

*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: December 1, 2022

**REGULAR SCHOOL COMMITTEE MEETING**

Notice is hereby given that the Salem School Committee will hold a **Regular School Committee meeting on December 5, 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/89494278144?pwd=bXhkdDVmKzQxSy9HeW5qY01CaXdIQT09>

**Passcode: 603250**


**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/Uz5JxcTniuytRdyW6>. 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](mailto: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 21, 2022
- B. Approval of Warrants: **11/23/22** - \$47,677.64; **12/1/22** - \$375,271.98

#### **IV. Public Comment**

See above instructions for participating in public comment.

#### **V. Student Showcase - Salem Prep High School**

#### **VI. Superintendent's Report**

- a. Salem Education Foundation's Grant Awards Presentation
- b. Early College Presentation

#### **VII. Student Representative Report**

#### **VIII. Action Items: Old Business**

#### **IX. Action Items: New Business**

- a. Deliberation and approval of Curriculum Subcommittee's recommendation to discard surplus/outdated Dual Language materials
- b. Deliberation and approval of Curriculum Subcommittee's recommendation to discard surplus/outdated technology items
- c. Deliberation and approval of the following donation from the Salem Educational Foundation- \$22,455.99
- d. Deliberation and approval of the following donations for Salem High School's CTE program totaling \$13,250.00:
  - Goldberg Properties \$5,000.00
  - Salem Rotary Foundation \$5,000.00
  - Anonymous \$2,250.00
  - Viktoria Talebian \$ 500.00
  - Coffee Time Bake Shop \$ 500.00

#### **X. Finance & Operations Report**

#### **XI. Subcommittee Reports**

- a. Policies for third reading:
  - 1403 Relations with Planning Department
  - 1404 Department of Children and Families
  - 1405 Relations with Community Organizations
  - 1406 Relations with School Systems and Agencies

#### **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. 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: 1 de diciembre de 2022

**REUNIÓN REGULAR DEL COMITÉ ESCOLAR**

Se notifica que el Comité Escolar de Salem celebrará una reunión regular del **Comité Escolar el 5 de diciembre de 2022 a las 7:00 p.m.** Esta reunión tendrá lugar en persona en **29 Highland Ave., Rm. 227, Salem, MA.** También puede unirse a través de Zoom utilizando el enlace de abajo.

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

<https://us06web.zoom.us/j/89494278144?pwd=bXhkdDVmKzOxSy9HeW5qY01CaXdIOT09>

Contraseña: [603250](#)


**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/Uz5JxcTniuytRdyW6>. 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](mailto: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**  
**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”

**II. Aprobación de la Agenda**

**III. Aprobación de la Agenda Consensuada**

- a. A. Aprobación del acta de la reunión regular del Comité escolar celebrada el 21 de noviembre de 2022
- b. B. Aprobación de las órdenes de pago: 23-nov-22 - \$47,677.64; 1-dic-22 - \$375,271.98

**IV. Comentario Público**

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

**V. Exhibición de los estudiantes**

**VI. Reporte del Superintendente**

- a. Presentación de las subvenciones de la Fundación Educativa de Salem
- b. Presentación de Early College

**VII. Reporte de la Representante Estudiantil**

**VIII. Elementos de Acción: Asuntos Antiguos**

**IX. Elementos de Acción: Asuntos Nuevos**

- a. Deliberación y aprobación de la recomendación del Subcomité de Currículo de descartar los materiales sobrantes/obsoletos de Lengua Dual
- b. Deliberación y aprobación de la recomendación del Subcomité de Currículo para descartar los artículos de tecnología excedentes/obsoletos
- c. Deliberación y aprobación de la siguiente donación de la Fundación Educativa de Salem - \$22,455.99
- d. Deliberación y aprobación de las siguientes donaciones para el programa CTE de Salem High School por un total de \$13,250.00:
  - o Goldberg Properties \$5,000.00
  - o Salem Rotary Foundation \$5,000.00
  - o Anónimo \$ 2,250.00
  - o Viktoria Talebian \$ 500.00
  - o Coffee Time Bake Shop \$ 500.00

**X. Reporte de Finanzas y Operaciones**

***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”

**XI. Reportes de los Subcomités**

- a. Políticas para la tercera 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**

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 21, 2022**

On November 21, 2022 the Salem School Committee held its regular School Committee meeting at 7:00 PM using a hybrid model.

**Members Present:** Mayor Driscoll, Ms. Mary Manning, Mr. Manny Cruz, Ms. Amanda Campbell, Dr. Kristin Pangallo, Ms. Beth Anne Cornell, and Mr. James Fleming

**Others in Attendance:** Superintendent Stephen Zrike, Assistant Superintendent Kate Carbone, Assistant Superintendent Elizabeth Pauley, Liz Polay-Wettengel, Ms. Natalia Feliz, Rubén Carmona, Ms. Ellen Wingard, Marc LeBlanc, Linda Farinelli, Ms. Jill Conrad, Ms. Jen Gariepy, Ms. Jodi Tamayoshi

**Call of Meeting to Order**

Mayor Driscoll calls the meeting to order at 7:05pm and requests a call of attendance. She explained the Public Participation Policy 6409 and also explained the availability of Spanish interpretation.

**Attendance**

Mayor Driscoll 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	Present

**Approval of Agenda**

Mayor Driscoll requested a motion to approve the Regular Agenda. A motion was made by Mr. Fleming. Seconded by Mr. Cruz. A roll call vote was taken.

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

Motion carries 7-0

### **Approval of Consent Agenda**

Mayor Driscoll requested a motion to approve the Consent Agenda. Motion made by Mr. Fleming. Seconded by Ms. Manning. A roll call vote was taken.

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

Motion carries 7-0

### **Public Comments**

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

### **Superintendent's Report**

Before discussing the agenda items for the Superintendent's Report, Dr. Zrike asks to take a moment of silence for the Salem High School senior who recently passed and reflect on the student and family and all the students and staff impacted by this loss.

#### **a. Reflection from the Teacher of the Year- Ms. Marta Garcia**

Ms. Garcia begins her presentation by noting the first part of her presentation she will speak about her first few years of service. She notes October 6th, 2021 was known as Marta Garcia Day at Witchcraft Heights Elementary School. Throughout the last year, she was invited to multiple organizations and institutions to participate in public speaking as well as podcasts. Ms. Garcia also notes that the Witchcraft Heights students will also have their self portraits displayed at the White House.

Ms. Garcia notes she considers her job as a teacher as a form of activism because teaching languages is related to cultures and identity. Teaching goes beyond the walls in many different ways. Teaching is advocacy and activism.

Ms. Garcia explains the structure she uses in her classes to help with her student's needs. The do-nows are graphic organizers journaling. The center is reading vocab hand-on activities. The reading or video on current unit or topic and the group discussions which is a whole group debrief. Ms. Garcia's favorite teaching tools to use are chromebooks/ipads, books in color, visual centers, graphic organizers and binders. The data takes the form of student reflections, feedback from parents and my own observations in the classroom. It is crucial to provide students with the tools to be part of the community and share their stories because their stories are important.

## **b. Technology Update**

Mr. Marc Leblanc notes updates on where technology stands at Salem Public Schools. As of right now, we have three arms of our technology department. We have our technical support department led by Carlos Arias Reyes and four technicians. We also have digital learning coaches. A Data and Apps Manager as well as data analyst and strategist.

Mr. Leblanc notes the technical support team makes sure that every student has a working device as well as a google and aspen account. This team also oversees our staff technology deployment and support and oversees classroom technology management. Recent projects included upgrading staff laptops as well as upgrading classroom display tech devices.

Mr. Leblanc notes the digital learning team who provide staff training, foster digital citizenship, incorporate technology within instruction, touch view training, k-5 tech competencies, and CMS classroom tech enhanced lessons. ClassLink is the single sign-on rostering system. Data and reporting are SIMS, EPIMS, SCS, and SSSDR are reports submitted to the state.

Mr. Leblanc notes future products are GoGuardian to view students' chromebooks to keep an eye on students' work. Gives teachers the ability to push to students what tasks need to be done.

Dr. Pangallo asks how we are protecting our students' identity online.

Mr. Marc Leblanc notes anything that is not covered under the child protection act is safe. Not any app can be downloaded from the web store. Secure web extension online and off sight at home using our school technology. Students can only log into chromebooks using their google account that is provided by the SPS IT department. Many of the play store apps are turned off.

Mr. Cruz asks about cyber theft and our controls. Are their refreshers being performed?

Mr. Leblanc notes we have not in the past but we are in collaboration with the city IT department to do training on cyber theft. We do not have any on site local servers any more which is a huge help to avoid cyber theft.

## **c. Staffing Report**

Dr. Zrike notes the personnel report and unfilled positions starting July 1st. Many of these unfilled positions are grant funded and we are still looking for para's as well as teachers who are temporarily on leave.

Mr. Cruz notes it would be great for winter outreach and how we can better align will intervals for recruitment.

Mr. Fleming asks Ms. Jill Conrad if we are performing exit interviews now.



Ms. Jill Conrad notes we are consistently sending exit interview surveys and we also have Dr. Ruben Carbona followed up with exit interviews as well this year.

Dr. Zrike notes a lot of staff members will reach out to him directly to schedule an exit interview as well.

Ms. Jill Conrad notes the volume of staff turnover may be reflected where the job market was very competitive so there were some cases where people said they were taking a job and then ended up not taking the job.

### **Student Representative Report**

Ms. Natalia Feliz notes our rough draft is building the buddy system. Start working with 7th and 8th graders, after school activities to join in on. Transportation is a factor that is trying to be resolved. The new mentor, Ms. Wilkson, was met and how to better build our community within.

Dr. Pangallo asks if the students will need transportation. Ms. Feliz notes transportation is something we would have to further discuss.

### **Old Business**

none

### **New Business**

none

### **Finance Report**

none

### **Subcommittee Reports**

Ms. Cornell notes the policy subcommittee updates:

**no substantial changes**

1407 School Accreditation Agencies

### **Policies for second reading:**

1403 Relations with the Planning Department. Motion made and seconded by Ms. Campbell.

Ms. Campbell            Yes

Ms. Cornell            Yes

Mr. Cruz            Yes

Mr. Fleming            Yes

Ms. Manning            Yes

Dr. Pangallo            Yes

Mayor Driscoll            Yes

Motion carries 7-0

1404 Department of Children and Families. Motion made and seconded by Ms. Campbell.

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

Motion carries 7-0

1405 Relations with Community Organizations. Motion made and seconded by Ms. Campbell.

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

Motion carries 7-0

1406 Relations with School Systems and Agencies. Motion made and seconded by Ms. Campbell.

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

Motion carries 7-0

### **School Committee Updates**

Mayor Driscoll notes the Committee of the Whole report who met earlier this evening to review a proposal that would help setting up a finance and budget review.

Ms. Manning notes we have been meeting as a subcommittee to discuss ways that we could improve communication among all the parties involved in the process of budget deliberation development for the school system and we felt that because the finance subcommittee is charged with overseeing and recommending a proposed budget to the School Committee as a Whole, we felt that the subcommittee members should be more directly involved in the process. From initial discussions on until the final budget determination by the full committee. Our members' participation in the meetings we hope will lead to a greater knowledge, integrated understanding of those cities' budgetary considerations and constraints early on in the process. This in turn will increase our effectiveness as a subcommittee as we work with the

superintendent's office developing the budget. We understand that this proposal cannot compel the city to meet with our representatives but we are hoping the proposal takes place. Ms. Manning reads the proposal as follows: We propose that, going forward, the chair or the chairs designee of the Finance Subcommittee of the School Committee be in attendance for early stage meetings between the Mayor and/or the designees, and the Superintendent, and there designees in which the mayor's office outlines the parameters and scope of the city budget and any considerations that budget that have regard or impact on the Salem Public Schools.

Mr. Fleming makes a motion that we approve the committee's recommendation. Seconded by Ms. Cornell. A roll call was taken.

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

Motion carries 7-0

#### **School Committee Concerns & Resolutions**

none

#### **Adjournment**

Mayor Driscoll requested a motion to adjourn. Motion made by Mr. Fleming. Seconded by Mr.Cruz.

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

Motion carries 7-0

Meeting adjourned at 8:30pm.

Respectfully submitted by,

*Krista Perry*

Executive Administrative Assistant to School Committee and Superintendent



# SALEM PUBLIC SCHOOLS

*Where belonging leads to opportunity.*

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

*Superintendent*

29 Highland Ave. Salem, MA 01970

978-740-1212

[szrike@salemk12.org](mailto:szrike@salemk12.org)

To: Salem School Committee

From: Steve Zrike, Superintendent

Re: Salem Education Foundation - 2022 Grant Awards

Date: December 5, 2022

I am pleased to share that at tonight's meeting, SEF Co-Chairs, Dr. Margaret Howard and Stephen Beauparlant, will present our teachers with grant awards totalling \$22,455.99. The list of awards is attached.



[www.salemk12.org](http://www.salemk12.org)



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



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

## Salem Education Foundation Grants 2022-2023

The Salem Education Foundation is pleased to announce the grant awards for the 2022-2023 school year. We are able to fund 18 creative projects, totaling almost \$25,000 that will reach over 2200 Salem students. Congratulations to all of this year's SEF grant recipients for their exciting proposals!

<b>Arts, Music and Culture</b>			
<i>UpCycle Entrepreneurs 'Club</i> This money is to support a new club at SHS, which will purchase sewing machines and materials (including thrift store purchases) and refashion into new products to be sold at Salem Arts Fest.	Salem High	Jennifer Toler	\$1000
<i>Guitar Class</i> This money will be used to purchase 10 guitars for music instruction at New Liberty.	New Liberty	Pierce Woodward	\$1000
<i>*Carnegie Hall for All</i> This money will supplement large-scale fundraising activities to allow students at SHS and Collins to perform at Carnegie Hall in New York City.	Salem High, Collins, Saltonstall	Ben Chertok	\$3000
<i>Ceramics Enrichment</i> This money will fund a pottery wheel for advanced classwork at Salem Academy.	Salem Academy	Briana Bain-McNulty	\$936
<b>STEM(Science/Technology/Engineering/Math)</b>			
<i>Computer Science Cultural Connections</i> This project involves the purchase of craft materials to support curriculum relating cultural practices (quilting and beadwork) to computer science concepts for 50 Computer Science students.	Salem Academy	Megan Bowen	\$919.27
<i>*Soil to Plate</i> These funds will pay for a district-wide field trip for 5 <sup>th</sup> graders to Appleton Farms to learn about environmental farming practices (expansion of the WHES program)	Saltonstall, Bates, Bentley, Carlton, Horace Mann	Emily Flaherty	\$2964
<i>Outbreak at a Local College</i> This project involves the purchase of materials to support a mock-up epidemiological study of infectious disease. Twenty Biomedical students will take part in this program.	New Liberty	Brenda Perez-Goodrum	\$974
<i>*A River Runs Through Us</i> This is for the purchase of a modular water table to instruct Pre-K students in the district on erosion and the environment.	ECC; HM, Bates	Beth White	\$3000
<i>Corsi-Rosenthal Cubes</i> This project is for the creation of air purifier cubes by the school's Student Leadership Team (24 5 <sup>th</sup> graders).	Carlton	Lori Mendoza	\$1000

<b>Social Studies, Leadership, and Community</b>			
<i>*This is MY Salem</i> This is a continuation of the district-wide Kindergarten Scavenger hunt funded last year.	All Kindergartens	Beth Beaulieu	\$1309.46
<i>Buttons Bring us Together</i> This money will fund button making machines and materials for the Witch Mix club. Buttons will be sold and/or used to promote their group or messages within the school/community.	Salem High	Donna Ramsden	\$324.39
<i>Our World in Their Hands</i> This grant supports the entrance of 24 students to the Harvard Model United Nations Conference	Salem High	Amy Selvaggio	\$1000
<i>Deconstructing Boundaries and Bias; Building Empathy &amp; Empowerment</i> This grant will supplement course work for English III students at Salem High by funding a Visiting Artist and supporting a guided museum tour.	Salem High	Alexandra Kirky	\$872
<b>Literacy</b>			
<i>Books to Promote Inclusion</i> This money will fund the purchase of targeted inclusion-based literature for all elementary school libraries.	ECC, Bates, Bentley, Carlton, HM, WHES, Saltonstall	Michelle Flewelling	\$487.19
<b>Health and Wellness</b>			
<i>SEL through Storytelling</i> This will fund a school-wide Assembly focused on Social Emotional Health for 246 students.	Carlton	Liz Yoder	\$725
<i>Student Leaders' Walking Club</i> This funding will support a student-lead walking club focusing on health, heartrate and step counting.	Carlton	Frank James	\$980.95
<i>*Special Olympics Game Day</i> This money is to be used to purchase uniforms for all athletes, coaches and support staff at the District-wide Special Olympics Game Day.	SHS, Carlton, Collins, ECC, Horace Mann, WHES	Michelle Flewelling	\$3000
<b>Problem-Solving</b>			
<i>Destination Imagination</i> This grant funds the entrance and supply support for 2 teams of students in the Destination Imagination program, a STEAM-based competition.	Collins	Jon Workman	\$819

\*Collaborative grant for two or more schools

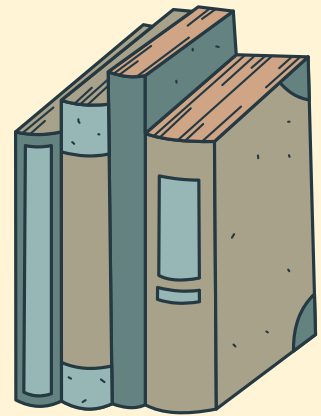


# EARLY COLLEGE

A STRUCTURED PARTNERSHIP

Presented by: Amie Capodanno

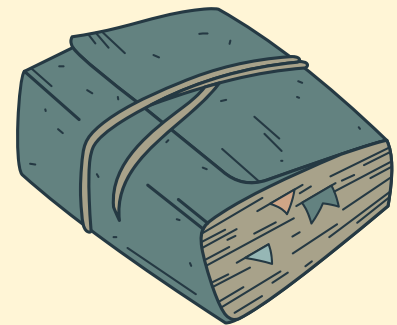
# AN OVERVIEW AND WHAT'S TO COME



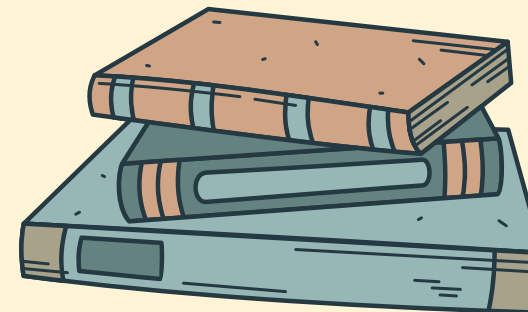
DESIGNATIONS



PROMISE YEAR



CURRENT  
COURSE  
OFFERINGS



NEXT STEPS



The background is a solid brown color. There are four stylized yellow clouds with blue outlines. Two are in the top left and top right corners, and two are in the bottom left and bottom right corners. The clouds have a puffy, rounded appearance with some spiral patterns inside.

# **EARLY COLLEGE**

A STRUCTURED PARTNESHIP WITH SSU  
AND NSCC TO EARN CREDITS FOR COLLEGE  
AND GRADUATION

# DESIGNATIONS



- 5th Year with Salem State University
  - Expanding from 12 to 30 credits
  - 1st Travel Study course for EC
  - New Dual Language Degree
- Designation Application with NSCC
  - Business and Liberal Arts Pathways
  - ML Liberal Arts Pathway
  - Potential of up to 30 credits

# PROGRAM

- Academics
  - 10th & 11th courses co-taught by Professors and SHS Teachers at SHS
  - 12th courses are on campus
- Academic Supports:
  - SHS teacher supports student on the two "off" days
  - Tutoring & Writing Center
  - Office Hours
  - Early Warning System



# OUTLINE

- Non-Academic Supports
  - LEAP for Education
  - MassHIRE
  - Early College Coordinators at SSU & NSCC
  - Access to campus facilities



# CREDITS

## 10TH GRADE

- SSU
  - Outdoor Recreation & the Environment
  - Communication & Civic Engagement for Social Justice
- NSCC
  - First Year Seminar
  - Digital Media Literacy

## 11TH GRADE

- SSU
  - Foundations of Writing
  - US Constitutional Gov't II
  - Travel Study
- NSCC
  - Composition 101
  - Sociology

## 12TH GRADE

- On Campus
- SSU
    - Healthcare Pathway
    - Criminal Justice pathway
    - Intro to World Art
    - Media Literacy
  - NSCC
    - Choice of courses
    - Business Pathway
      - Principles of Marketing
      - Intro to Entrepreneurship

## PROMISE YEAR

- A scholarship for SPS Early College students to attend NSCC for 1 year for free
- 20 students can take up to 30 credits at either NSCC campus
- First Semester Courses
- First Year Seminar
  - Speech 101
  - Composition 101

# ANALYSIS

## GROWTH & DEMO

	Total Students	% Latinx	% African American
SY20/21	58	34%	21%
SY21/22	117	42%	23%
SY22/23	159	46%	31%
Promise	20	75%	1%

## CREDIT EXPANSION

	10th	11th	12th
SY 20/21	0	6	6
SY21/22	3	6	6
SY22/23	6	9	12
SY23/24	6	9	15

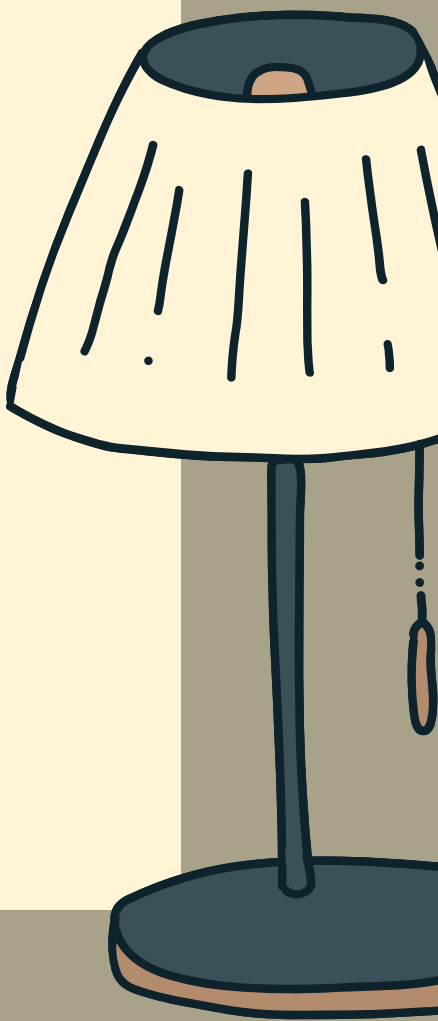
# CONSIDERATIONS

## ACADEMIC

- New Liberty and Salem Prep access to more college credits
- Continue with Co-teaching model
- Funding Voice of Witness travel study

## LOGISTICS

- Aligning the college and high school schedule to meet required seat hours



# PROMISE YEAR

## A SCHOLARSHIP FOR STUDENTS TO ATTEND NSCC

- 20 students to take up to 30 credits at NSCC
- Students taking Early College courses earn up to 30 credits and continue onto to NSCC to achieve an Associates
- Students defer their graduation
- Book/Transportation/Food covered
- 1st year Privately funded
- Per Pupil Funding/Chapter 70 funded





**PROMISE YEAR  
IS A GIFT, DON'T  
TURN IT DOWN**

**JALEXA  
EC STUDENT  
21 CREDITS**



**IT HELPED SO  
MUCH AND I'M  
TAKING  
CLASSES I  
WOULD NEVER  
THINK OF AND  
I'M LIKING IT**

**ERIKA  
12 CREDITS**



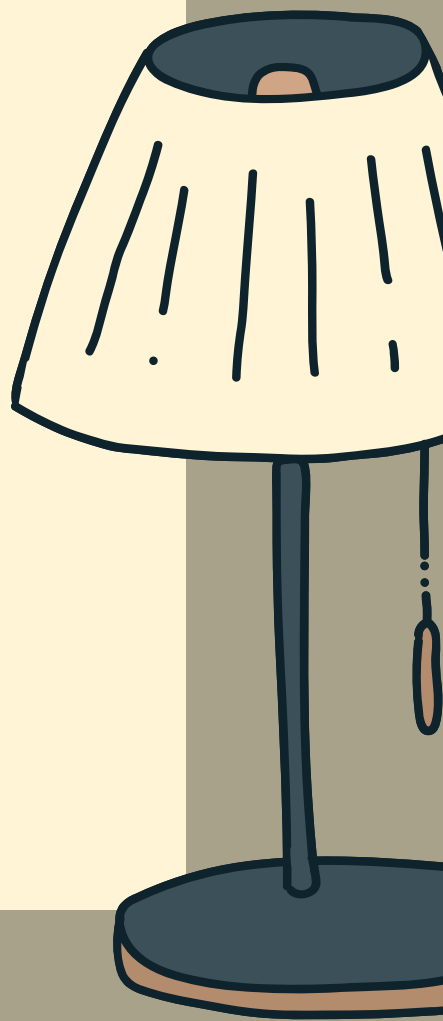
# CONSIDERATIONS

## PROMISE YEAR

- Funding for Promise Year covered through Chapter 70
- Review of Budget
- Next Steps:
  - Approve spending
  - Promote opportunity

## FUNDING

- Tutoring & Writing Center
  - SY22/23 Paid for through Promise Year Funding
  - Current Information



# WRITING CENTER

- Writing Requests for November
  - 67 In person appoints
  - 2 Pen Pals



Early College Promise Budget SY23/24

7090  
236.3333333

ECP ENROLLMENT

FY21	FY22	FY23	FY24	FY25	FY26	FY27
0	0	20	20	20	20	20

EXPENSES

FY21	FY22	FY23	FY24	FY25	FY26	FY27	Notes
		\$150	\$150	\$150	\$150	\$150	\$150/credit
0	0	30	30	30	30	30	# Credits / student (average)
\$0	\$0	\$90,000	\$90,000	\$90,000	\$90,000	\$90,000	<b>Total course cost</b>
\$0	\$0	\$65,000	\$0	\$0	\$0	\$0	Staff / contractor / stipend cost (include benefits)
\$0	\$0	\$65,000	\$0	\$0	\$0	\$0	<b>Total staffing cost</b>
\$0	\$0	\$30,000	\$6,000	\$6,000	\$6,000	\$6,000	Instructional Materials (\$30 / course)
\$0	\$0	\$9,000	\$1,350	\$1,350	\$1,350	\$1,350	Technology (\$450/student)
\$0	\$0	\$6,400	\$5,400	\$5,400	\$5,400	\$5,400	Transportation (\$270 / Student Pass for year)
\$0	\$0	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	Events (\$50/student)
		\$6,800	\$18,480	\$18,480	\$18,480	\$18,480	Food (option for \$11 per day, 14 weeks 3x a week)
\$0	\$0	\$53,200	\$32,230	\$32,230	\$32,230	\$32,230	<b>Total operations cost</b>
\$0	\$0	\$208,200	\$122,230	\$122,230	\$122,230	\$122,230	<b>Total cost</b>
		\$10,410	\$6,112	\$6,112	\$6,112	\$6,112	Total / Student

Assume 0% inflation presuming revenue will grow to cover it

REVENUE

FY21	FY22	FY23	FY24	FY25	FY26	FY27	Notes
\$0	\$0	\$208,200					Smith Foundation Implementation Grant
\$0	\$0	\$0	\$119,520	\$119,520	\$119,520	\$119,520	Ch70
	\$0	\$0	\$0	\$0	\$0	\$0	Local Contribution
\$0	\$0	\$208,200	\$119,520	\$119,520	\$119,520	\$119,520	<b>Total Revenue</b>
\$0	\$0	\$0	\$2,710	\$2,710	\$2,710	\$2,710	Funding surplus / (gap)

Ch70 Per Pupil rate	\$5,976
Local Contribution	\$0
Ch70 Withholding rate	0%

## **Request to Discard Dual Language Materials**

**Request by : Elizabeth Rogers, Principal Bentley Academy Innovation School**

**9.19.2022**

Below is a list/description of the materials we would like to discard. They had been stored at Salem High School after the Dual Language program at Bowditch closed (2002-2003). After we opened a Dual Language program at Bentley, they were sent over & stored.

Books (both fiction & non-fiction):

- Publication dates between 1992 and 2000
- # of boxes: 19
- Approximate quantity of books: 1500
- Includes sets of books (6-10 each) that include cassette tapes
- The books are dated, meaning that illustrations, topics, and/or cultural appropriateness are irrelevant/inappropriate.

Spanish as a World Language Textbooks & Teacher Guides: Descubre Espanol and Naranja Dulce

- Publication dates: Naranja Dulce materials - 1993; Descubre Espanol - 2017
- 2 large boxes of these materials
- These textbooks are not appropriate/useful for our Dual Language program. They are designed for non-Spanish speaking students learning Spanish in middle/high school in a traditional World Language model (not Dual Language).

## Technology Items For Disposal - 11/2022

Type	Quantity	Reason
Laptops	15 (SHS)	Defective and not economical to repair
iMacs	153 (18 CMS / 118 SHS)	No longer able to be updated or used (former computer labs which have been replaced by Chromebook carts)
Chromebooks	415 (85 CMS / 330 SHS)	Defective and not economical to repair
Printers	32 (7 CMS / 25 SHS)	Defective and not economical to repair
Projectors	30 (SHS)	Defective and not economical to repair
Smartboards	45 (SHS)	Been replaced by TouchViews and are now obsolete
Tablets	75 (25 CMS / 50 SHS)	No longer able to be updated or used
Carts	3 (SHS)	iPad Carts which are not used at SPS
Misc	SHS & CMS	Various keyboards, mice, and accessories that are defective



265 Essex Street  
Salem, MA 01970  
978-744-0004

www.salem-chamber.org

November 21, 2022

Mr. Glenn Burns  
Principal  
Salem High School  
77 Wilson Street  
Salem, MA 01970

**Executive Committee**

**Tina Jordan, President**  
*Salem Witch Museum*  
**Rob Liani, Past President**  
*Coffee Time Bake Shop*  
**Scott Grover, Clerk**  
*Tinti & Navins*  
**Gina Deschamps, Treasurer**  
*Journeyman Press*  
**Bernadette Butterfield,**  
*Groom Construction*  
**Jason Consalvo**  
*Salem Five Bank*  
**Beth Debski**  
*Salem Partnership*  
**Adria Duijvesteijn**  
*Salem State University*  
**Diego Fellows, At Large**  
*Salem Academy*

**Directors**

**Jim Armstrong**  
*Armstrong Field Real Estate*  
**Robyn Burns**  
*Salem Pantry*  
**Jennifer Close**  
*Peabody Essex Museum*  
**Joe Correnti**  
*Correnti & Darling*  
**Karen Davis**  
*Coons Card and Gift Shop*  
**Gina Flynn**  
*Eastern Bank*  
**Kate Fox**  
*Destination Salem*  
**Jim Gagnon**  
*RCG, LLC*  
**Eric Glass**  
*Pirate Dog Brand (Rumson's Rum)*  
**Bill Henning**  
*North Shore Bank*  
**Claire Kallelis**  
*Hawthorne Hotel*  
**Serie Keezer**  
*Finz Seafood & Sea Level*  
**Joy Livramento-Bryant**  
*Salem Hospital*  
**Shawn Newton**  
*Newton Consultancy*  
**Karen Scalia**  
*Salem Food Tours*  
**Jason Seidman**  
*Boxer Motor Works*  
**Mike Sperling**  
*Sperling Interactive*  
**Flora Tonthat**  
*Northey Street House B&B*  
**Nate Townsend**  
*Pamplemousse*  
**Josh Turiel**  
*Turiel Associates*  
**Chip Tuttle**  
*Seagrass*

Mr. Glenn Burns & Mr. Mario Sousa:

As you might know, the Salem Chamber, the Salem Partnership and the Salem Rotary Club are all involved in supporting the Salem High School's Comprehensive Career and Technical Education (CTE) department. Over the past six months we have raised money to support CTE Program-needs that fall outside of the regular budget. On behalf of several businesses and organizations, I am pleased to announce a donation totaling \$13,250 to the SHS CTE department.

The following donors have made the donation possible:

Goldberg Properties	\$5,000
Salem Rotary Foundation	\$5,000
Anonymous	\$2,250
Viktoria Talebian	\$ 500
Coffee Time Bake Shop	\$ 500

I would like to officially announce the above at a meeting of the Salem School Committee. Can you arrange for inclusion on their agenda, or should I contact them direct?

If any additional information is needed, please do not hesitate to contact me.

Kind regards,

Rinus

cc. Superintendent Steve Zrike

Rinus Oosthoek  
Executive Director  
Salem Chamber of Commerce  
265 Essex Street  
Salem, MA 01970  
T. 978-744-0004 \*116

**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 ~~path~~ ~~pathways~~ss, parking or additional bus transportation.

~~Effect on student walking routes to schools.~~Effect on student walking routes to schools.

Approved: 12/3/.07

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

**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~~