

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



Ms. Beth Anne Cornell
Mr. Manny Cruz
Ms. Amanda Campbell

Mayor Kimberley Driscoll, Chair

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

DATE POSTED: November 17, 2022

REGULAR SCHOOL COMMITTEE MEETING

Notice is hereby given that the Salem School Committee will hold a **Regular School Committee meeting on November 21, 2022 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/86302571201?pwd=eTN5O3padXhYekNXUmNqa1NDcG94OT09>

[Passcode: 535735](#)


I. Call of Meeting to Order

A. Summary of Public Participation Policy (SC Policy #6409).

Read aloud: *The Salem School Committee would like to hear from the public on issues that affect the school district and are within the scope of the Committee's responsibilities. Spanish interpretation is available for anyone who needs it.*

B. Live Spanish Interpretation.

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

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

C. Instructions for Participating in Public Comment

Should any member of the Salem community wish to participate in public comment during this meeting, please click on the below link to sign up and submit your comment electronically: <https://forms.gle/4zXSfsn1fxy5Nyw59>. 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 November 7, 2022
- B. Approval of Warrants: **11/17/22** - \$1,215,937.77

IV. Public Comment

See above instructions for participating in public comment.

V. Superintendent's Report

- a. Reflection from the Teacher of the Year- Marta Garcia
- b. Technology Update
- c. Staffing Report

VI. Student Representative Report

VII. Action Items: Old Business

VIII. Action Items: New Business

IX. Finance & Operations Report

X. Subcommittee Reports

- a. no substantial changes
1407 School Accreditation Agencies
- b. Policies for second reading:
1403 Relations with Planning Department
1404 Department of Children and Families
1405 Relations with Community Organizations
1406 Relations with School Systems and Agencies

XI. School Committee Concerns and Resolutions

XII. 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. James M. Fleming
Dra. Kristin Pangallo**



**Sra. Beth Anne Cornell
Sr. Manny Cruz
Sra. Amanda Campbell**

Alcaldesa Kimberley Driscoll, Preside

“Conozca sus Derechos según la Ley de Reuniones Abiertas, M.G.L. c.30A § 18-25 y Secciones de Ordenanzas de la Ciudad 2-2028 hasta 2-2033”

FECHA DE PUBLICACIÓN: 17 de noviembre de 2022

REUNIÓN REGULAR DEL COMITÉ ESCOLAR

Se notifica que el Comité Escolar de Salem celebrará una **reunión regular del Comité Escolar el 21 de noviembre de 2022 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 de abajo.

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

<https://us06web.zoom.us/j/86302571201?pwd=eTN5O3padXhYekNXUmNqa1NDcG94QT09>

Contraseña: [535735](#)


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/4zXSfsn1fxy5Nyw59>. 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. James M. Fleming
Dra. Kristin Pangallo*



*Sra. Beth Anne Cornell
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- II. **Aprobación de la Agenda**
- III. **Aprobación de la Agenda Consensuada**
 - A. Aprobación del acta de la reunión regular del comité escolar celebrada el 7 de noviembre de 2022
 - B. Aprobación de las órdenes de pago: **17-nov-22** - \$1,215,937.77
- IV. **Comentario Público**

Favor de ver arriba las instrucciones sobre cómo participar en los comentarios públicos.
- V. **Reporte del Superintendente**
 - a. Reflexión de la maestra del año- Marta García
 - b. Actualización de la tecnología
 - c. Informe sobre la dotación de personal
- VI. **Reporte de la representante estudiantil**
- VII. **Elementos de Acción: Asuntos Antiguos**
- IX. **Elementos de Acción: Asuntos Nuevos**
- X. **Reporte de Finanzas y Operaciones**
- XI. **Reportes de los Subcomités**
 - a. sin cambios sustanciales
1407 Agencias de Acreditación Escolar
 - b. Políticas para segunda lectura:
1403 Relaciones con el Departamento de Planificación
1404 Departamento de Niños y Familias
1405 Relaciones con las organizaciones comunitarias
1406 Relaciones con los sistemas y organismos escolares
- XII. **Inquietudes y Resoluciones del Comité Escolar**
- XIII. **Clausura**

***Sra. Mary A. Manning
Sr. James M. Fleming
Dra. Kristin Pangallo***



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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
November 7, 2022

On November 7, 2022 the Salem School Committee held its regular School Committee meeting at 7:00 PM using a hybrid model.

Members Present In-Person: Ms. Mary Manning, Mr. James Fleming, Mr. Manny Cruz, Ms. Amanda Campbell, Dr. Pangallo, Ms. Beth Anne Cornell

Members Absent: Mayor Driscoll

Others in Attendance: Superintendent Stephen Zrike, Deputy Superintendent Kate Carbone, Assistant Superintendent Elizabeth Pauley, Rubén Carmona, Marc LeBlanc, Linda Farinelli, Student Representative Natalia Feliz.

Call of Meeting to Order

Mr. Manny Cruz calls the meeting to order at 7:01pm and requests a call of attendance. He explained the Public Participation Policy 6409 and also explained the availability of Spanish interpretation.

Attendance

Mr. Manny Cruz recognizes the attendance with members absent and joining virtually.

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

Approval of Agenda

Mr. Cruz requested a motion to approve the Regular Agenda. Mr. Fleming motioned and Ms. Cornell seconded. A roll call vote was taken.

Ms. Campbell Yes
Ms. Cornell Yes
Mr. Cruz Yes
Mr. Fleming Yes
Ms. Manning Yes
Dr. Pangallo Yes
Motion carries 6-0

Approval of Consent Agenda

Mr. Cruz requested a motion to approve the Consent Agenda. Motion made by Mr. Fleming. Seconded by Ms. Cornell. Motion carries

Ms. Campbell Yes
Ms. Cornell Yes
Mr. Cruz Yes
Mr. Fleming Yes
Ms. Manning Yes
Dr. Pangallo Yes
Motion carries 6-0

Public Comments

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

Superintendent’s Report

- a. Presentation of M.A.S.S. Superintendent’s Award for Academic Excellence
- b. PreK/Kindergarten registration process & timeline
- c. Finance & Operation Update
- d. Carlton Innovation Plan Renewal

Ms. Manning acknowledges the passing of one of the middle school teachers; Ms.Linda Darisse (Coughlin). Ms. Manning would like to acknowledge her work she has done through the years and asked for a moment of silence for her passing.

Mr. Cruz notes that we are joined by Student Representative Natalia Feliz and would like to take a moment to acknowledge her presence today.

Mr. Cruz notes that the Approval of Salem High School Color Guard & Percussion Ensemble Competition has already been approved by the School Committee.

Presentation of M.A.S.S. Superintendent’s Award for Academic Excellence

Dr. Zrike begins acknowledging the winner of the M.A.S.S. Superintendent’s Award for Academic Excellence. This is an award given to a high school student who has distinguished themselves in

the pursuit of excellence during their high school years. The criteria are three years cumulative average, rank in class, personal selection by the Superintendent. The award is given to Molly Mercier. This student is an independent thinker who has accelerated academically and socially during her Salem Public School's career. Ms. Mercier is a reflective student who frequently challenges herself and her classmates to broaden their vision, expand their views and be open to new ideas and experiences along with academically challenging herself through all core courses at the honors and AP levels. Ms. Mercier has earned 8 credits in science while maintaining a cumulative GPA of 4.68. Ms. Mercier has also dedicated her time in school to a variety of valuable extracurricular offerings and activities she has been a member and now office and student governments in sophomore year a delegate in Harvard UN for the past 3 three years, a peer mentor, a lacrosse and volleyball captain, a unified champion athlete, and the recipient of the SMith Book Award in her junior year for strong Academics leadership and concern for Molly's natural enthusiasm and her empathy have significantly and positively impacted Salem High School and Molly is most desirous of awarded the 2022 Massachusetts Superintendents Award.

Dr. Zrike notes our Student Showcase. This month we feature Carlton Innovation School. Several Carlton students presented their Farm School field trip experiences in three different languages. The staff taught the students how to be student farmers. Multiple students expressed their appreciation from the farm school. The students planted and harvested vegetables as well as cared for the animals. They stacked wood and brought the chickens breakfast. They also were able to feed and take care of the cows. Students also walked and drove horses. One student describes how they used Carlton's core values on the farm.

Dr. Zrike thanks the teachers, Principal Jellison, parents, and students for a very impressive presentation.

Mr. Fleming notes you can see the pride in the teachers watching each student speak about their field trip. Mr. Fleming wants to thank all the teachers for each student performing so well as they each presented.

Ms. Feliz notes she was happy to see these students having such a wonderful interactive experience at the Farm School.

Dr. Pangallo notes how grateful she is for the students sharing their experiences. She knows the school committee approved this field trip at a past school committee meeting but now she has a much better idea of what exactly the students did.

Mr. Cruz notes how impressive it was to see a multimedia presentation as well as the presentation being done in three languages.

Mr.Cruz entertains a motion for a three minute recess to allow students and teachers to exit. Motion made by Ms. Manning. Seconded by Ms.Pangallo.

Ms. Campbell Yes
Ms. Cornell Yes
Mr. Cruz Yes
Mr. Fleming Yes
Ms. Manning Yes
Dr. Pangallo Yes
Motion carries 6-0

Carlton Innovation Plan Renewal

Dr. Zrike notes the Carlton Innovation Plan Renewal and also notes teachers present at SC meetings from Carlton Innovation School are Ms. Jellison, Ms. Weaver, and Ms. Osgood. Dr. Zrike would like the committee to take action for approval of the renewal.

Mr. Cruz takes a motion so then we can go into a discussion on this renewal. Motion made by Dr. Pangallo, seconded by Ms. Campbell. Under discussion.

Ms. Cornell notes she had the opportunity to read the plan, which is very detailed and thorough. She is familiar with the plan overall because she has worked on it as a parent and as a school council member at Carlton. The way the plan evolves and how the staff is very self reflective on what is and isn't working and where they can improve overall is great. Overall it illustrates the time that every educator at Carlton spends with each individual child and sort of thinks about how the plan can look in different iterations and how they want it to look in the future.

Mr. Fleming would like to ask if there are any major changes to the 2017 plan.

Principal Jellison notes they did take out some budget autonomy from the 2017 to this one. They found when they put the 2017 autonomy in, they thought they would be using it and they never did. It would have helped us with cost savings and then they could have added positions. This was the only part changed. We did speak about what happened during the pandemic so there was so much information added due to the pandemic. It was difficult to move kids around and the flexible groupings were not there. Being able to do that again will show the innovation plan really does work.

Ms. Campbell notes she has enjoyed her time teaching at Carlton and Ms. Campbell thinks this is a tremendous opportunity for our students especially with small group instruction and Ms. Campbell is very excited to see and be able to support in a different role.

Ms. Manning notes she has supported Carlton since day one. Ms. Manning loves this idea and wishes she could get it in more places in the system.

Mr. Cruz notes this model is one where he would like to see across the State. Mr. Cruz has shared this particular model with other school committee members in other districts.

Mr. Cruz would like to put this agenda item up for a vote. Mr. Cruz asked all those in favor. All those opposed.

Ms. Campbell	Yes
Ms. Cornell	Yes
Mr. Cruz	Yes
Mr. Fleming	Yes
Ms. Manning	Yes
Dr. Pangallo	Yes

Motion carries 6-0

PreK/Kindergarten registration process & timeline

Dr. Zrike notes he is going to turn this next agenda item over to Deputy Superintendent Kate Carbone. Dr. Zrike notes he is needing the School Committee support for change to the pre-kindergarten registration process and timeline.

Deputy Superintendent Kate Carbone begins the presentation sharing updates for the dates that we plan to hold the early childhood expo. We are planning the event Thursday, January 19th 6:30pm-8:00pm. We did receive a lot of support from parents regarding having this expo virtually. The expo is also recorded for families who cannot attend. This expo is to share information and highlight aspects of both our preschool and kindergarten programming. This is followed up by School Information Sessions being held the week of February 6th and 13th. These will also be recorded for parents who cannot attend. In-person school visits will be the week of March 6th and 13th.

Dr. Zrike notes these changes are just for this year.

Ms. Kate Carbone I would also like to take the policy 5103 to the Policy Subcommittee to go over the dates so these changes do not have to be done annually. It would be great to get more uniform and possibly schedule on the last Thursday of the month to avoid scheduling on weekend days. No matter what the year, there is consistency.

Ms. Campbell asks for a window so the school district has some flexibility in terms of setting the dates on what makes most sense since they are preceded by a series of informational sessions.

Dr. Pangallo notes the sibling preferences. Are we able to fulfill? Dr. Pangallo also asks that one question that is often raised is for people who go through the preschool program - they are curious if they can go on to kindergarten in the same school.

Ms. Carbone confirms she has not heard that sibling preference has been an issue. Ms. Carbone also confirms at this time we do not have universal pre-k so we do not have preschool classrooms in each school.

Ms. Manning asks about school visits. Ms. Manning asks if it is staff based or if we would have translators available for each parent.

Ms. Carbone notes she is not sure if each individual school does that but we do have family engagement facilitators present to make sure we have language access at each walk through for families.

Mr. Fleming notes it may be best to time these events before publication.

Ms. Carbone asks the School Committee to approve the three following dates, February 27th, March 20th, and June 26th. Also refer policy 5103 to the policy subcommittee.

Mr. Cruz notes to move this change to the policy subcommittee. Motion made by Mr. Fleming. Seconded by Dr. Pangallo. All those in favor.

Ms. Campbell	Yes
Ms. Cornell	Yes
Mr. Cruz	Yes
Mr. Fleming	Yes
Ms. Manning	Yes
Dr. Pangallo	Yes

Motion carries 6-0

Finance & Operation Update

Ms. Elizabeth Pauley begins her presentation regarding finance operations updates. Ms. Pauley notes the FY23 Budget was \$68,747,963. 80% of the budget is personnel costs and we do currently have 1,088 active staff members. This budget is comprised of a combination of revenue sources including local contribution, the State Federal and Federal Government and then grants from the State from the Feds and from private sources. Grants supplement our operating funds. We did receive almost 15 million dollars in ESSER funds since the pandemic. This helped to deliver on our promise that we have made to students to create a culture of belonging for all students that will allow them to be locally engaged, globally connected and fully prepared to thrive in a diverse and changing world. To prepare for tonight's update, Ms. Pauley's team began a forensic mapping process. This team looked at the approved budget documents and pulled together year to date spending reports for the general fund and for ESSER.

It does appear that the budget lines are spending at rates very similar to last year. Our spending does look very similar to last year. We met with all of the principals and we wanted to review

the staff list and look to see if they plan on filling the open positions. We did feel confident that this reflected where we are at this point. Based on it still being early in the year, we do anticipate being able to close out this year within our budget. Remember that 80% of the budget is personnel. Original Appropriation: \$54,615,490, Year to Date Expended: \$9,600,886.91, and Available Budget: \$45,014,603.

We believe we are on track to stay within budget, even when we fill all the open positions that are currently posted.

Ms. Cornell asks if Ms. Pauley knows the total number of positions to be filled.

Ms. Pauley notes we think there are probably 30 positions total, not all full time positions.

Dr. Zrike notes paraprofessionals are where we have the most open positions right now.

Dr. Pangallo asks if spending tends to be linear across the school year so that we would expect it to be 20% half way through the year or do we expect it to be a little bit below 20%?

Ms. Pauley notes it depends. For example, we have seen a lot of spending in the schools instructional supply line, as you might expect, at the beginning of the year. When we go to the cost centers, you can see most of the cost centers do more of their spending in the beginning of the year so their rates are higher.

Ms. Manning asks to discuss more about Salem High School and the Athletics.

Ms. Pauley notes the \$700,000 for Salem High Athletics. If we add this to the Salem High budget, it goes up to about 13.5 million. When we add this cost, those two costs represent 20% of the overall district.

Ms. Manning notes at some point the schools district tuitions could change the rate and can they still do that?

Ms. Pauley notes we are anticipating a changed rate for next year but not within this year. The change would come if our student population changed and depending on who was in the pipeline for placement. Student & Family Supports include social, emotional support, family engagement in the Parent Information Center, school adjustment counselors, City Connects behavioral specialists and attendance. Instructional technology is a great example of when expenses happen. Ms. Pauley notes budget lines to watch: Tuition-Collaborative, Tuition Private, Transportation - Homeless Students, and Utilities.

Dr. Zrike notes we have had an increase in homeless students this year. This year we are at 130 homeless students and for foster care we are at 109.

Ms. Manning asks, isn't tuition an area that we set aside?

Ms. Pauley notes last year there was a surplus. We stabilized \$550,00 as a rainy day fund. We are working with the city to conserve our energy costs, including working towards establishing a performance contract with the city, to look for multiple municipal energy conservation projects.

Mr. Fleming asks how is the reimbursement relevant to the electrical caption for the schools that have panels?

Ms. Pauley notes she will look into that answer.

ESSER: Overview - These federal dollars are intended to help school districts. Address the unique challenges associated with educating children during the pandemic and post-pandemic world. Highlights are investments in instructional staff including in PreK, expanding small group instruction & targeted interventions, supporting summer programming & planning time, providing classroom materials & supplies.

Operation updates are as follows: new roof at Collins, security cameras at SHS and Collins, Planning for WHES, 144,139 breakfasts and lunches served, ELEM lunch rates, middle/HS rates, 1500 bus riders, 199 new riders, monitoring on-time percentage, adjusting payment processes in response, parent app pilot, and training on routing.

Ms. Pauley notes we have started monthly walkthroughs with principals to stay on top of the ongoing maintenance needs that buildings have and to strengthen the partnership between the operations team and the buildings.

Dr. Pangallo notes she has noticed a recent change in the regulations surrounding food and was wondering how we were managing that.

Ms. Pauley notes she will report back on that question. We can adjust our payment processes in response to the on time performance of the buses next week. WE will launch a parent app that will allow parents to have real-time information about where their bus will be. We are planning to train Vanessa as our transportation director on routing so that next year Vanessa can play a larger role and create routes that will make sense for Salem's actual roads.

Dr. Zrike notes on the parent app we will start internally and then roll it out externally. We also have never had a normal school year with newcomers until this year. This year we have had an enormous amount of new riders. We do have to plan accordingly and that does cause us to leave more of a buffer in the future.

Mr. Fleming asks what was the average bus ride last year?

Ms. Pauley responds saying I don't know what the mandatory rider numbers were last year but she will find those numbers.

Dr.Zrike notes prior to this year it was a first come first serve . We do have more mandatory riders now than we would have in the past.

Mr.Cruz notes that this question was raised about the larger pool of mandatory riders and we were going off of the percentage and anticipating that it would be similar to years past but what we were hearing is more people are mandatory riders and have decided to take advantage of the fact that they qualify for transportation.

Dr. Pangallo asks if we only have mandatory riders right now or do people opt in.

Dr. Zrike notes we do have mandatory riders right now and right now we are not adding non mandatory riders.

Ms. Manning asks are we really adjusting the contract costs or just looking at it?

Ms. Pauley notes yes and no. In the past there were bus drivers who did not show and we have received credits from NRT toward that cost. Now we are looking at buses that are one hour late, how we receive credits from this delay.

Ms. Campbell notes for our newcomer families they are more likely to not have access to school closest to them which was a huge consideration in this policy in the first place.

Mr. Cruz notes other migration patterns we are seeing within the state and then external factors. The likelihood that destabilization and other places is going to push people out into communities like Salem and we are looking to build more affordable housing. Our next contract negotiations with NRT is going to be a really critical one to ensure that we have clarity with whatever we are signing.

Dr. Zrike notes this is a very wise suggestion to make due to the costs and the lack of competition that exists in the transportation contract. It is worth us looking regionally into what other districts use for their transportation companies.

Mr. Fleming asks if we have received money from the sale of buses we have utilized prior to this.

Ms. Pauley notes we have not and we have not disposed of any buses at this point. Ms. Pauley notes considerations for FY23 and FY24:

Supporting ongoing student recovery from the pandemic, advancing our goal of developing independent learners, planning for ESSER's sunset, anticipating increasing cost, forecasting changes in student population, and advocate with city and state leaders to address the Chapter 70 (SOA) funding formula's impact on Salem prior to the FY24 budget process.

Dr. Pangallo asks if there was an increase in electricity at all locations or only at some locations.

Ms. Pauley notes it is not across the board but the Sept and Oct numbers are higher. Ms. Pauley has yet to find what the pattern might be. It is hard to discern what might be happening but Ms. Pauley will report back.

Dr. Zrike notes that is one of the main focuses for the Student Advisory Board. Dr. Zrike notes we have got to take some really concrete and practical steps in order to balance and not burn our staff out.

Student Representative Report

Ms. Natalia Feliz notes our goal moving forward is to cater towards the younger audience and bring them towards us so they feel Salem High School is a school worth going to. Since becoming the Student Representative she has met with other high school students, the Superintendent, Principal Burns, and we are currently meeting with a certain teacher. Ms. Feliz feels we will do well if we have a teacher as a mentor. Ms. Feliz also notes that students felt when they were in their younger years, they wished they had more of a push towards Salem High School.

Ms. Cornell notes, as a suggestion, when you get involved in sports at Collins, at times you have interactions with kids right above your grade level and aspire to get on their level by becoming a Salem High School student.

Ms. Manning notes the athletic and music connection is important as well. Ms. Manning notes maybe Ms. Feliz can brainstorm a connection for students who are not in the athletic and music connection.

Ms. Feliz notes personally when she stepped into this role she was thinking about how to get younger kids see that there is a more community based view on this subject. Ms. Feliz notes as an example the CTE programs at the high school and that students can be a medical assistant by the time you graduate.

Mr. Cruz notes that he would like to know who is picked as the Student Advisor to please let the School Committee know.

Old Business

none

New Business

- a. Deliberation and vote on approval of PreK/Kindergarten registration process & timeline
Motion to approve by Mr. Fleming. Seconded by Ms. Campbell. All those in favor.

Ms. Campbell	Yes
Ms. Cornell	Yes
Mr. Cruz	Yes
Mr. Fleming	Yes

Ms. Manning Yes
Dr. Pangallo Yes
Motion carries 6-0

- b. Deliberation and vote on approval of the Carlton Innovation Plan renewal
Motion to approve by Mr.Fleming. Seconded by Ms. Campbell. All those in favor.

Ms. Campbell Yes
Ms. Cornell Yes
Mr. Cruz Yes
Mr. Fleming Yes
Ms. Manning Yes
Dr. Pangallo Yes
Motion carries 6-0

Finance Report

- a. Budget transfers

Ms. Pauley notes the first transfer is moving \$200,000 from the Special Education private tuition line to the collaborative tuition line.

Motion made by Ms. Manning. Seconded by Ms. Cornell.

Ms. Campbell Yes
Ms. Cornell Yes
Mr. Cruz Yes
Mr. Fleming Yes
Ms. Manning Yes
Dr. Pangallo Yes
Motion carries 6-0

Ms. Pauley notes the second transfer is for after dark programs in the amount of \$20,000 from the tuition line item. Motion made by Ms. Manning. Seconded by Dr.Pangallo.

Ms. Campbell Yes
Ms. Cornell Yes
Mr. Cruz Yes
Mr. Fleming Yes
Ms. Manning Yes
Dr. Pangallo Yes
Motion carries 6-0

Ms. Pauley notes the third transfer which is the Endicott Teaching Fellows. We are requesting moving \$19,000 to a contract services line. Motion made by Mr. Fleming. Seconded by Ms.Manning.

Ms. Campbell Yes
Ms. Cornell Yes
Mr. Cruz Yes
Mr. Fleming Yes
Ms. Manning Yes
Dr. Pangallo Yes
Motion carries 6-0

Subcommittee Reports

a. Policy for first reading:

1403 Relations with Planning Department

Motion moved by Ms. Cornell. Seconded by Ms.Campbell

Ms. Campbell Yes
Ms. Cornell Yes
Mr. Cruz Yes
Mr. Fleming Yes
Ms. Manning Yes
Dr. Pangallo Yes
Motion carries 6-0

1404 Department of Children and Families

Motion moved by Ms.Cornell. Seconded by Ms. Campbell.

Ms. Campbell Yes
Ms. Cornell Yes
Mr. Cruz Yes
Mr. Fleming Yes
Ms. Manning Yes
Dr. Pangallo Yes
Motion carries 6-0

1405 Relations with Community Organizations

Ms. Cornell notes there have been no substantial changes to this policy. This policy was included for first reading in error.

1406 Relations with School Systems and Agencies

Motion moved by Ms.Cornell. Seconded by Ms. Campbell.

Ms. Campbell Yes

Ms. Cornell Yes
Mr. Cruz Yes
Mr. Fleming Yes
Ms. Manning Yes
Dr. Pangallo Yes
Motion carries 6-0

b. Policy for third reading:

1401 - Police Department Relations

Motion moved by Ms.Cornell. Seconded by Ms. Campbell.

Ms. Campbell Yes
Ms. Cornell Yes
Mr. Cruz Yes
Mr. Fleming Yes
Ms. Manning Yes
Dr. Pangallo Yes
Motion carries 6-0

Sub Committee Updates

Ms. Cornell also notes in regards to Election Day, we decided as a group that this was not a Policy subcommittee issue and more of a process procedure issue.

School Committee Concerns and Resolutions

Dr. Pangallo notes she would like to continue conversations had at the School Committee Retreat. Budgeting, transportation, school safety.

Mr.Cruz suggests a winter retreat should be considered moving forward.

Ms. Manning notes she would like to congratulate Ms. Pauley on her excellent presentation and effort she put into her presentation.

Adjournment

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

Ms. Campbell Yes
Ms. Cornell Yes
Mr. Cruz Yes
Mr. Fleming Yes
Ms. Manning Yes
Dr. Pangallo Yes

Motion carries 6-0. Meeting adjourned at 9:11pm

Respectfully submitted by,

Krista Perry

Executive Administrative Assistant to School Committee and Superintendent



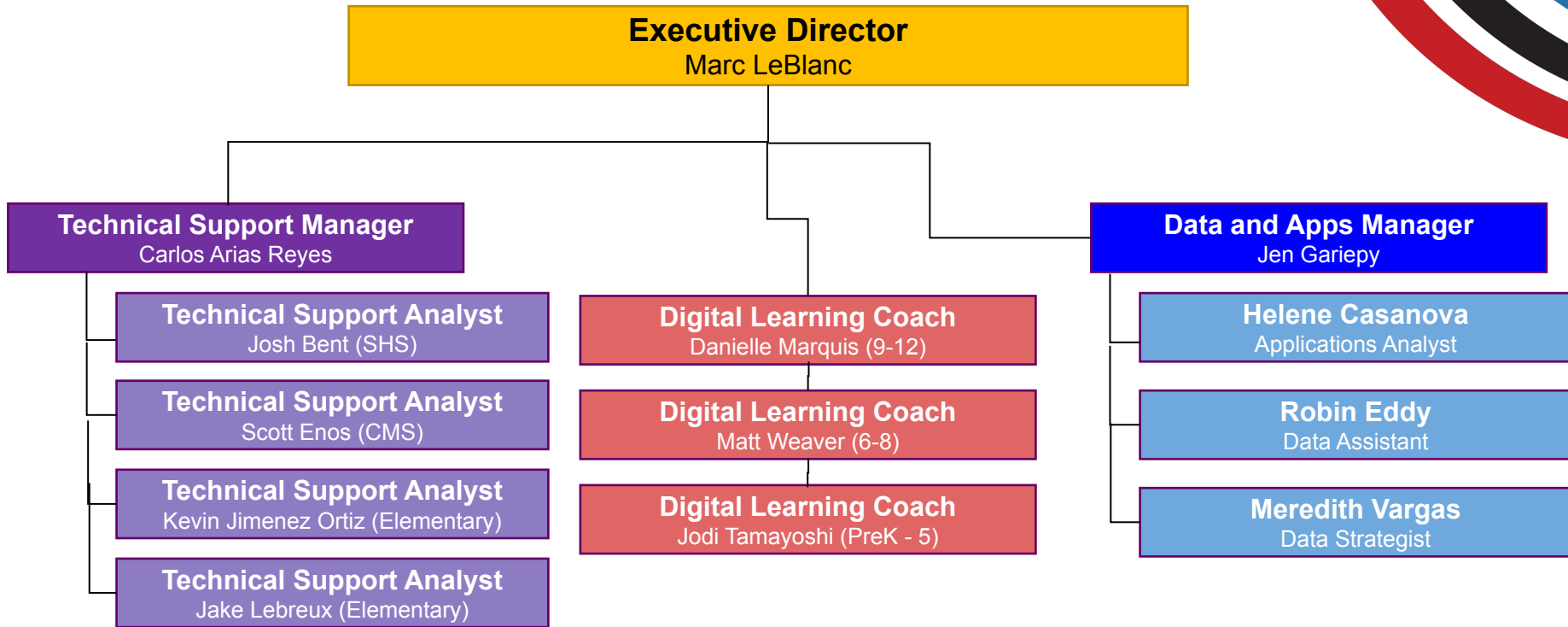
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Instructional Technology Update

School Committee - November 21st, 2022



Instructional Technology Structure



Key Functions of SPS IT Department



Technical Support



Digital Learning



Data & Applications





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Technical Support



Technical Support

Technical Support – Key Functions

- Deploy 1:1 device for every student
- Set up student Google and Aspen accounts
- Manage staff technology deployment and support
- Oversee classroom technology management
- Provision printing, scanning & faxing

Timeline – Transition of IT Workflows from City IT to SPS IT Department

2020

Chromebooks (hardware & software)
Google domain
iPads
Copiers
Printers
COVID equipment
Staff cell phones

2021

Macbooks (software)
Electronic Fax
Tier 1 projector support
Central printing server
Tier 1 projector support
Document cameras

2022

Macbook hardware
Staff laptop deployment
Tier 1 desk phone support
Tier 1 network support
Munis ESS support
Classroom display support & deployment



Chromebook Inventory



Acer R75xT Series

11 inch reversible, touchscreen Chromebook
Quantity: 843 - R751T / 686 - R752T / 325 - R753T
Models: R751T (K, 11th, 12th), R752T (1st, 10th), R753T (9th)



Acer C72x Series

11 inch standard Chromebook
Quantity: 651
Models: C722 (6th & 7th grade)



Acer C73x Series

11 inch standard Chromebook
Quantity: 712 - C731 / 454 - C732 / 1218 - C733
Models: C731 (8th), C732 (3rd, 4th & 5th), C733 (2nd)

Warranties purchased on all devices moving forward.

Repairs are done with parts from non-salvageable units or purchased supplies.

No current cost to families for accidental or intentional damage or loss.

Units last between 3 and 4 years.



Recent Projects



Upgraded Staff Laptops

- Last staff laptops were purchased in 2020
- Over 50% were five years old or older
- 200 new staff devices were purchased and deployed this past summer



Upgraded Classroom Display Tech

- Replaced 100 projectors at SHS and 50 at CMS
- New displays are interactive, better picture/sound
- No more bulb replacements or cleaning filters





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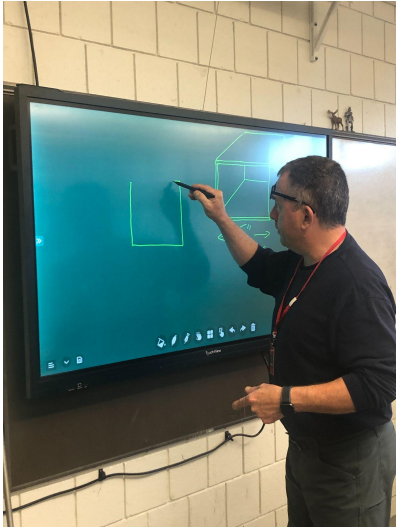


Digital Learning



22-23 Digital Learning Initiatives

Provide Staff Training



TouchView Training

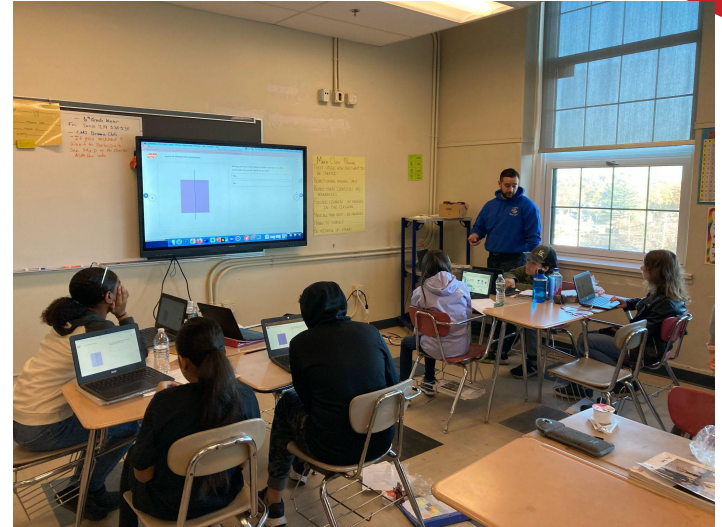
Foster Digital Citizenship

I hold my Chromebook with two hands and give it a **gentle hug**



K-5 Tech Competencies

Incorporate Tech w/i Instruction



CMS Classroom Tech Enhanced Lesson





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Data & Applications



Single Sign-On / Rostering

Instructional Software

- Agile Mind
- Amplify Science
- BrainPOP
- Culture Grams
- Desmos
- Discovery Ed
- Eureka Math
- Freckle
- Generation Genius
- Gizmos
- iReady
- Keyphonics
- Lexia Core5
- Lexia PowerUp
- myPerspectives
- Mystery Science
- myView
- NewsELA
- ST Math
- Words Their Way

Other Software

- Destiny
- ParentSquare
- Schoology
- TeachPoint
- Edgenuity
- Ellevation
- GoGuardian
- SmartPass



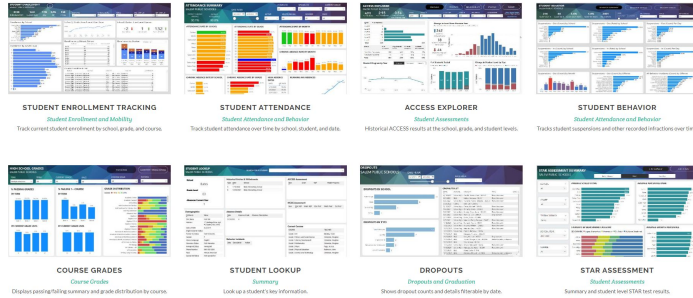
Data and Reporting



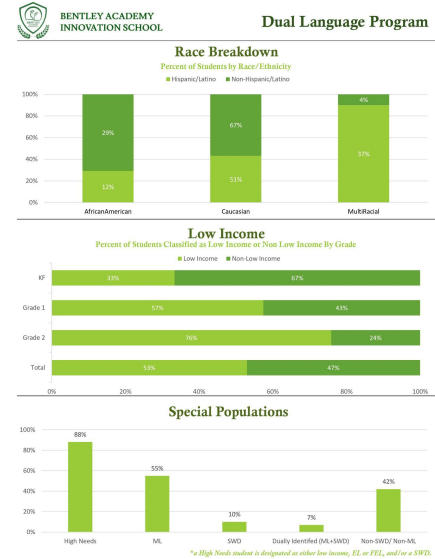
SIMS
SCS

EPIMS
SSDR

SPS Data Dashboard



Internal Report Creation



Future Projects

❖ Technical Support

- GoGuardian and SmartPass (CMS) pilot
- Planning for “Take-home” to “In-house” 1:1 middle school model
- Technology fees options - insurance (self or 3rd party) & loss / damage
- Elementary technology upgrade assessments (Chromebooks & classroom presentation)

❖ Digital Learning

- Technology competencies curriculum planning and implementation
- Learning Management System evaluation and decision

❖ Data and Applications

- Development of yearly reporting calendar and report designing
- Automation of account creation
- Notifications for families, schools and departments from the Online Registration



COMMUNITY RELATIONS **1000**

RELATIONS WITH LOCAL GOVERNMENT AGENCIES 1400

SCHOOL ACCREDITATION AGENCIES 1407

The Salem Public School ~~district~~system shall seek to maintain Salem High School's membership ~~for the high school~~ in the New England Association of Schools and Colleges. The system will support the high school staff in efforts to achieve and maintain accreditation rating by the associations.

Approved: 12/3/07

Reviewed: ~~December 2016~~November 16, 2022

COMMUNITY RELATIONS **1000**

RELATIONS WITH LOCAL GOVERNMENT AGENCIES 1400

PLANNING AUTHORITIES 1403

The School Committee will participate in local and state planning functions that could directly affect district schools or their immediate environment.

The superintendent will keep the committee informed of scheduled meetings and planning matters that directly impact the operation of the schools or school sponsored programs and will undertake action on behalf of the committee to influence matters in the best interests of the students, the schools and the city.

The superintendent will give particular attention to the following factors analyzing the impact of local planning proposals:

Effect on the schools and its students of growth in excess of the maximum enrollment limits;

Highway construction and traffic implications such as noise and air pollution, hazardous crossings, and congested ingress and egress;

Overload, deterioration, vandalism, and maintenance of schools, fields, courts, gyms and other school facilities as neighborhood civic centers;

Need for bike ~~paths~~ways, parking or additional bus transportation.

Effect on student walking routes to schools.

Approved: 12/3/.07

Reviewed: ~~October 21, 2022~~ ~~December 2016~~

COMMUNITY RELATIONS **1000**

RELATIONS WITH LOCAL - GOVERNMENT AGENCIES 1400

DEPARTMENT OF CHILDREN AND FAMILIES 1404

All activities of the Department of Children and Families and/or other government agencies with students during the school year will be through the office of the principal and/or superintendent. ~~Where practicable, the school nurse or appropriate school personnel will be involved.~~

Add law

Approved: 12/3/07

Approved: January 3, 2017

as of 10/21/22 - waiting

Reviewed : October 21, 2022

COMMUNITY RELATIONS **1000**

RELATIONS WITH LOCAL GOVERNMENT AGENCIES 1400

COMMUNITY ORGANIZATIONS AND GOVERNMENT AGENCIES 1405

The School Committee believes that the public schools have the primary responsibility for the formal education of the children and youth of the community. The committee recognizes that many government agencies and community organizations, while not primarily concerned with education, play an important role in education.

It is therefore the desire of the committee to establish positive working relationships with all other public and private organizations that contribute to the educational process and to the general welfare of the citizens of the community.

Approved: 12/3/07

Reviewed: October 21, 2022 ~~no changes December 2016~~

COMMUNITY RELATIONS **1000**

RELATIONS WITH LOCAL GOVERNMENT AGENCIES 1400

OTHER SCHOOL SYSTEMS AND EDUCATIONAL AGENCIES 1406

It shall be the policy of the committee to cooperate to the fullest possible extent with other school systems, and with other local, state, and regional agencies and organizations to solve in the solution of educational problems of common concern. This cooperation shall extend to such areas as research, exchange of information and data, coordination of curriculum, instructional, and staffing resources, coordination of school calendars and activities, coordination of professional development, and construction of facilities, which may be efficiently utilized on a cooperative basis, such as television facilities, special facilities for performing arts, and any other facility where it may be advantageous to serve a broader area than this system with a single facility.¶

which may be efficiently utilized on a cooperative basis, such as television facilities, special facilities for performing arts, and any other facility where it may be advantageous to serve a broader area than this system with a single facility.

Approved: 12/3/07

Reviewed: October 21, 2022 ~~December 2016~~