

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



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

Mayor Dominick Pangallo, Chair

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

DATE POSTED: June 15, 2023

REGULAR SCHOOL COMMITTEE MEETING

Notice is hereby given that the Salem School Committee will hold a **Regular School Committee meeting on June 20, 2023 at 7:00p.m.** This meeting will take place in person at 29 Highland Ave., Rm. 227, Salem, MA. You can also join via Zoom using the link below.

Zoom Link to participate:

<https://us06web.zoom.us/j/83759163736?pwd=S2lZbTRhZDI4YWVRUR0UyRlpwTVM1Zz09>

Passcode: 781041

I. Call of Meeting to Order


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

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

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

B. Live Spanish Interpretation.

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

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

C. Instructions for Participating in Public Comment

Should any member of the Salem community wish to participate in public comment during this meeting, please click on the following link to sign up and submit your comment electronically: <https://forms.gle/gu84yq9g3cfuYtcU8>. 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 May 15, 2023 and June 5, 2023
- B. Approval of donation of a tire machine (value \$2500) donated by Herb Chambers for the Salem High School CTE Program
- C. Approval of Warrants: **6/1/23** - \$284,215.45; **6/8/23** - \$912,125.46; **6/15/23** - \$355,792.24

IV. Public Comment

See above instructions for participating in public comment.

V. Additional Recognition of FY23 retirees

VI. Superintendent's Report

- A. JROTC presentation
- B. Summer Work Project Update
- C. Assistant Superintendent of Finance & Operations permanent appointment
- D. CTE MOU Beverly Public Schools

VII. Student Representative Report

VIII. Action Items: Old Business

IX. Finance & Operations Report

- a. Transfer of supervision of crossing guards to Salem Police Department
- b. Budget Transfers

X. Action Items: New Business

- a. Deliberation and vote on approval to appoint Ms. Elizabeth Pauley as the permanent Assistant Superintendent for Finance and Operations
- b. Deliberation and vote on approval of the transfer of supervision for crossing guards to the Salem Police Department

XI. Subcommittee Reports

- a. Policies for second reading
Policy 6409 - Public Participation at School Committee Meetings/Public Hearings
- b. Policies for third reading
Policy 4103 - Staff Health & Safety

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
Sra. Amanda Campbell
Dra. Kristin Pangallo*



*Sra. Beth Anne Cornell
Sr. Manny Cruz
Sra. Veronica Miranda*

Alcalde Dominick Pangallo, Preside

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

FECHA DE PUBLICACIÓN 15 de junio de 2023

REUNIÓN REGULAR DEL COMITÉ ESCOLAR

Por la presente se notifica que el Comité Escolar de Salem celebrará una **reunión regular del Comité Escolar el 20 de junio de 2023 a las 7:00 p.m.** Esta reunión se **llevará a cabo en persona en 29 Highland Ave., Rm. 227, Salem, MA.** También puede unirse a través de Zoom utilizando el enlace a continuación.

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

<https://us06web.zoom.us/j/83759163736?pwd=S2lZbTRhZDI4YWVRUR0UyRlpwTVM1Zz09>

Contraseña: [781041](#)


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/gu84yq9g3cfuYtcU8>. 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
Sra. Amanda Campbell
Dra. Kristin Pangallo*



*Sra. Beth Anne Cornell
Sr. Manny Cruz
Sra. Veronica Miranda*

Alcalde Dominick Pangallo, Preside

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

II. Aprobación de la Agenda

III. Aprobación de la Agenda Consensuada

- a. A. Aprobación de las actas de las reuniones regulares del Comité Escolar celebradas el 15 de mayo de 2023 y el 5 de junio de 2023.
- b. B. Aprobación de la donación de una máquina de neumáticos (valor \$2500) donada por Herb Chambers para el Programa CTE de la Escuela Secundaria de Salem.
- c. C. Aprobación de Órdenes de Compra: **1-jun-23** - \$284,215.45; **8-jun-23** - \$912,125.46; **15-jun-23** - \$355,792.24

IV. Comentario Público

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

V. Reconocimiento adicionales a los jubilados del año fiscal 23

VI. Informe del Superintendente

- A. Presentación de JROTC
- B. Actualización del proyecto de trabajo de verano
- C. Asistente del Superintendente de Finanzas y Operaciones nombramiento permanente
- D. MOU CTE Escuelas Públicas de Beverly

VII. Informe de la Representante Estudiantil

VIII. Puntos de acción: Asuntos pendientes

IX. Reporte de Finanzas y Operaciones

- a. Transferencia de la supervisión de los guardias de cruce al Departamento de Policía de Salem
- b. Transferencias presupuestarias

X. Elementos de Acción: Asuntos Nuevos

- a. Deliberación y votación sobre la aprobación del nombramiento de la Sra. Elizabeth Pauley como Superintendente Adjunta permanente de Finanzas y Operaciones
- b. Deliberación y votación sobre la aprobación de la transferencia de la supervisión de los guardias de cruce al Departamento de Policía de Salem.

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XI. Reportes de los Subcomités

- a. Políticas para segunda lectura
Política 6409 - Participación del público en las reuniones/audiencias públicas del Comité Escolar
- b. Políticas para tercera lectura
Política 4103 - Salud y seguridad del personal

XIII. Preocupaciones y resoluciones del Comité Escolar

XIV. Clausura

Sometido respetuosamente por,

Krista Perry

Asistente Ejecutiva del Comité Escolar y 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
May 15, 2023

On May 15, 2023 the Salem School Committee held its regular School Committee meeting at 7:00 PM using a hybrid model.

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

Others in Attendance: Superintendent Stephen Zrike, Deputy Superintendent Kate Carbone, Assistant Superintendent Elizabeth Pauley, Ms. Ellen Wingard, Marc LeBlanc, Dr. Ruben Carmona, Ms. Linda Farinelli

Call of Meeting to Order

Acting Mayor Robert McCarthy calls the meeting to order at 7:00pm and requests a call of attendance. He explained the Public Participation Policy 6409 and also explained the availability of Spanish interpretation.

Attendance

Acting Mayor Robert McCarthy recognizes the attendance with members absent and joining virtually.

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

Before the approval of the agenda, Mayor McCarthy would like to acknowledge Ms. Miranda as the newest School Committee member. Ms. Miranda was sworn in on Monday, May 1, 2023 at a Joint Convention meeting held with the City Council.

Approval of Agenda

Acting Mayor Robert McCarthy requested a motion to approve the Agenda. Mr. Cruz motioned and Ms. Manning seconded.

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

Ms. Miranda Yes
Acting Mayor Robert McCarthy Yes
Motion Carries 7-0

Approval of Consent Agenda

Acting Mayor Robert McCarthy requested a motion to approve the Agenda. Mr. Cruz motioned and Ms. Manning seconded.

Ms. Cornell Yes
Mr. Cruz Yes
Ms. Manning Yes
Dr. Pangallo Yes
Ms. Campbell Yes
Ms. Miranda Yes
Acting Mayor Robert McCarthy Yes
Motion Carries 7-0

Public Comment

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

Mr. Cruz makes notes that the revised FY24 budget presentation is listed as an agenda item. Mr. Cruz recommends that the committee leave the budget open until the meeting has come to a close.

Student Showcase - Collins Middle School

Mr. Terrell Greene begins the 8th Grade Leadership presentation along with three student leaders. The vision and important goals for this year was to begin rebuilding student leadership opportunities. Leveraged our district's partnership with Playworks to support our 6th grade recess and train a group of 8th graders as Junior Leaders. Process of becoming a junior leader is all interested 8th graders have the opportunity to fill out and submit a google form. Training goes over crowd management, games, and student supervision. A day in the life of a coach is grabbing equipment before heading outside, saying hi and playing a game, help line up 6th graders, be a mentor and make a difference. Impact statements such as " I have seen some really positive outcomes and I think with more regular training throughout the year for the junior leaders, this program can be an even more effective new year" - 6th grade teacher submitted. Some junior leaders' impact statements have been " they have learned maturity and patience and they have seen the 6th graders improve their ways of playing together." Next steps discussed were to identify rising 8th graders for the next cohort of Junior Coaches and consider integration of Playworks model into other areas of 6th grade unstructured time.

Superintendent's Report

- a. Revised FY24 budget presentation
- b. Middle school accelerated math presentation

Middle school accelerated math presentation/ High School presentation

Superintendent Dr. Zrike notes he would like to take some agenda items out of order that are listed under the Superintendent's Report. Dr. Zrike notes we will begin with the Middle School Math Planning update and then from there we will speak on the High School Updates as well. Ms. Kate Carbone asks to have each presenter introduce themselves. Mr. Michael Lister, Ms. Johanny Canada-Hlatshwayo, Ms. Nicole Connely, Mr. Glenn Burns, Ms. Jamie Navins, Mr. Gavin Softic, and Ms. Amy Richardson. The purpose of accelerated math is a pathway that starts in 7th grade and gives some students access to higher level math in high school. This is the system but the key question to ask is Should we be deciding students' futures when they are 11-12 years old? Ms. Canada-Hlatshwayo discusses the current data. There are no Multilingual students in accelerated math and there are 6% of students with disabilities. These numbers are a reflection of Collins Middle School only. The green pathway leads to opportunities to take advanced courses in high school. Students in the blue pathway can only access advanced courses if they "double up" math courses in high school. The goals for 8th graders graduating are having every student ready for Algebra 1 in High School. Every student in our schools is able to work in heterogeneous groups so that they are all learning from and with each other. Slides discussed explain the Tier 1 Whole Group Instruction. Students who will learn quickly, students ready to access grade level content, and students who have moderate to intensive needs and do not yet have the prerequisite skills.

Independent work and small group instruction such as more complex problem sets, advanced grade level work, grade level work with opportunities for more complex/advanced problem sets, and grade level work with scaffold and support.

Mr. Burns and Ms. Navins explain the high school pathways. Students will have the opportunity to take Algebra 1 or Geometry Honors in grade 9. There will still be a pathway to Calculus at the high school if students take Algebra 1 in grade 9. There is a pathway for every student to Statistics at the high school if students take Alg 1 in grade 9. Research shows that academic discourse between students who are grouped heterogeneously raises achievement levels for all. Mr. Softic notes the Collins Middle School Summer institute, professional development, frequent use of data to inform instruction, and planning time for teachers.

Ms. Cornell asks what this classroom structure looks like? How does this work and how many students in the room and adults in the room?

Ms. Connely states we teach a mini lesson and then the students work in small heterogeneous groups. The teachers work with the small groups and then the teacher would work with students who reach a grade level content. The groups are flexible and the students can move based on their readiness.

Mr. Burns notes addressing chronic absenteeism in a timely manner with supportive plans that provide concrete action steps for maintaining a learning trajectory. This will include tardiness to school.

Revised FY24 budget presentation

Ms. Elizabeth Pauley notes the revisions made to the FY24 budget presentation and exactly what the School Committee will be voting on. Salem Public Schools is requesting School Committee approval of a \$71,154,142 budget for FY24. This is a 3.5% increase over FY23. After eliminating 16 positions, total expenses are still higher than the recommended amount. We balanced the budget with revenue offsets: School Choice, FY23 surplus, retirement savings, grants and other revenue. Some positions were vacant or by moving a position out of a role to a newer role.

At this time during the meeting, Mr. Cruz entertains a motion to close the budget hearing. Ms. Campbell seconded the motion. Mayor McCarthy notes the hearing is now closed.

Mayor McCarthy makes a motion to approve the FY24 budget in the amount of \$71,154,142. Ms. Cornell seconded. Mr. Cruz asks for a discussion beforehand. Mr. Cruz notes his thanks to Mayor McCarthy and his colleagues for the budget to move in the right direction for this district.

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

Motion Carries 7-0

Student Representative Report

none

Old Business

none

New Business

a. Deliberation and vote on FY24 budget

b. Deliberation and vote on 2023-2024 School Committee meeting schedule

Mr. Cruz notes the presidential election in 2024. The March dates should be rechecked before approving the meeting schedule.

Dr. Pangallo notes she is unable to attend the July 17th meeting.

Ms. Campbell notes she is unable to attend January 2nd as it is a no school day. Ms. Campbell is unable to attend on July 7th as well.

Ms. Manning notes we should vote on the School Committee schedule until the next meeting on June 5, 2023.

Mayor McCarthy entertains the motion. Ms. Manning makes a motion and Ms. Miranda seconded.
\$71,154,142

Finance Report

Ms. Pauley notes the requested budget transfers from January to April and the 24 transfers made since January 2023. Each transfer has two rows to reflect where the transfers went to. Ms. Pauley will have end of year transfers to close lines on balance. This is just an update for the School Committee members.

Subcommittee Reports

a. Policies for first reading

Policy 4103 - Staff Health & Safety - Ms. Cornell motions to approve. Ms. Manning seconded.

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

Motion Carries 7-0

Policy 5103 - Controlled Choice Student Assignment Policy - Ms. Cornell requested a vote on this policy until the next meeting.

Policy 6409 - Public Participation at School Committee Meetings/Public Hearings - Ms. Cornell requested to wait to vote on this policy until the next meeting.

School Committee Concerns and Resolutions

- a. Proposed Public Comment Reminder - Ms. Cornell notes the Policy Subcommittee members drafted a reminder to uphold everyone's right to speak at each meeting. The public comment reminder to be read ahead of each School Committee meeting is:

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

Mr. Cruz takes a moment to recognize that Acting Mayor McCarthy has been serving as chair to the School Committee back in January and he has been a welcomed addition. Mayor McCarthy has been a seamless fit to our culture and he has been a great model to public service. Mr. Cruz wishes him all the best as he returns to the City Council.

Adjournment

Acting Mayor Robert McCarthy requested a motion to approve the Agenda. Mr. Cruz motioned and Ms. Manning seconded.

Ms. Cornell	Yes
Mr. Cruz	Yes
Ms. Manning	Yes
Dr. Pangallo	Yes
Ms. Campbell	Yes
Ms. Miranda	Yes
Acting Mayor Robert McCarthy	Yes
Motion Carries 7-0	

Meeting adjourned at 9:48PM.

Respectfully submitted by,

Krista Perry

Executive Administrative Assistant to the School Committee & Superintendent

DRAFT
Salem Public Schools
Salem School Committee
Meeting Minutes
June 5, 2023

On June 5, 2023 the Salem School Committee held its regular School Committee meeting at 7:00 PM using a hybrid model.

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

Others in Attendance: Superintendent Stephen Zrike, Deputy Superintendent Kate Carbone, Assistant Superintendent Elizabeth Pauley, Ms. Ellen Wingard, Marc LeBlanc, Dr. Ruben Carmona, Ms. Linda Farinelli, Ms. Liz Polay-Wettengel

Call of Meeting to Order

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

Attendance

Mayor Pangallo recognizes the attendance with members absent and joining virtually.

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

Approval of Agenda

Mayor Pangallo requested a motion to approve the Agenda. Ms. Campbell motioned and Ms. Manning seconded.

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

Motion Carries 6-0

Mayor Pangallo makes a motion to take item V. Recognition of FY23 retirees out of order. Ms. Cornell makes a motion and is seconded by Ms. Campbell.

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

Motion Carries 6-0

Approval of Consent Agenda

Mayor Pangallo requested a motion to approve the Agenda and go back to the scheduled agenda items listed. Ms. Manning motioned to approve and Dr. Pangallo seconded.

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

Motion Carries 6-0

Public Comment

Ms. Lynne Mullen, Salem High School, In June of 1987, Salem Mayor Tony Salvo and Superintendent of Schools Hank O'Donnell advanced a proposal to adopt Chapter 194 of the Acts of 1986, a measure that enabled cities and towns to set up a scholarship account for graduating seniors, funded through voluntary donations made by local residents on their tax bills. The City of Salem's Scholarship & Education Committee oversees both the Scholarship Fund, "to provide educational financial aid to deserving city residents," and the Education Fund, "to provide supplemental educational funding for local educational needs or to provide funding for existing adult literacy programs." The committee is composed of residents appointed by the Mayor and confirmed by the City Council, as well as a designee of the Superintendent. Its members monitor the funds' balances, engage in efforts to increase donations to the funds, and evaluate applications for awards from the funds. Since 2003 the committee has awarded nearly \$80,000 in scholarships to Salem students graduating from Salem High School, Salem Academy Charter School, and other schools. Scholarship amounts vary from year to year, based on the number of applications. The 2023 Salem Scholarship Fund Application is now open! The application is due by 11:00 a.m. Friday June 16, 2023.

Applicants must be residents of Salem and a graduating high school senior.

Applicants must have been accepted to an accredited institution.

Applicant must submit the following with their application:

- (1) Copy of Financial Aid Acknowledgment and Award letter.
- (2) Copy of official High School transcript.
- (3) Written statement, 500 words maximum (see application form for more details).

More information can be found on the Scholarship & Education Fund Committee on the Salem.com website.

Recognition of FY23 retirees

Superintendent Dr. Zrike notes his appreciation for all the work for this year's retirees and their dedication to our schools. Ms. Kate Carbone notes the names of the FY23 retirees: Carol Cimino, Julie Costa, Agnes Fouhey, Marlene Lunt, Paula Masella, Nancy Meacham, Rosalie Nealon-O'Connell, Lauri Panneton, Amy Richardson, Sandi Santanello, Carlos Silva, Gail Titus, Annete Vitello, Joan Innaconne.

Ms. Campbell notes how grateful she is for their years of service to Salem Public Schools.

Mayor Pangallo gives thanks to all of the retirees recognized.

Student Showcase - Salem High School

Ms. Jackie Burns presents Women of Science. Members included are Tilda Rieder, Cora Dawson, and Thais Saldivar Diaz. This is a competition involving 23 teams of high school women competing in four science and engineering events. Knowledge bases in biology, chemistry, math, physics, etc. Salem High School is one of only two urban schools who participated in the competition. Overall finish was 12th out of 23 teams and the highlight was 6th in the Baby Save Engineering Event. A typical STEM worker earns two-thirds more than those employed in other fields. Some of the highest-earning STEM occupations have the lowest percentages of women workers.

Dr. Pangallo asks if the students formed relationships with other students. At the robotic competition the high school students were able to meet other students.

Superintendent's Report - Honor recipients of the Read Trust Excellence in Teaching Science Awards

Ms. Kate Carbone notes we have all four recipients present. Recipients who contribute to our science efforts and to recognize science teaching.

Mr. Michael Lister acknowledged Ms. Rachel Fee. A true supporter and collaborator. She is willing to do whatever it takes to get the job done. She is not afraid to take risks and make learning exciting.

Ms. Liz Rogers acknowledged Janet and Nygely who are engaging hands-on science at the Bentley Innovation School.

Mr. Burns acknowledged Martin Valdez who demonstrates expert knowledge. Mr. Valdez distinguishes himself and adjusts his lessons as needed.

Dr. Zrike notes he would like to congratulate all of the graduates across the district. Dr. Zrike also would like to acknowledge June is Pride month and we have raised the pride flag across all of our schools. Dr. Zrike expresses his gratitude to the City Council for their support on our school budget. We are grateful for Capital resources for the upcoming school year.

A. Curriculum, Instruction and Assessment Update - Summer programming update

Ms. Kate Carbone introduces Ms. Taylor MacDonald with a focus on summer programs. The review will be Salem Public School's 2023 Summer Programs. The priorities, offerings and community partners, and student enrollment and recruitment. Equity statement to allocate resources so that the students/ families/ staff who need the most get the most. Summer priorities such as close academic gaps, increased sense of belonging, and opportunities for students to connect with pairs. There are 12 program offerings this summer serving PK-12 and serving over 700 students. Multilingual Summer Academy, Salem YMCA summer academy, and extended year services for special education students. High School programs for this year include summer connects, LEAP Summer Work, and NLIS Summer Enrichments. Outcomes for such programs include student retention, leadership development, credit recovery, student retention, workforce development, relevant experience, and workforce development. Ms. MacDonald notes high school students will also be paired up with a Salem University mentor to explore a field the high school student is interested in. Two additional programs for grades 9-12 are the extended year services special education and extended year salem prep. Outcomes to maintain and develop academic and social skills as well as workforce skills. City Connects Coordinators began recruitment April 3rd. The High School Programs is leading the recruitment for the Not Yet Academy. Ms. Carbone notes Ms. MacDonald is interested in bringing all of the SPS staff together leading the Zoom meetings to make sure we have coordinated support in order to run all of these programs effectively and meet students' needs. Dr. Zrike notes 25% of our students are enrolled in a summer program. There are not many districts that offer as many summer programs.

Mayor Pangallo asks if any of these summer programs are new this year or a continuation of the past? Also, how are the enrollment numbers set?

Ms. MacDonald notes the new summer program is the 21st century program. The funding is from the federal government and high school students who are interested in education work with a teacher. Enrollment numbers set are based on the grants.

Ms. Campbell asks if Ms. MacDonald has connected with the Early Pathways club to connect students? Also, how has staffing been working out for the summer school programs?

Ms. MacDonald works closely with Mr. Sousa from the CTE program at the high school. Ms. Carbone notes staffing has been a challenge for the past couple of years. For now, we are looking to open up recruitment for teachers outside the district. We are well staffed for this year with the exception of one program, the ELSA program.

Dr. Pangallo asks about the programs regarding the younger students and how quickly they fill up. Is this something we should expand further since they filled up so quickly?

Ms. MacDonald notes the City Connects Coordinator reviewed all of their data to see which students and families the summer programs would be a great fit for. City Connects targeted the

families who needed the most. Right now the waitlist is not very long. Ms. Carbone notes our experience is to over enroll.

Ms. Cornell asks Dr. Zrike are there other districts who engage the community partners in this way? Dr. Zrike notes there are but not many. Some of the gateways do have more funding they receive through DESE. This blended model is pretty unique. Ms. Carbone agrees. This is our contribution and we are focused on our families that have the greatest need and we try to make it rich and exciting with our offerings.

Ms. Manning asks if any of the students who stay beyond the graduation age in the Special Ed program if the extended program applies to these students? Ms. Doucette-Ly notes the students do participate in robust summer programs for these transitional programs.

Homework guidance

Ms. Carbone notes as a team we have been looking into our Homework Policy and for our district to create guidelines. Ms. Richardson did write a homework policy and we have asked our educators for their feedback and we did bring this to the Curriculum subcommittee as well. Ms. Carbone explains the district homework guidance policy that she and her team created. This serves as guidance for grades 1-12. Just one document to reference. Homework should support school learning, provide opportunities for practice, and this is not used to introduce new content. Nightly reading at any grade level. Homework should play a gradual role to support academic skills and time management. Homework can have a positive impact on student achievement. In terms of equity, we wanted to hold a high bar and not hold practices that were not achievable. More action components are geared towards teachers and grading feedback. Some assigning guidelines such as no homework on weekends and during holidays as well as assigning large projects before vacations. Maintaining a bar and having expectations. Still need to collaborate with Salem High School to get a homework example in place.

Mayor Pangallo asks who helped develop this homework guidance draft. Ms. Carbone notes this was developed by Ms. Amy Richardson along with Dr. Zrike and the Curriculum subcommittee.

Ms. Cornell asks if there is any discussion about increasing home work at the high school level? Ms. Carbone has not necessarily been a part of the conversation but high school is where it is most relevant. We are trying to prepare our students for college and career.

Dr. Pangallo notes we would like to intend the minutes of homework for each grade to be per night. Would this be recorded in ASPEN? Ms. Carbone notes our portal is open so parents can access their children's grades. Mr. Leblanc confirms google classroom would be the best avenue to assess students' grades. We are hoping to open parent access for non grade assessment.

Ms. Miranda asks from the parent perspective what we can do as a district to pull the parent in beforehand? Do we have any events coming up over the summer to engage parents in a positive way? Ms. Carbone notes it is about building relationships with students first but our schools do

plan upcoming welcoming activities in the fall such as open houses and welcome back to school for families. Dr. Zrike notes the Back to School bash as well.

Student Representative Report

none

Old Business

none

New Business

- a. Deliberation and vote on 2023-2024 School Committee meeting schedule

Ms. Campbell motions and Ms. Miranda seconded. Dr. Pangallo notes the highlighted dates are the changed dates from the previous version.

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

Motion Carries 6-0

Finance Report

- a. Budget Transfers - Ms. Pauley notes the request to make year end transfers. Many transfers are under \$15,000. This is for the School Committee to approve to move money to accounts that need the funding to end our year in balance. All of the school principals FY23 requests have been approved. In moving this money, we have still left schools strong in the support needed.

Ms. Campbell moved to approve and seconded by Ms. Miranda.

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

Motion Carries 6-0

Subcommittee Reports

Policies for first reading

Policy 5103 - Controlled Choice Student Assignment Policy

Ms. Cornell makes a note to receive the right version into the School Committee packet.

Ms. Cornell makes a motion to hold off on Policy 5103 but would like to accept Policy

6409 for a first reading.

Policy 6409 - Public Participation at School Committee Meetings/Public Hearings -
Moved by Ms. Cornell and seconded by Ms. Campbell.

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

Motion Carries 6-0

Policies for second reading

Policy 4103 - Staff Health & Safety - Ms. Cornell motions to approve and Ms.Manning
seconded.

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

Motion Carries 6-0

Ms. Campbell notes the Equity & Engagement Subcommittee met before the School Committee meeting to discuss the following two topics; the Equity policy audit and the LGBTQ+support for students. Additional partnerships to help support the LGBTQ community.

School Committee Concerns and Resolutions

Dr. Pangallo welcomes Mayor Dominick Pangallo to his first official School Committee meeting.

Adjournment

Mayor Pangallo requested a motion to adjourn. Ms. Cornell motions to adjourn and Ms. Campbell seconded the motion.

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

Motion Carries 6-0

Meeting adjourned at 9:02PM.

Respectfully submitted by,

Krista Perry

Executive Administrative Assistant to the School Committee & Superintendent



SALEM PUBLIC SCHOOLS

Where belonging leads to opportunity.

To: Salem School Committee

From: Mario Sousa, CTE Director & Co-Op Coordinator

Re: Donation of Equipment

Date: June 20, 2023

Herb Chambers Companies would like to donate a tire machine for the value of \$2,500.00 to the Career and Technical Education Program at Salem High School.

Thank you for your consideration of this request. Please feel free to contact me with any questions or if you need more information.





United States Marine Corps
Junior Reserve Officers Training Corps
Salem High School
77 Willson Street
Salem Massachusetts 01970

IN REPLY REFER
1533
UAR
16 JUN 23

From: Senior Marine Instructor, Salem High School
To: Director, Marine Corps Junior Reserve Officers' Training Corps

Via: Regional Director, Region 1

Subj: UNIT/CADET ACTIVITY REPORT, SCHOOL YEAR 2022-23

Ref: (a) MCJROTC Policy Letter 1-17
(b) Unit/Cadet Activity Report Letter of Instruction, dtd 29 Sep 2022

Encl: (1) Student Activities Spreadsheet
(2) Community Service Spreadsheet
(3) Public Affairs Spreadsheet
(4) Academic Awards Spreadsheet
(5) Scholarships and Enlistments Spreadsheet
(6) Competition Spreadsheet
(7) POI Spreadsheet

1. The Senior Marine Instructor (SMI) and Marine Instructor (MI) reinvigorated numerous aspects of the program this year with a primary focus on refinement of the Leadership Education curriculum, increased community involvement/engagement, and recruitment. Both instructors placed a significant amount of time and effort on engagement with teachers, staff, and district leadership to bolster support for the program. The SMI and MI met with the Superintendent and school committee early in the year to seek approval to reinstate the Marksmanship program which had been suspended in 2021. After constrictive dialogue and a walk through of training spaces, the program was given the authorization to resume training in May. Although approval came late in the year, we were able to present the mandatory marksmanship curriculum classes and Cadets passed the requisite tests to conduct one training session and complete a full course of fire after school. Now that the program has been approved, it is incorporated into the battle

rhythm for regular training next year to include preparations to participate in local shooting competitions.

The strong relationship with the school committee and district representatives was highlighted after the City of Salem conducted a special mayoral election in May 2023. Shortly after his successful campaign, the Mayor-elect reached out to the Superintendent and requested the High School MCJROTC unit to conduct the color guard for his swearing in ceremony. The event was well attended by both local and state level representatives and numerous accolades were lauded upon the team after the ceremony. On 20 June 23, the SMI and MI conducted an annual out-brief with the Superintendent and school committee detailing the status of the program and goals for the 2023-24 school year.

Both the Cadets and instructors made a deliberate effort this year to establish and reinvigorate relationships with local community organizations this year. One of our newest supporters in the area is Palmer's Cove Yacht club. The cadets have participated in several events at the club with the premiere event being a hosted afternoon luncheon for roughly 30 local Veterans from the area. The Cadets conducted the Color Guard for the opening ceremony and subsequently served as escorts for the Veterans for the duration of the event. Both the Cadets and the Veterans from across the generations enjoyed the day and plans have already been made to support another iteration of this event next fall and other community outreach related events in the future.

In February, Cadets traveled to Charlestown Navy Yard in downtown Boston to visit the USS Constitution Museum before being invited aboard Old Ironsides herself by the Commanding Officer and her crew for a private tour of the ship. Prior to the visit, to set the framework for the tour, a classroom presentation from the Cadet Company Commander was prepared and presented on the history and historical significance of the ship to the Cadets. The actual tour was followed by a sit-down lunch with the active-duty crew who provided insight into their day-to-day Navy responsibilities, but more importantly on their individual journeys through high school, decisions to join the Navy, and their future goals. Their insight was invaluable and provided a glimpse of life to the Cadets on what to expect after high school no matter their future path.

Increasing enrollment has been our greatest challenge as a program. The program hovered around 42 Cadets for the past two years, and a great deal of effort has been placed behind

recruitment of new Cadets. Instructors and senior Cadets have engaged regularly with the school counselors and directly with students at school sponsored events and have been somewhat successful in recruiting new Cadets from the current student body over the course of the year. We recognize our target recruit population are the incoming eighth graders and developed a plan for early engagement to highlight the program. Cadets have traveled to the middle schools' multiple times on both pre-planned and ad-hoc trips to promote the program. We received feedback from one school with 15 names of students who are going to sign up for the program. To maintain this momentum, we have plans to set up a 2–3-day Cadet meet and greet over the summer with interested incoming freshmen to introduce them to the senior Cadets and provide an overview of the program and what we do. Although this is a step in the right direction, we still have work to do changing preconceived notions about the program and are interested in hearing outputs and leveraging any new/updated guidance from headquarters resulting from the Grooming Standards, Physical Fitness, and Raider Competition working groups.

Goals for the 2023-24 school year include expanding Salem High School's North Shore Devildog Challenge, participation in at least one national level event, incorporating marksmanship training into the training battle rhythm, leveraging resources in the area to explore historical landmarks and areas, continued expansion of the program, and greater engagement in the local community.

2. Unit Enrollment. (All input comes from the Oct 2022 Strength Report)

- a. Student Population: 874 Students
- b. Cadet Strength: 45 Cadets
- c. Number of senior cadets: 3 Seniors

3. Cadet Citizenship.

- a. Number of cadets active in school activities, clubs and student leadership: 26 Cadets
- b. Number of community service hours: 548.5 Hours
- c. Number of public affairs events: 37 Events

4. Scholastic Achievements.

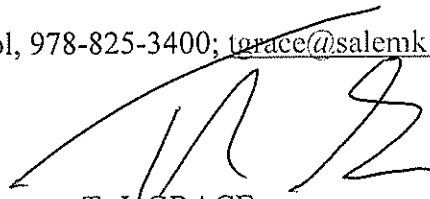
- a. Number of academic awards given to cadets during current school year: 1 Award(s)
- b. Total dollar value awarded in scholarships and enlistments to cadets: \$0.00 Dollars

5. MCJROTC Unit Activity.

- a. Total competition points achieved by unit: 69 Points
- b. Total POI event points achieved by unit: 117.4 Points

6. National Level Competitions: List the event, date, and location of the event that your teams/individuals qualified for and attended: N/A

7. Point of Contact Thomas J Grace, LtCol, 978-825-3400; tjgrace@salemk12.org.



T. J. GRACE
LtCol, USMC (Ret.)



UNCLASSIFIED
Salem High School MCJROTC
SY22-23 WRAP UP



School Year 2022-2023 by the numbers:

- (45) Cadets (5% of school population)
- (26) Cadets involved in other school activities
- (548) hours of combined community service
- Participation in (37) local community events
- (2) enlistments: U.S. Army & U.S. Army Reserve
- (3) Seniors SY22-23:
 - (2) into workforce
 - (1) U.S. Army Enlistment
- (~37) Cadets returning for SY23-24

Summer Training Plan:

- Summer Leadership Camp Enrollment...\$0 cost
 - (16) MCJROTC Camp (Jun/RI)
 - (5) Fork Union Military Academy Senior Leadership Camp (Jul/PA)
 - (2) Camp Odyssey Leadership Camp (Jul/PA)
- Aug Camp at High School for incoming cadets
- Instructor Training Courses:
 - Senior Marine Instructor Course (SMI/June)
 - Raider Training Course (MI/July)

Way Forward:

- Sustained education on programs intent...applicable life skills and better citizens
- Continued recruitment efforts to boost our cadet enrollment
- Awaiting results & guidance from headquarters on grooming standards modification
 - Anticipated increase in enrollment should proposed changes be approved
- Looking for community service opportunities that may come through the district
- Participation in a national level event...GOAL: Raider Competition; 2-5 Nov 23, Ft. Knox Kentucky
- Implementing recommendations from the Cadets end of year After Action papers



SALEM PUBLIC SCHOOLS

Where belonging leads to opportunity.

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

Superintendent

29 Highland Ave. Salem, MA 01970

978-740-1212

szrike@salemk12.org

To: Salem School Committee

From: Stephen Zrike, Superintendent

Re: Appointment of Assistant Superintendent of Finance and Operations

Date: June 20, 2023

Attached please find a copy of the recent certification of Elizabeth Pauley as a School Business Administrator. Ms. Pauley has been serving in an interim capacity while working on her certification.

At tonight's School Committee meeting, I will be asking for your vote on my recommendation to appoint Ms. Pauley as the permanent Assistant Superintendent of Finance and Operations.

Stephen K. Zrike Jr.



www.salemk12.org



[@SalemSchools12](https://twitter.com/SalemSchools12)



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

UNOFFICIAL LICENSE INFORMATION

Elizabeth Pauley

28 Heard Drive

Ipswich, MA 01938

This license information was generated by the educator from the Department's electronic licensure file, ELAR. It should not be taken as proof of current licensure or as an official record. The Department advises that verification of this information via ELAR is always necessary.

Educator: Elizabeth Pauley

License #: ****537478

MEPID: 54058433

Original Certification Date: 08/03/2022

FIELD(LEVEL)	CATEGORY	APPLICATION TYPE	ISSUE DATE	EXPIRATION DATE
School Business Administrator (All Levels)	ACADEMIC	Initial	06/09/23	**
Superintendent/Assistant Superintendent (All Levels)	ACADEMIC	Provisional	08/03/22	**
** Valid for five (5) years of employment.				

Please contact the Department of Elementary and Secondary Education customer service at 781-338-6600, if your license information above is incorrect or incomplete.



**Memorandum of Understanding SY 23-24
Between
Salem Public Schools
And
Beverly Public Schools**

I. Purpose

The partnership established by this Memorandum of Understanding between Salem Public Schools and Beverly Public Schools is designed for students from Beverly High School who do not have post-secondary plans and who have an interest in the following Career and Technical Education (CTE) Programs:

- Automotive Technology
- Medical Assisting
- Electrical
- Building & Property Maintenance

This Memorandum of Understanding (MOU) describes and confirms an agreement between Salem Public Schools and Beverly Public Schools. The purpose of the agreement is to formalize and clarify expectations and relationships among all parties from September 2023 to June 2024. This MOU may be modified or amended by mutual consent of authorized officials from Salem Public Schools and Beverly Public Schools. This MOU shall become effective upon signature by the authorized officials from Salem Public Schools and Beverly Public Schools and will remain in effect until modified or terminated by any one of the partners by mutual consent. In the absence of mutual agreement by the authorized officials from Salem Public Schools and Beverly Public Schools this MOU shall end on June 30, 2024.

The structure for official communication between Salem Public Schools and Beverly Public Schools will be facilitated through the designated partnership liaisons from the districts. If these individuals have any concerns or issues that they cannot successfully resolve or do not have the administrative authority to change, they will communicate directly with the principal of their respective school who will then take the appropriate steps to ensure open lines of communication are maintained between Salem Public Schools and Beverly Public Schools.

The following process will be used for resolving issues involving the Memorandum of Understanding (MOU) to provide a method of open communication and early resolution of issues. This approach to addressing disputes is characterized by the following terms defining a proactive resolution approach:

- Practical - Saves all parties time, effort, and energy that can be re-directed toward accomplishing the mission of the organization.
- Hands-on - Early intervention leads to smaller problems, and is best implemented by a 'hands-on' approach. It is important to address problems at the lowest level in order to keep perspective.
- Down to business -This approach requires the right mix of sharpness and clarity with tact and diplomacy. Important issues come to the table quickly, and do so while reinforcing understanding of the concerns and viewpoints of both parties.

- Positive and Upbeat -The approach is positive and upbeat with each party conveying a sincere desire for a more positive future relationship in which both parties benefit from one another.

The first step of the process will be to request a face-to-face meeting for the identified issue/ question. Either partner may request a meeting with the other partner and raise the issue/question(s). The question/issue is to be presented in written form with a resolution documented at the close of the meeting, with no further action needing to be taken. If a resolution isn't reached in the first step, a meeting with the three-to five-member MOU Advisory Council with representatives from both Salem Public Schools and Beverly Public Schools will be held to review concerns and determine resolution. To ensure effectiveness at the meeting it is necessary that the issues or concerns are provided in written form and that the Committee receives this written documentation at least 72 hours prior to conference call or meeting. During the meeting, a roll call process allows each member to ask further questions or state a position. The review committee will make a recommendation to the chairpersons of both Salem Public Schools and Beverly Public Schools school committee on the resolution.

II. Scope of Services:

Salem Public School District:

- To provide a cohort of Beverly High School (BHS) students with career training in the aforementioned CTE Programs **Note:** Year one cohort will be juniors only as each CTE Partnership Program is 2 years. Juniors will continue through their senior year
- Cohorts of grade 11 and 12 BHS students will be enrolled in a designated CTE Program Monday through Friday, from 11:30 am until 2:30 pm, following the Salem Public Schools school calendar schedule. Beverly Public Schools students will follow the Salem Public Schools school calendar for early release, snow days, and the days when school is not in session.
- Beverly Public Schools will provide bus transportation for the cohorts of Grade 11 and 12 Beverly Public Schools students to Salem Public Schools for the start and conclusion of the afternoon program. Students will be picked up at BHS at 11:00 and begin their CTE Program at Salem High School at 11:30 am. Students will depart Salem High School at 2:30 pm and will return to their communities at a neighborhood bus stop - TBD.
- Salem Public Schools will be responsible for hiring and ensuring the CTE program teachers are highly qualified and licensed by the Commonwealth of Massachusetts Department of Elementary and Secondary Education and will use when possible teachers who are currently employed by Salem Public Schools.
- Salem Public Schools will provide all CTE instruction, including the assessing, documenting, and sharing with students and parent/guardians the knowledge, skills, and competencies delineated in the appropriate Chapter 74 CTE Frameworks.
- Salem Public Schools will share any relevant information about applicable CTE activities (ie: career fair, resume workshops) with students in the program and with the BHS program liaison.
- Salem Public Schools will provide Beverly High School students with a certificate indicating the demonstration of competencies upon successful completion of the program and they can earn industry-recognized credentials.

- Salem Public Schools will be responsible for the administration of payroll and fringe benefits for CTE program staff.
- Salem Public Schools will be the fiscal manager of the program and will thus be responsible for all financial management and for procurement of consumable technical program materials.

Beverly High School:

- Beverly High School Guidance will provide program and application information to Beverly High School students.
- Beverly High School will participate in the identification and recruitment of student candidates.
- Beverly High School Guidance will review applications and provide a list of eligible students. This student information will be shared with Salem Public Schools CTE Partnership liaison.
- Beverly High School will establish a designated program guidance counselor at BHS to support students in the program.
- Beverly High School will provide Salem Public Schools with student schedules.
- Beverly High School will provide all academic instruction at BHS from 7:30 to 11:00 am each day, including the assessing, documenting, and sharing with student and parent/guardians student academic progress toward meeting all requirements for high school graduation.
- Beverly Public Schools' Special Education Director will provide Salem Public Schools CTE Partnership liaison with the individual education plans or 504 plans for all students with special education needs so this information can be shared with CTE teachers to ensure all necessary accommodations are included in the designated CTE Program for student success.
- Beverly Public Schools English language learning coordinator will share information on all students with English language learners with Salem Public Schools English language learning coordinator so this information can be shared with CTE teachers to ensure all necessary accommodations are included in the designated CTE Program for student success.
- Beverly Public Schools students will be subject to the provisions of the Beverly Public Schools Student Handbook and the Salem Public Schools Student Handbook (while in attendance onsite).
- Beverly Public Schools will provide Salem Public Schools with important student information (IE: what adults are authorized to dismiss a student, what health considerations or accommodations, if any exist for students, etc.) with the Salem Public Schools designated guidance counselor and Director of Career and Technical Education.
- Beverly Public Schools will be responsible for submission of required data to the Department of Elementary and Secondary Education and will share the data with Salem Public Schools.
- Beverly Public Schools will be responsible for coding the students as "Chapter 74" in their designated CTE Program in the October 2023 SIMS data.

Salem Public Schools and Beverly Public Schools

- Salem Public Schools will provide classroom and technical program space for the aforementioned CTE Programs
- Beverly Public Schools and Salem Public Schools agree that enrollment in this program will not in any way affect a student's eligibility or standing with respect to Beverly Public School District as a fulltime student.
- Beverly Public Schools and Salem Public Schools program administrators will collaborate and share all collected data annually for evidence of disproportionate student outcomes.

III. Budget/ Funding/ Budget Development & Management

For the School Year 23-24 the per student cost to your district is \$5,689.00 or the Chapter 74 per pupil differential rate, whichever is higher. Salem Public Schools will invoice for half of this cost in November 2023 and half of this cost in February 2024. Special education expenses are not included.

The criteria used for the funding of this partnership was determined through a collaborative process with the schools involved in this program. Salem Public Schools determined the funding needed for CTE teacher salaries and benefits, supplies and materials, and testing and assessment materials, including certifications. This continues to be a collaborative process and no budget disagreements are anticipated as the districts are committed to providing CTE opportunities to additional students. Through the SIMS coding process, a per pupil differential will be received by the sending districts based on their SIMS data coding. The sending districts will retain this differential.

IV. Financial Management

Salem Public Schools is responsible for procurement of consumable technical program materials with funds agreed upon during the budget process.

Each partner has funding opportunities to assist students who have limited financial resources, which will be utilized to ensure all enrolled students have all of the equipment and materials required for successful completion of the program.

Salem Public Schools will be responsible for payroll and fringe benefits for all CTE program staff. The partner schools will be responsible for any payroll and fringe benefits expenses for their staff members who are supporting this program.

Salem Public Schools will be responsible for all financial management.

Beverly Public School District

DocuSigned by:

Signature: _____

Suzanne M. Charochak

720BB742ADED4AD

Dr. Suzanne Charochak, Superintendent of Schools

Salem Public School District

Signature: _____

Dr. Stephen Zrike Jr., Superintendent of Schools



SALEM PUBLIC SCHOOLS

Where belonging leads to opportunity.

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

Superintendent

29 Highland Ave. Salem, MA 01970

978-740-1212

szrike@salemk12.org

To: Salem School Committee
From: Stephen Zrike, Superintendent
Re: Crossing Guards
Date: June 20, 2023

At tonight's meeting, I am asking for your support of my recommendation to move the oversight of Salem's crossing guards (all part-time, non-union employees) to the jurisdiction of the city's police department.

We believe that the Salem Police Department (SPD) is best positioned to manage the hiring, placement and supervision of these individuals given their responsibilities related to overseeing pedestrian and vehicle traffic across the City of Salem.

Stephen K. Zrike Jr.



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Elizabeth Pauley
 Assistant Superintendent of Finance and
 Operations

29 Highland Ave. Salem, MA 01970
 978-740-1101
 epauley@salemk12.org

To: Salem School Committee
From: Elizabeth Pauley, Assistant Superintendent, Finance & Operations
CC: Stephen Zrike, Superintendent
Re: End of Year Budget Transfers
Date: June 20, 2023

As end of year expenses are being finalized, additional transfers are required to close out the fiscal year in balance. The accounts from which the funding is being transferred are underspent personnel funds.

Account Name	Transfer to: Account Number	Amount	Transfer From: Account Name	Transfer From: Account Number
Homeless Transportation	13592021-5334	\$17,100.00	Witchcraft E.S.; Contract Services	13570821-5320
Electricity	1353030121-5211	\$190,000	Regular Day; Payroll	13570920-5130
Electricity	1353030121-5211	\$87,670.00	Regular Day; Payroll	13571060-5117
Gas	13530121-5215	\$70,000	Special Education; Payroll	13640940-5126

I recommend the following transfers to ensure the Salem Public Schools can reconcile all of the known outstanding expenses.

Elizabeth A. Pauley



SCHOOL COMMITTEE 6000 SCHOOL COMMITTEE MEETINGS 6400

PUBLIC PARTICIPATION AT SCHOOL COMMITTEE MEETINGS/PUBLIC HEARINGS 6409

All regular and special meetings of the School Committee shall be open to the public. School Committee meetings, including executive sessions, are conducted in accordance with the Massachusetts Open Meeting Law.

The School Committee desires and encourages community members of the district to attend and/or participate in its meetings so that they may become better acquainted with the operations and the programs of our local public schools. In addition, the Committee would like the opportunity to hear from the public on issues that affect the school district and are within the scope of the Committee's responsibilities. Therefore, the Committee has set aside a period of time at each School Committee meeting to hear from the public.

This time shall be available at every School Committee meeting whether held in person, online, or combination of both.

Since Spanish is the second-most prevalent language in the city, interpreters will be available at all regular school committee meetings.

Public comment is intended to offer community members an opportunity to express their opinion on issues of School Committee business. Should the Chair believe that an issue or question falls outside the purview of the School Committee, he/she may request that citizens direct it to the appropriate person or body so that the matter is given proper consideration.

The following process will govern public comment and participation at every School Committee meeting, regardless of the format:

1. A summary of this policy shall be read aloud at the beginning of each meeting in both English and Spanish.
2. The School Committee will have one section for public comment at each School Committee meeting, which shall generally follow the opening of the meeting.
3. A sign-up sheet will be available as people enter the meeting for those participating in-person. Members of the public will be asked to sign up to speak **prior to the meeting being called to order in advance of the meeting**. People will speak in the order in which they sign up, unless more than one person wishes to speak on a single topic, in which case the Chair may call them together. People who arrive after the sign-in sheet has been removed ~~removed~~ **will be invited to speak once all speakers on the sign up sheet have been exhausted. Those** or who enter comments to the online form after the start of the meeting **will also be recognized after all online participants** ~~may speak at the Chair's discretion~~. The sign-up sheet and/or online list will be provided to the chair just prior to the meeting being called to order and any additional entries shared with the chair prior to the

closure of the public comment period. Entries to the online form received after the public comment period closes shall not be read into the record but will be attached to the meeting minutes as an addendum.

~~4. and a link to an online form shall be available on the meeting notice to sign up for remote participation in public comment.~~

4. Individuals wishing to speak must identify themselves by name and address and indicate the specific topic they wish to address.

5. Speakers will be allowed up to 5 (five) minutes to present their material. Extension of this time limit is at the discretion of the chair.

6. Copies of public comments shared during the public comment period may be presented in writing, but not required, to the Committee before or after the meeting for Committee members to review or to consider at an appropriate time, and for inclusion in the meeting minutes.

7. Topics raised during the public comment period shall be focused on topics related to school district matters and/or items that are within the School Committee's authority.

8. All speakers are encouraged and expected to present their remarks in a respectful manner.

9. All remarks will be addressed to the Chair of the School Committee. Responses to concerns will be made only by the Superintendent or Chair of the meeting, or other members at the Chair's discretion should a member request to speak. While the Committee and/or administration will not typically respond to citizen comments or questions posed at public comment, the Chair, as presiding officer of the meeting, may answer or request an answer to a question if he/she deems it expeditious.

State law also provides that:

No person shall address a public meeting of a public body without permission of the chair, and all persons shall, at the request of the chair, be silent. No person shall disrupt the proceedings of a meeting of a public body. If after clear warning from the Chair, a person continues to disrupt the proceedings, the Chair may order the person to withdraw from the meeting and if the person does not withdraw, the Chair may authorize a constable or other officer to remove the person from the meeting.

Public Comment During Remote or Online Meetings

Should the School Committee hold its public meetings remotely, the process for participating in public comment shall replicate the above as much as possible. The only difference will be the opportunity for those submitting comments to opt to submit a written comment (to be read aloud during the meeting) or to be recognized during the remote/online meeting in order to speak within the online meeting environment for up to five (5) minutes.

Participating in Public Comment Remotely During In-Person Meetings

As the School Committee expands its capacity to utilize online meeting tools that facilitate remote participation in meetings, it aims to identify new ways to expand public participation via remote or online technology, even when a meeting is held in person. This would entail the opportunity to view meetings in a “live stream” mode and submit public comment electronically, to be read aloud during the public comment period, following the procedures outlined above.

Legal Reference: 30A:20(g)

Reviewed 5/2023

Approved 8/10/20

PERSONNEL 4000

ALL EMPLOYEES 4100

STAFF HEALTH AND SAFETY 4103

~~All school personnel must submit a statement of good health verifying their ability to perform the duties required in their job description from a primary health care provider within 90 days of hire. Prospective candidates for building service positions including custodians, painters, maintenance craftsmen, carpenters, grounds maintenance, HVAC, and electricians, will be subject to a pre-employment physical. Additional physical examinations will also be required of bus drivers and food service workers to comply with federal and state laws and regulations. ¶~~

~~The superintendent may require an employee to submit to a physical examination by a physician appointed by the school department whenever that employee's health appears to be a hazard to self, students or others in the school department, or when a doctor's certificate is needed to verify the need for sick leave, subject to the provisions set forth in negotiated agreements. ¶~~

“Pre-employment physical exams will be required to the extent required by federal and state laws and regulations for building services personnel positions, bus drivers and food service workers and other applicable employees. The Superintendent may require an employee to submit to a physical examination by a physician appointed by the school department whenever that employee's health appears to be a hazard to self, students or

others in the school department, or when a doctor's certificate is needed to verify the need for sick leave, subject to state and federal laws, regulations and the provisions set forth in negotiated agreements.

REVIEWED 5/2023

Refer to negotiated agreements(s)

Legal Reference: MGL 71 :54

Approved: December 17, 2018