program. She referred to Superintendent Smith for the recommendation to vote. Superintendent Smith recommended that we increase school choice enrollment at Salem High School to 20 and at the New Liberty Innovation School to increase it by 2. Mayor Driscoll asked for a motion to approve the recommendation. Mr. Fleming motioned and Dr. Pangallo seconded. A vote by rollcall was taken.

Ms. Manning:	Yes
Mr. Fleming:	Yes
Dr. Pangallo:	Yes

Ms. Nuncio: Yes  
Mr. Cruz: Yes  
Ms. Campbell: Yes  
Mayor Driscoll: Yes

Motion carried to approve the recommendation from the Superintendent for the Inter-district School Choice Program.

### **Subcommittee Reports**

Mayor Driscoll asked Ms. Nuncio for her update on the Policy Subcommittee report. Ms. Nuncio announced that they reviewed the transportation policy. Mary reminded Ana that we are requesting the Mayor attend the next meeting in regards to the public comment policy.

### **School Committee Concerns and Resolutions**

Dr. Pangallo asked for an update on the email and the opening of the parent portal. She also is looking forward to parent feedback on our on-line learning platform.

### **Public Comment**

Dr. Conrad presented the public comment. Victoria Masone of 99 Essex Street. She is requesting data by grade on student participation in the online learning platform. Also she is asking how we will address assessing students going into the next grade. She would also like the district to explain how they will make up lost learning time. Finally she would like to be reassured that students are not just being moved prematurely to the next grade level.

Carol Carr former Head Teacher of the Business Department at Salem High School wrote about her concerns about the lack of a business department at the high school. She explained that during her tenure the Business Department was awarded grants due their excellence. She explained that there were several courses consolidated and redesigned that no longer encompass courses previously offered. She asked that all former business students reach out to the school committee about the demise of the Business Department.

Mayor Driscoll thanked Dr. Conrad. She explained that public comments will be followed up on by the school department.

Mayor Driscoll requested a motion to adjourn. Mr. Fleming motioned and Ms. Manning seconded. A vote was taken by rollcall:

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



The motion carried to adjourn at 9:21 p.m.

Respectfully submitted by,

*Jennifer Gariepy*  
Executive Assistant to the School Committee  
& the Superintendent



# Salem High School Graduation Date Change

Presentation to the School Committee  
June 1, 2020

# Salem High School Graduation Date

## Original Plan

- Yearbook signing on Wednesday, November 25 after the annual Pep Rally, followed by the traditional drive around the building
- Senior Prom on Friday, November 27 at the Ipswich Country Club.
- Graduation ceremony on Saturday, November 28.

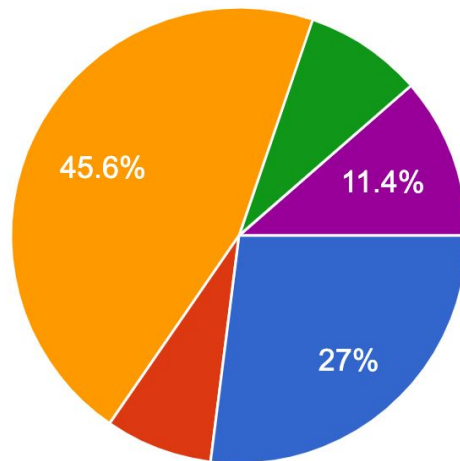
## New Information

- May 18 - Governor Baker released guidance for summer graduations
  - Outdoor locations that can accommodate social distancing
- Lull in COVID cases in early August
- Projected spike in cases in November/inability to have ceremony outside
- Parent feedback asking for reassessment of scheduled graduation
- Survey of parents and students

# Survey Results

Please select one of the following options for the date for the graduation ceremony for the Class of 2020:

263 responses



- Friday, August 7
- Friday, August 14
- Either August 7 or August 14 (no preference as to week, but please hold it in August)
- Saturday, November 28 (original plan)
- No preference as to any date



# SPS Summer 2020

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# SPS Summer Program Priorities

1. **Connections** - Embed multiple ways students connect with peers and adults.
2. **Strengths Based Approach** - Identify each child's strength early and build off of those strengths to help them face personal challenges.
3. **Welcoming, Structured Environment** - Ensure each student experiences a welcoming, joyful environment where she/he/they feel safe to explore their feelings within structures that teach and reinforce positive social behaviors.
4. **Engagement** - Opportunities to “re-spark” students' engagement in academic material based on personal interests and newfound skills.

*Program priorities adapted from The Center for Mental Health in Schools, Dept. of Psychology, UCLA.*

Students we must engage



- Learning Lab @ Bates/HMLS
- YMCA Summer Academy (elementary)
- Expanding Horizons with LEAP (middle)
- Not Yet Academy (high)
- Extended Year Special Education Program

Students we should engage



- SPS Mentor Program
- Community run camps

All students



- Transitioning Back Appointments (50% summer/50% SY)
- Independent Summer Learning Connections

#### KEY

**Students we must engage:** those students who schools identified before or during the closure as potentially benefiting *the most* from summer connection; these students also have access to “Should” and “All” categories

**Students we should engage:** those students who schools identified before or during the closure as potentially benefiting *a great deal* from summer connection; these students also have access to “All” category



Students we must engage



- Learning Lab @ Bates/HMLS
- YMCA Summer Academy (elementary)
- Expanding Horizons with LEAP (middle)
- Not Yet Academy (high)
- Extended Year Special Education Program

Students we should engage



- SPS Mentor Program
- Community run camps

All students



- Transitioning Back Appointments (50% summer/50% SY)
- Independent Summer Learning Connections

#### KEY

**Students we must engage:** those students who schools identified before or during the closure as potentially benefiting *the most* from summer connection; these students also have access to “Should” and “All” categories

**Students we should engage:** those students who schools identified before or during the closure as potentially benefiting *a great deal* from summer connection; these students also have access to “All” category





# SPS Mentor Program

## Program Goals

- Foster connection to peers and adults through SEL curriculum and games
- Maintain continuity between school years
- Familiarize students with online behavior and skills

## Target Population

- 200-300 (depending on staffing) of referred students in the “should engage” category; all ages

## Content

- Curriculum built from school year SEL curricula and online games/activities in groups of five students to one adult

## Dosage

- 35-45 minutes 2x per week for 6 weeks starting July 9th

## Staffing

- 40 to 50 SPS staff from different positions

# Transition Back Appointments

## Program Goals

- Enable teachers to better and more quickly meet the needs of all kids in the fall
- Assess SEL development
- Assess reading and math levels
- Assess remote learning effectiveness

## Target Population

- All SPS students (50% to occur in August; 50% in Sept.)

## Content

- Content pulled from instructional coaches, CCNX, SPS survey)

## Dosage

- One hour appointments in person or virtually once per student over

## Staffing

- Educator from the school each child attends (ideally their teacher for fall)

**Memo:**

To: Salem School Committee

From: Kristin Shaver

Date: June 1, 2020

Re: FY20 Budget Transfer Request 9

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The following transfer is requested to cover the cost of Homeless Transportation through March 13<sup>th</sup>, 2020.

<b>Account Description/Use</b>	<b>Account Number</b>	<b>Amount From</b>	<b>Amount To</b>
Pupil Transportation	13570151-5333	\$75,000	
Homeless Transportation	13640181-5334		\$75,000

I recommend approval of the transfer.



**Memo:**

To: Salem School Committee

From: Kristin Shaver

Date: June 1, 2020

Re: FY20 Budget Transfer Request 10

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The Curriculum, Instruction & Assessment Department requests the following transfer to allow the purchase of curriculum materials.

<b>Account Description/Use</b>	<b>Account Number</b>	<b>Amount From</b>	<b>Amount To</b>
Textbooks	13570141-5511	\$1,150	
Educational Training	13570141-5317	28,200	
Contracted Services	13570141-5320	2,750	
Instructional Supplies	13570141-5514		\$32,100

I recommend approval of the transfer.



**Memo:**

To: Salem School Committee

From: Kristin Shaver

Date: June 1, 2020

Re: FY20 Budget Transfer Request 11

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The Curriculum, Instruction & Assessment Department requests the following transfer to allow the purchase of curriculum materials and cover the costs of remote learning.

<b>Account Description/Use</b>	<b>Account Number</b>	<b>Amount From</b>	<b>Amount To</b>
Contracted Services	13701331-5320	\$40,000	
Instructional Supplies	13570141-5514		\$40,000

I recommend approval of the transfer.



**Memo:**

To: Salem School Committee

From: Kristin Shaver

Date: June 1, 2020

Re: FY20 Budget Transfer Request 9

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The following transfer is requested to cover the cost of Homeless Transportation through March 13<sup>th</sup>, 2020.

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Pupil Transportation	13570151-5333	\$75,000	
Homeless Transportation	13640181-5334		\$75,000

I recommend approval of the transfer.



**Memo:**

To: Salem School Committee

From: Kristin Shaver

Date: June 1, 2020

Re: FY20 Budget Transfer Request 10

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The Curriculum, Instruction & Assessment Department requests the following transfer to allow the purchase of curriculum materials.

<b>Account Description/Use</b>	<b>Account Number</b>	<b>Amount From</b>	<b>Amount To</b>
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Educational Training	13570141-5317	28,200	
Contracted Services	13570141-5320	2,750	
Instructional Supplies	13570141-5514		\$32,100

I recommend approval of the transfer.



**Memo:**

To: Salem School Committee

From: Kristin Shaver

Date: June 1, 2020

Re: FY20 Budget Transfer Request 11

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The Curriculum, Instruction & Assessment Department requests the following transfer to allow the purchase of curriculum materials and cover the costs of remote learning.

<b>Account Description/Use</b>	<b>Account Number</b>	<b>Amount From</b>	<b>Amount To</b>
Contracted Services	13701331-5320	\$40,000	
Instructional Supplies	13570141-5514		\$40,000

I recommend approval of the transfer.

