

**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: June 16, 2022

REPOSTED: June 17, 2022 - REVISED

REGULAR SCHOOL COMMITTEE MEETING

Notice is hereby given that the Salem School Committee will hold a **Regular School Committee meeting on June 22, 2022 at 7 p.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/83315808200?pwd=ZitiUVVWNjhaZFNOOIUITERTcmpwOT09>

Passcode: A07MGG


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/VsmPjFtEjHuaiTsr9>. 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 Jensen Frost at jfrost@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 the Regular School Committee meeting held on 06/06/22
- B. Approval of Warrants: 6/9/2022 - \$562,888.14; 6/16/2022 - \$925,939.20

C. Approval of SHS golf team out of state trip to Disney World (FL)

IV. **Public Comment**

Please see above for instructions on participating in public comment.

V. **Student Showcase - Bates Elementary School**

VI. **Superintendent's Report**

- a. Middle School learning pilot
- b. Special Education stabilization fund

VII. **Report from the Student Representative – Hawa Tabayi**

VIII. **Action Items: Old Business**

IX. **Action Items: New Business**

- a. Deliberation and vote to approve transfer of \$550,000.00 from FY22 School Department appropriation to the special education stabilization fund
- b. Vote to approve negotiated 2021-2023 contract with AFSCME Local 294

X. **Finance & Operations Report**

- A. Budget Transfers

XI. **Subcommittee Reports**

- a. Policy 1200 Community Use of School Facilities - second reading
- b. Policy 1204 Outdoor Use of Facilities - second reading

XII. **School Committee Concerns and Resolutions**

XIII. **Adjournment**

Respectfully submitted by,

Mindy Marino

Executive Assistant to the Superintendent

“Persons requiring auxiliary aids and services for effective communication such as sign language interpreter, an assistive listening device, or print material in digital format or a reasonable 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: 16 de junio de 2022

NUEVO FECHA DE PUBLICACIÓN: 17 de junio de 2022

REUNIÓN REGULAR DEL COMITÉ ESCOLAR

Por la presente se notifica que el Comité Escolar de Salem llevará a cabo una **Reunión regular del Comité Escolar el 22 de junio de 2022 a las 7 p.m.** Esta reunión tendrá lugar en persona el **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/83315808200?pwd=ZitiUVVWNjhaZFNOQIU1TERTcmpwOT09>

Contraseña: A07MGG


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/VsmPjFtEjHuaiTsr9> 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 Jensen Frost en jfrost@salemk12.org o en el 617-285-7567 si tiene alguna pregunta o para informar de cualquier dificultad técnica que experimente.

II. Aprobación de la Agenda

- III. **Aprobación de la Agenda Consensuada**
- a. Aprobación del acta de la reunión regular del Comité Escolar celebrada el 6-jun-22
 - b. Aprobación de las órdenes de pago: 9-6-2022 - \$562,888.14; 16-jun-2022 - \$925,939.20
 - c. Aprobación del viaje del equipo de golf de SHS fuera del estado a Disney World (FL)
- IV. **Comentario Público**
Favor de ver arriba para instrucciones sobre cómo participar en los comentarios públicos.
- V. **Exhibición del Educador**
- VI. **Reporte del Superintendente**
- a. Piloto de aprendizaje en la escuela intermedia
 - b. Fondo de estabilización de la educación especial
- VII. **Reporte de la Estudiante Representativa**
- VIII. **Elementos de Acción: Asuntos Antiguos**
- IX. **Elementos de Acción: Asuntos Nuevos**
- a. Deliberación y votación para aprobar la transferencia de 550.000,00 dólares de la asignación del Departamento Escolar para el año fiscal 22 al fondo de estabilización de la educación especial
 - b. Votar para aprobar el contrato negociado 2021-2023 con AFSCME Local 294
- X. **Reporte de Finanzas y Operaciones**
- a. Transferencias presupuestarias
- XI. **Reportes de los Subcomités**
- a. Política 1200 Uso comunitario de las instalaciones escolares - segunda lectura
 - b. Política 1204 Uso de las instalaciones al aire libre - segunda lectura
- XII. **Inquietudes y Resoluciones del Comité Escolar**
- XIII. **Clausura**

Sometido respetuosamente por,

Mindy Marino

Asistente Ejecutiva 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.”

SALEM PUBLIC SCHOOLS
REGULAR SCHOOL COMMITTEE MEETING
DATE: June 22, 2022

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Salem Public Schools Salem School Committee Meeting Minutes June 6, 2022

On June 6, 2022 the Salem School Committee held its regular School Committee meeting at 7:00 PM using the Zoom platform.

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

Others in Attendance: Superintendent Stephen Zrike, Assistant Superintendent Kate Carbone, Chelsea Banks, Liz Polay-Wettengel, Marc LeBlanc, Linda Farinelli, Adam Colantuoni

Call of Meeting to Order

Mayor Driscoll calls the meeting to order at 7:01pm and requests a call of attendance. Mayor Driscoll requests a motion to call the meeting to order and in doing so conduct attendance. Ms. Manning makes the motion and Mr. Fleming seconded.

Attendance

The school committee secretary called the attendance.

Ms. Campbell	Not Present
Ms. Cornell	Present
Mr. Cruz	Present (7:12pm arrival)
Mr. Fleming	Present
Ms. Manning	Present
Dr. Pangallo	Present
Mayor Driscoll	Present

Mayor Driscoll moves into recognition of the district retirees. The evening began with a retiree reception and as Mayor Driscoll reads the list of those retiring, she notes those not in attendance and those in attendance receive their awards and city seals.

She explained the Public Participation Policy 6409 and also explained the availability of Spanish interpretation.

Approval of Agenda

Ms. Manning requested a motion to approve the Regular Agenda. Mr. Fleming motioned and Ms. Cornell seconded. A roll call vote was taken as requested by the school committee secretary.

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

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

Approval of Consent Agenda

Ms. Manning requested a motion to approve the Consent Agenda. Mr. Fleming motioned and Ms. Cornell Seconded.

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

Public Comments

The School Committee Secretary reads the following public comments:

Brittney Kleinfelter 20 Victory Road

I would like to commend SPS for their commitment to creating an inclusive and safe space for our students, particularly during Pride Month. The Trevor Project states that "LGBTQ youth are not inherently prone to suicide risk because of their sexual orientation or gender identity but rather placed at higher risk because of how they are mistreated and stigmatized in society." Research shows that "more than 1.8 million LGBTQ youth (13-24) seriously consider suicide each year in the U.S. — and at least one attempts suicide every 45 seconds." By participating in Pride Month, we show our children that they have a safe home here in Salem, and our schools should be commended for their efforts in supporting our children. Bravo, SPS!

Amy Justo 4 Heritage Dr, Apt 31, Salem, MA 01970

I was at the Pride Flag raising last week. I would like to reiterate how important these events are at all levels. Pride events not only provide community support & resources but help us as individuals, & a community, to build a language that helps us to properly express ourselves. Positive self-expression, without fear or prejudice, is a basic human right—regardless of age. Using words that enable us to define ourselves & our role in this world is a large part of "growing up". These events in our communities & our schools bring awareness to our own sense of self & our ability to communicate effectively with the world.

Again, I thank you City of Salem Pride Flag Raising for the beautiful event I attended. I know it took passion & commitment to make it happen. I also thank Salem Public Schools for their continued support of Pride events at their campuses.

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Ben Chertok 21 Bertuccio Ave. & Collins Middle School Teacher

Dear members of the school committee:

First, I would like to apologize for not being here in person tonight to share my thoughts with you as I am at another SPS event. My purpose in writing is to simply say thank you. Thank you for being willing to approve the return of the tradition that is the annual CMS 8th grade trip to New York City. While the pandemic's many twists and turns have made these decisions more challenging, with your support we were able to reinstate a little bit of normalcy to what has been a most abnormal middle school experience for this 8th grade class.

Here's a quick recap of the trip: On our first day, we visited the Central Park Zoo, the 9/11 Memorial, experienced the thrill of rising 102 stories in 47 seconds to take in breathtaking views of New York City from the top of the Freedom Tower, and enjoyed a 3 hour celebratory dinner/dance cruise on the Hudson and East Rivers with the unforgettable backdrop of iconic landmarks including the Brooklyn Bridge, Battery Park, the Statue of Liberty, and the NYC skyline lit up in the night sky. The sunset was spectacular. Our second day included a buffet breakfast at the hotel and a visit to the "Empty Sky" Memorial at Liberty State Park where we boarded the ferry to Ellis Island and the Statue of Liberty. We spent the morning at these National Park Sites learning about the history of Immigration and the symbolic meaning of the statue. We explored Times Square and enjoyed a meal at the Hard Rock Cafe before embarking on the journey home...complete with navigating city traffic experiencing the "joy" that is Friday afternoon rush hour on I95. We watched movies, played games, bonded with each other, and slept.

The highlight for me, as the trip organizer and a chaperone, was watching our students truly enjoy themselves. And I do mean TRULY. What trips like these do for our kids social and emotional growth is priceless and I do believe that each student came home a changed person from having experienced it.

As you know, the way these students acted throughout the trip didn't go unnoticed. While we had 100% faith in them to rise to the occasion, to receive an unsolicited message from a traveller commenting on how our students represented themselves, their school, and their community was the ultimate testament to the character of our kids. Personally, I cannot speak highly enough of how they acted, not only at the rest stop where the traveller witnessed them, but throughout the entire trip. Simple things like looking out for each other, following directions, and saying thank you to the bus driver demonstrated just how appreciative they were to be able to participate. I always set an expectation before trips like this: "Your job is to make sure that you act in such a way that makes it possible for future students to benefit from the same experience." They absolutely met this expectation, and then some. I have no doubt that this will be one of the most positive memories our students take with them through their lives and for that, I want to say thank you once again.

Elise Towle Snow 6 Eden

Thank you SPS for all the PRIDE this month. I am especially impressed by Collins students having their own parade and being uplifted by teachers. I am proud to have a kindergartner growing up here and seeing school as a safe place to be themselves. Initiatives like this truly save lives.

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Phil Jean Brietzke 54 Lawrence St

Good Evening Member's of School Committee.

I know some of may or may not be aware . Alicia Santiago and Larisa Santiago their father Arnold Santiago passed away at age 47 May 25, 2022. suddenly one day after undergoing emergency surgery .Arnold Santiago-his Beloved husband of Jessica Jimenez.

Arnold signed as a professional with the Cleveland Indians organization in 1994, after being selected in the 26th-round rookie draft. He played three years in the Minors and also participated in the Independent League.

I'm asking please that everyone please take a moment of silence for this family and keep them in your prayer's their

Superintendent's Report

Read Trust Recipient Awards

Dr. Zrike turns over the presentation to the Deputy Superintendent to recognize the Teachers of Excellence being awarded via the Read Trust Grant. Ms. Carbone provides an overview of how the funding allotted by Read Trust is used across the district. She notes that the principals will introduce the recipients and provide some overview to their role within their school. Ms. Carbone notes how the recipients plan to use the award they are provided through Read Trust.

Updates and Upcoming Events

Dr. Zrike provides some updates and upcoming information. Summer programming is at an all-time high, and welcomes families to a community meeting at Saltonstall with Chief Miller regarding concerns for families after the incident in Uvalde, TX and discuss the plans for the district to take action over the summer for future planning. He also acknowledges the graduations of Salem Prep High School and Salem High School and the special times of celebrating the students. He also identifies New Liberty Innovation School's graduation is June 15th. Tomorrow, June 7th at 9:30am is our Special Olympics event at Bertram Field. He mentions the next meeting was originally scheduled for June 20th but we are looking to adjust that to Wednesday June 22nd.

Dr. Zrike discusses the Stabilization Account noting a process to have a back-up plan for unanticipated costs for Special Education. He notes this is a good plan to ensure we are not using pre planned funding when cost needs arise and we have this additional option for funding. He notes asking for a vote on this, Ms. DeLai and he will work on the logistics of this to provide a fund overview at the next meeting.

He finishes his report noting a vote needed for next year's school committee meeting schedule. He also notes the committee will receive a list of district-wide summer work projects tomorrow.

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Mr. Cruz mentions the September meeting scheduled on the primary election date and needing to potentially amend this.

Old Business

None

New Business

Deliberation and vote on SHS ROTC field trip to Camp Edwards 6/24/22

Mr Fleming made a motion, Mr. Cruz seconded.

All in favor, all those opposed - Ms. Manning, the I's have it.

Deliberation and vote on SHS ROTC field trip to Kerrville, TX 7/6/22-7/12/22

Mr. Fleming made a motion, Mr. Cruz seconded.

All in favor, all those opposed - Ms. Manning, the I's have it.

Deliberation and vote on SHS ROTC field trip to Boswell, PA 7/24/22-7/30/22

Mr. Fleming made a motion, Ms. Cornell seconded.

All in favor, all those opposed - Ms. Manning , the I's have it.

Deliberation and vote on 2022-2023 School Committee meeting schedule

Mr. Fleming made a motion, Mr. Cruz seconded. Under discussion, a request was made to move the September 6th meeting to September 7th. Dr. Pangallo notes December 19th being the first night of Hannukah and could be a concern. Dr. Zrike mentions that he inquired about the conflict and two audience members note that it is a minor holiday as well as it being the first day with the first night being December 18th and moving forward is okay.

All in favor, all those opposed, the I's have it.

Deliberation and vote to create Special Education Stabilization Account

Mayor Driscoll reads the exact motion on the table in reference to MGL. Mr. Fleming made a motion, Ms. Manning seconded.

All in favor, all those opposed, the I's have it.

Finance Report

The Business Office requests a \$16,000 transfer be made from General Operations Office Supplies to General Operations Professional Serv/Fees to fund the audit of the Salem Public School District's student activity programs.

Dr. Pangallo made a motion, Ms. Manning seconded.

All those in favor, all those opposed, the I's have it.

D R A F T

The Business Office requests a \$152,000 transfer be made from Reg Day Long-Term Subs and Reg Day Substitute Teachers to Technology Computer Networking to fund the replenishment of staff devices.

Ms. Manning made a motion, Dr. Pangallo seconded. Mr. Fleming asks if this will affect substitution needs for the coming school year. Ms. DeLai notes this will in no way affect next year's budget. Mr. Fleming asks about the surplus in extra funding that we are transferring and Ms. DeLai notes building substitutes are being funded from ESSER not this specific budget line. Dr. Zrike notes the pool for substitutes is also limited. All those in favor, all those opposed, the I's have it.

Subcommittee Reports

POLICY REPORT:

Policy 1200 Community Use of School Facilities - first reading

Ms. Cornell makes a motion, and Ms. Manning seconded.

All those in favor, all those opposed, the I's have it.

Policy 1201 General Rules & Regulations - no substantive changes

Mr. Cruz reminds the committee that there is a note for the policy to be brought to the attention of the committee that no changes were made but it was reviewed.

Policy 1202 Gym Rental Policy - no substantive changes

No discussion or objection.

Policy 1204 Outdoor Use of Facilities - first reading

Ms. Cornell makes a motion, and Ms. Manning seconded.

All those in favor, all those opposed, the I's have it.

Policy 6502 Student Advisory Committee - third reading

Mayor Driscoll entertains a motion to remove this policy discussion from the table.

Mr. Cruz notes a written legal opinion has been provided and the policy should be reviewed by the policy subcommittee in reference to the legal update provided.

Ms. Cornell notes the draft proposal she suggests in regard to 6502 Student Advisory Committee. The proposal notes the legal responsibility as noted from the legal council. Mayor Driscoll asks where the policy lies in terms of moving for a motion, taking the place of a prior policy discussed, etc. Ms. Manning suggests bringing this policy back to the policy subcommittee meeting for review and notes her discomfort with the scholarship and the budgetary implications.

Mr. Fleming would like to know the methodology for selection of the scholarship.

Ms. Cornell notes building language from the legal opinion. She notes the school committee would be responsible for creating an application and vetting the

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selection. Mr. Fleming notes the legal advice is not allowing the Student Advisory Committee members to receive the scholarship. Ms. Cornell notes the chairperson cannot be given a scholarship but can apply.

The policy proposal will head back to policy for review and refinement before moving to a vote for the full committee.

CURRICULUM REPORT:

Dr. Pangallo notes the curriculum subcommittee to create a routine schedule for meetings.

School Committee Concerns and Resolutions

Fair Share Amendment

Mr. Cruz notes a former concern being the Fair Share Amendment as was discussed during budget season.

Motion made by Mr. Cruz and seconded by Ms. Manning.

All those in favor, all those opposed, the I’s have it.

Dr. Zrike mentions this meeting is the last before the final day of school with the exception of Carlton Innovation School. He applauds the staff and thanks them for another hard year of work. He is looking forward to welcoming back students in the fall and looking forward to SY22-23.

Mr. Cruz notes a learning opportunity on Sunday at Forest River Park at 3:30pm and welcomes families and school committee members to join.

Adjournment

Mayor Driscoll requested a motion to adjourn. Mr. Fleming motioned and Ms. Cornell seconded. A roll call vote was taken.

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

Motion carries 7-0. Meeting adjourned at 8:05.

Respectfully submitted by,

Jensen Frost

Executive Administrative Assistant to Assistant Superintendent

Field Trip Request Form - Salem Public Schools

Last Updated June 7, 2017

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

I. General Information				
Name of School	SALEM HIGH SCHOOL	Date of Request	Date of Field Trip	
Coordinator	TOM DOYLE	6/1/22	8/24-8-29	
Coordinator Contact Info	Phone: 978 836 8471 Email: tdoyle@salemki2.org	Total Number of Students	Departure Time	Return Time
Grade Level(s)	10-12	6	AM	PM
Destination <small>Please identify that place AND the specific location and address for the trip.</small>	WALT DISNEY WORLD ORLANDO, FLORIDA	Location and Duration		
		<input type="checkbox"/> Local trip within Salem/North Shore <input type="checkbox"/> In-state - within MA <input checked="" type="checkbox"/> Out of state - travel to another state <input type="checkbox"/> Within the normal school day <input type="checkbox"/> Beyond normal school hours <input type="checkbox"/> Overnight trip		

II. Learning and Accessibility	
Instructional Alignment	Accessibility and Inclusion for All Students
<input type="checkbox"/> Alignment: The trip is aligned to standards <input type="checkbox"/> Preparation Plan: Students will be prepared for trip <input type="checkbox"/> Post-Trip Plan: Students will synthesize learning <u>Comments:</u>	<input checked="" type="checkbox"/> I understand district policy that all students have access to field trips <input checked="" type="checkbox"/> I will ensure that all students (e.g., students with disabilities, English language learners, etc.) have the appropriate supports they need for trip <u>Comments:</u>

III. School Nurse Review and Approval (School Nurse Signature Required)		
Has the school nurse been notified of this field trip? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Has the roster of students been shared and any medical concerns reviewed? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Will an on-site nurse be needed for this field trip? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <small>Complete overnight form</small>
School Nurse Signature: <i>R. Atkins</i>		Date: 6/2/22

IV. Food Services		
Has the school's cafeteria manager been notified of this field trip? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Will the students be eating lunch at the school on the date(s) of the trip? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Are you requesting any bag lunches or other food for this trip? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No How many? _____
<u>Comments:</u>		

V. Transportation (Please fax all SPS bus transportation requests to 978-825-5542)		
What is the means of transportation you will need for this trip? PLANE	<input type="checkbox"/> SPS Bus (local destinations only) <input type="checkbox"/> Private vendor (you arrange on own) <input type="checkbox"/> Specialized transportation needed	<input type="checkbox"/> Public transportation <input type="checkbox"/> Walking <input checked="" type="checkbox"/> Other: PLANE
If SPS Bus needed, please specify the following information:	Pick Up Time: Pick Up Location:	Return Time: Return Location:

VI. Parent Involvement & Background Checks (Call 978-740-1115 with questions)		
Will any parents or volunteers be participating in this trip? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Will any have "direct and unmonitored contact" with students? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	CORI required for ALL parents & volunteers (please submit forms 1-2 weeks ahead). Fingerprints required for those who will have direct & unmonitored contact with students

VII. Principal Review and Approval (Required for ALL Field Trips)	
School Principal Signature: <i>[Signature]</i>	Date:

To; Superintendent of Schools, Dr. Stephen Zrike

CC; File

From: Principal, Glenn Burns

Date: 6/1/22

RE: August 2022 Out of State Field Trip to Orlando, Florida

This is to recommend the Salem High School Golf Team be given permission to travel to Walt Disney World in Orlando, Florida. The trip will take place from August 24th-29th, 2022. The trip will give the student/athletes the opportunity to bond with their teammates, create lifelong memories, play championship golf courses, and attend the theme parks. The trip will be chaperoned by Mr. Tom Doyle who is the varsity golf coach as well as a teacher at Salem High School. The 6 students that will attend are listed below. The team has traveled to the same venue for 20+ years. All student/athletes will not miss any classes and will return for the first day of class. Fundraising went very well last year and there is some start up money and more opportunities will be available to all potential student/athletes. The past 20+ trips were fully funded and no student/athlete had to pay out of pocket. Thank you for your consideration.

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

Please call me if you have any questions or concerns.

Brady Tremblay
Jonathan Wasserman
Jack Doyle
Riley Fenerty
Diego Acuna
Owen Warner-Streff



1. Best educators & leaders



2. Academic Excellence for All



3. Systems of Support



4. Strategy & Accountability



SALEM PUBLIC SCHOOLS

Where belonging leads to opportunity.

Introduction to Middle School Pilot
June 20, 2022



Context: We made it, but the 21-22 school year was hard for our students and our educators

Chalkbeat

TEACHING & CLASSROOM

THE COMEBACK

COVID & MENTAL HEALTH

As schools try to recover, COVID's toll lingers: 'We haven't seen fine, ever'

By Kalyn Belsha, Melanie Asmar and Lori Higgins | Mar 19, 2022, 6:00am EDT



EDUCATION

Teachers thought 2021 would be better. Instead, some say it's their toughest year yet

December 23, 2021 · 1:03 PM ET

Student needs are higher post-pandemic and educators continually work to give it their all, but is what we're doing enough?

We continue to focus on improvement across our strategic priorities



1. Educator development

1A. Build a diverse workforce

1B. Cultivate culturally & linguistically responsive teaching

1C. Empower leaders as the unit of change



2. Academic excellence

2A. Expand high-quality Pre-K

2B. Develop independent learners

2C. Shared, equity-driven vision for high school



3. Support systems for students & families

3A. Empower all students

3B. Engage families as partners

3C. Align structures for SEL supports



4. Strategic & efficient systems

4A. Strategic resource allocation

4B. Strong systems of accountability

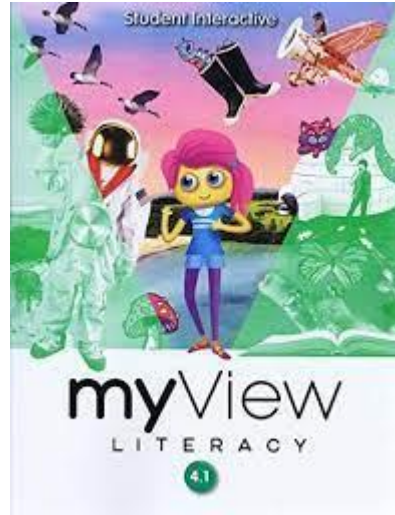
4C. Effective data systems

Across the district, our schools are working to ensure we meet our students' needs



Mental Health

Training for educators & new tools for fall '22



Expanding quality literacy curricula to K-5



Expanding preK seats & options



Expanding CTE & Early College for HS

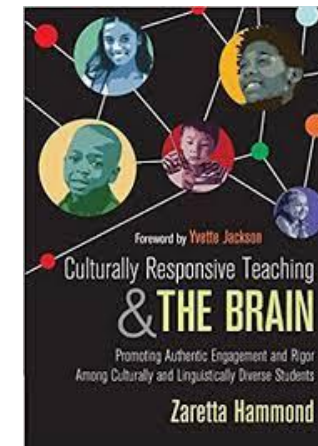


Summer PD for educators & teams across the district



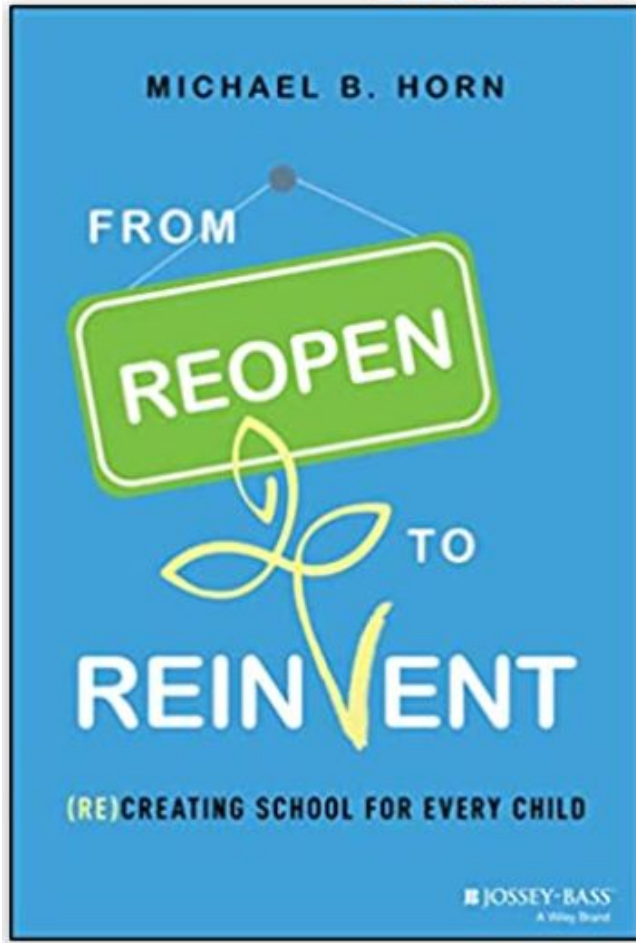
The Equity Imperative

District-wide learning through the Equity Imperative



District-wide focus on being “warm demanders” launching at SLI tomorrow

Beyond this important work, how might we hold onto the innovative spirit of the past two years to further rethink school?



For students...

By examining and testing different approaches to learning so that students can each be independent learners with agency & ownership

2B. Develop independent learners

For

educators...
By building proof points that explore different methods of teaching & learning in a COVID-impacted world so that educators can be empowered and re-inspired

Introduction to WPS



WPS is a Newton-based education organization grounded in the belief that teaching and learning is one of the most transformative of human endeavors. We aim to catalyze innovation, student agency, and deeper learning within and beyond schools, homes, and the public square, while preserving timeless educational values of community, reflection, and purpose.



Juan Fernandez
Executive Director



Laura Tavares
Director of Program Partnerships



Deb Levitzky
Chief Program Officer



Anna Leonhard
Director of Programs

What if...

We co-designed and co-constructed opportunities for our children where Jal Mehta's words come to life? He cites three foundational pillars of redefining school:

Learners

whose **agency** is respected,
whose **diversity** is embraced,
whose selves are deeply **known**,
whose **joy** is cultivated, and
whose holistic **growth** is the
paramount concern

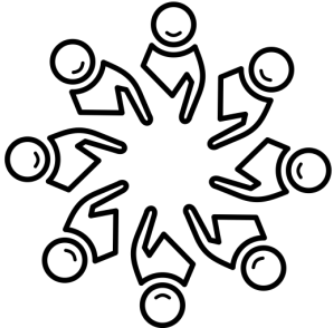
Learning

that is **purposeful, authentic,**
and **connected** to the broader
human domains of which those
learners are part

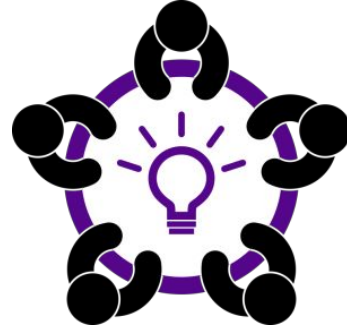
Learning Communities

that enable deep **relationships**,
cultivate democratic **values** and
dispositions, and **model** the kind
of **society** and **environment** we
want to create

What might that look like?



*Build a strong **community** with shared values & understanding; utilize restorative practices*



***Hands-on, project-based learning** with student-led explorations & discussions*



***Community partnerships** to complement learning & expand opportunities*



***Adopt best practices** and proven programs from across the country*



Tech-enabled for personalization, competency-based learning, & flexibility



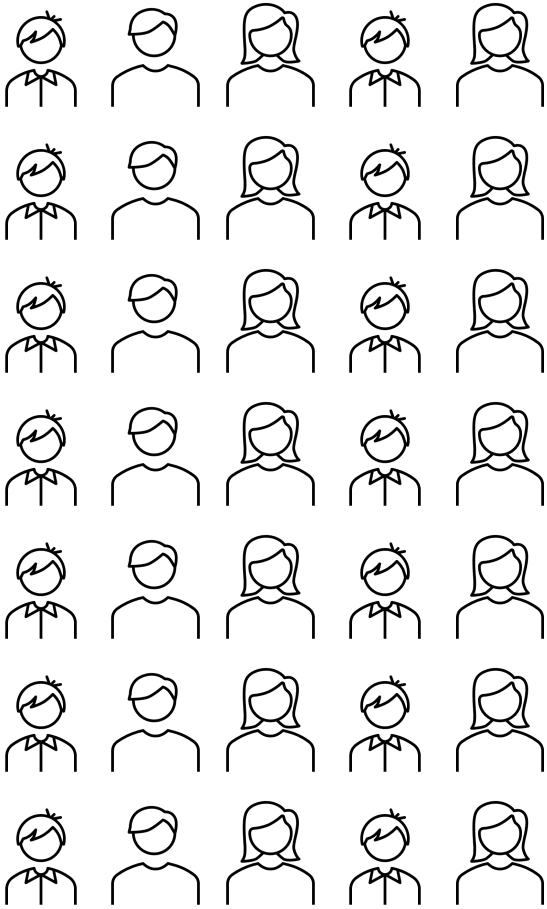
***Flexible & creative use of time** so schedules meet learning & community goals*



***On-site & off-campus learning** engaging students in the community, careers, and causes*

A hypothesis

~30-40 Learners



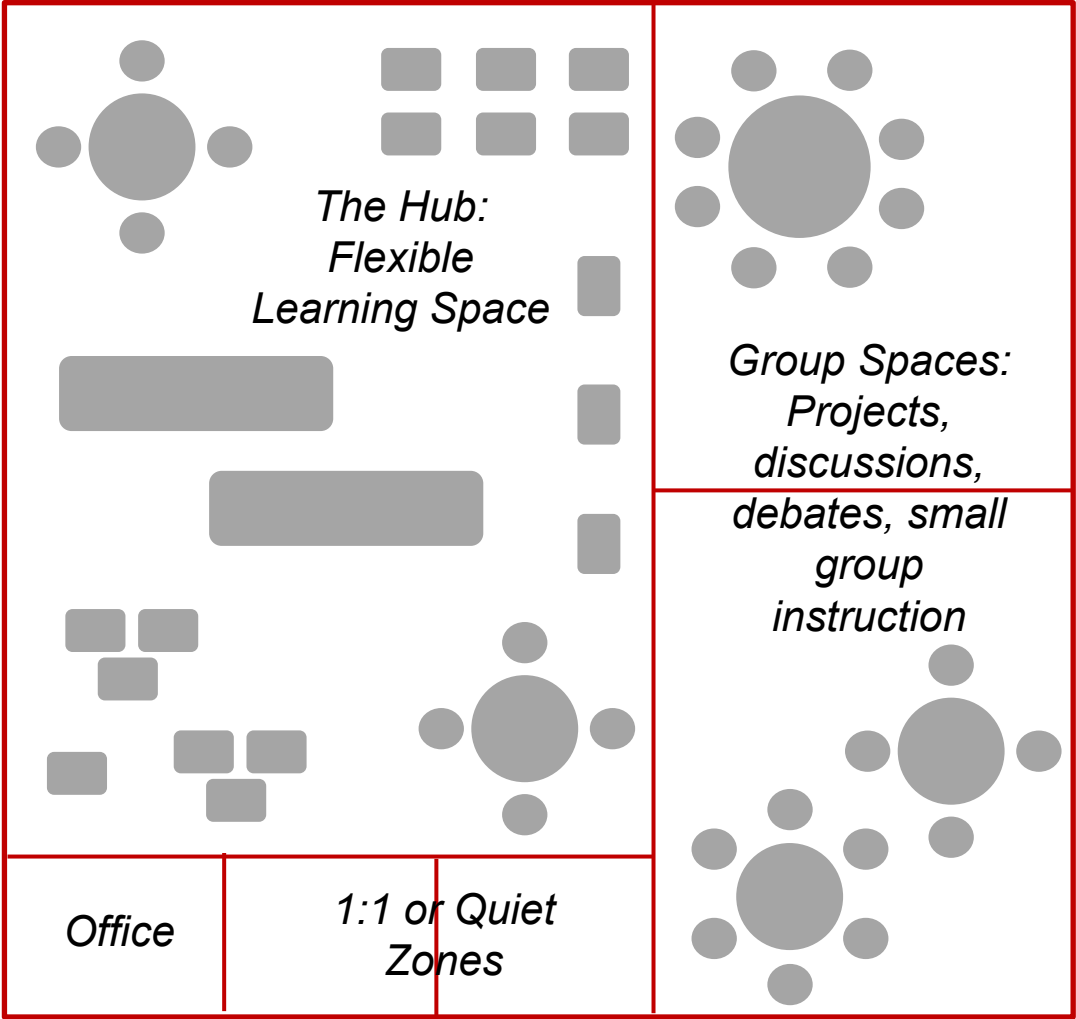
2 Teachers
(STEM & Humanities)
+0.25-0.5 specialized instruction (ML or SwD)



Lead



Support



A Homebase Space

Considerations for meeting Mehta's principles

Types of learning

- Small group and personalized skills-based instruction or tutoring
- Collaborative group work
- Real world and relevant topics
- Hands-on and applied learning
- Student-led discussions & debates
- On-site, off-campus, and/or overnight trips
- Technology-enabled to empower students with pacing and depth
- Building independent learning & resiliency in problem solving

Example Options for Student Experience

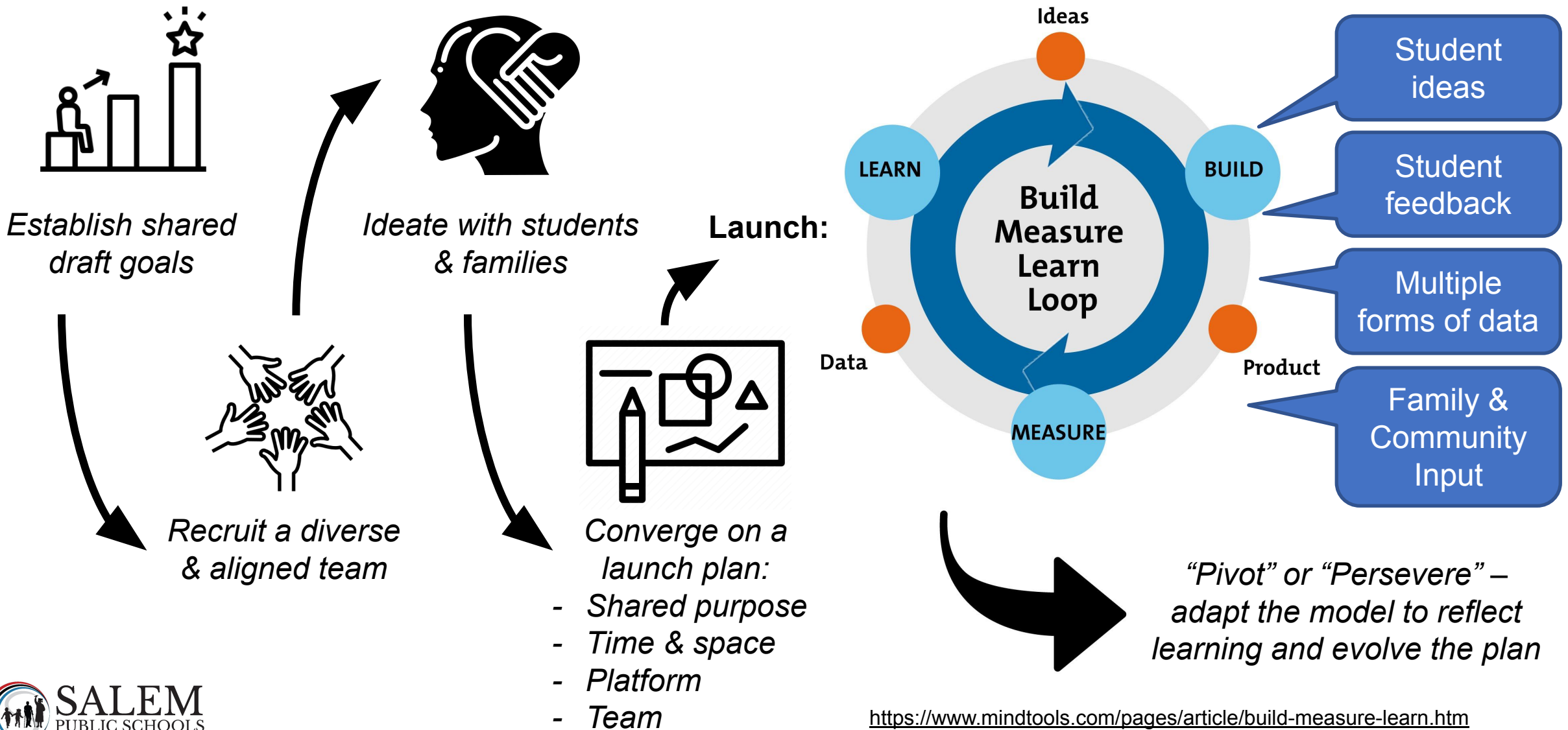
- One day per week “in the field” – field trips, site visits, field studies, etc.
- Option for remote component of the schedule to increase flexibility
- Longer blocks of time with more flexibility within them to have small group or student-led discussions
- Modules of in-depth learning where the schedule switches for 1-2 weeks for an “all in” learning experience

Desired Outcomes

How will we know if it works?

	Students	System
Short Term	<ul style="list-style-type: none"> ↑ Attendance ↑ Engagement (Panorama Survey) ↑ Agency (Panorama Survey) ↑ Harmony (↓ Disciplinary Needs) ↑ Academic Outcomes & Growth 	<ul style="list-style-type: none"> • Proof point of what middle school could look like • Example of innovation within our context and constraints • Increased support for innovation & creatively meeting student needs
Long Term	<ul style="list-style-type: none"> ↑ Graduation Rates ↑ College or career pathways ↑ Engagement in Community ↓ Opportunity Gaps ↑ Academic Outcomes & Growth 	<ul style="list-style-type: none"> • Replication with different themes? • Integrated collaboration & communication within district and across the city • Shared ownership and accountability for real outcomes

How might we co-construct and co-design such a pilot?



Next Steps

1. Select pilot teachers
2. Work with partners to identify spaces for learning
3. Establish parameters and timeline for student recruitment & lottery to reflect the demographics of the rising 8th grade
4. Professional learning for staff
5. Design, iterate, learn, grow, share, edit, repeat.



Middle School Learning Pilot Summary

Salem Public Schools

EQUITY. BELONGING. OPPORTUNITY.

Over the past two years, our schools have endured unprecedented challenges due to the COVID-19 pandemic. Salem Public Schools has worked tirelessly to support students and our community throughout, and we are proud of that work. We are setting strong foundations in elementary school and working on our high school redesign plan. What we are also seeing is that our middle schoolers need more. Across the district, we are working on ways that rethink learning for our young adults - they deserve learning experiences that build their skills, confidence, character, and passion for who they want to become. This work is taking place across our middle schools. To enable deeper innovation on a faster timeline, we will also **launch a middle school pilot program that creates even more hands-on, student-led, and community-based learning where our students are able to take advantage of all Salem has to offer.**

WHY: The need to better serve our young people has never been clearer or more urgent. As the COVID-19 pandemic recedes, parents and teachers alike see students struggling to engage with learning and to establish purposeful connections with each other and with school itself. Across the district, our educators and leaders are digging deep to create the learning experiences our students need. Amid these challenges, we see an opportunity to expand our thinking about what is possible and be creative about where, when and how learning happens. Harvard Graduate School of Education and education design thinker Jal Mehta cites three foundational pillars of redefining school that deeply resonate with us as a district and will guide our middle school work:

Learners

whose **agency** is respected, whose **diversity** is embraced, whose selves are deeply **known**, whose **joy** is cultivated, and whose holistic **growth** is the paramount concern

Learning

that is **purposeful, authentic,** and **connected** to the broader human domains of which those learners are part

Learning Communities

that enable deep **relationships**, cultivate democratic **values** and dispositions, and **model** the kind of **society** and **environment** we want to create.

Mehta, Jal. "Possible futures: Toward a new grammar of schooling." *Phi Delta Kappan*. January 22, 2022. <https://kappanonline.org/possible-futures-new-grammar-of-schooling-mehta/>

WHAT: [Name] is an innovative pilot that seeks to accelerate the district's work around the experience of middle school. Beginning in the 2022-2023 school year, Salem Public Schools will offer an opportunity for a small cohort of 8th grade students to co-design this work with us. [Name] will be rooted in a whole-child approach to education. It will respect the diversity and agency of learners; cultivate purposeful, creative and authentic learning experiences; and embrace the whole city as a laboratory for students' learning.

WHERE: A small pod consisting of two homerooms (~30-40 students), their core teachers, and support staff will be based at an independent "learning hub" with access to the cultural, historic and natural resources of Salem. Flexible spaces and schedules will support collaborative, immersive and impactful learning experiences. The exact space is to be determined based on availability, with a goal of being downtown or in the Point neighborhood of Salem. If we cannot secure a space, the hub will be at Collins Middle School.

HOW: We envision that students will:

- Work together to create their learning community, supported by social-emotional rituals such as morning circles, self reflection, and other restorative practices
- Engage with Salem sites and institutions through immersive experiences that help students learn from and in the community (e.g. project-based learning, residencies)
- Work collaboratively on interdisciplinary projects that develop their agency and reflect their interests, and receive feedback from authentic audiences
- Engage in service, civic action, or internships
- Access curated technology to support personalized learning

~30-40 Learners



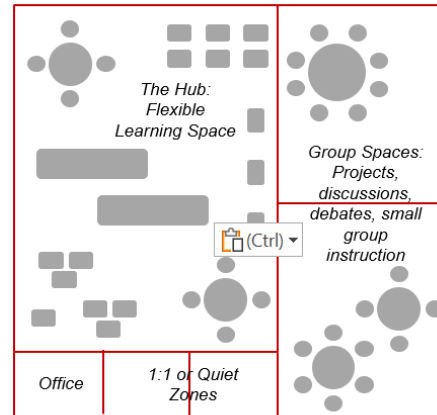
2 Teachers
(STEM & Humanities)
+0.25-0.5 specialized instruction (ML or SWD)



Lead



Support



A Homebase Space

Educators involved with the pilot will:

- Engage in professional development about learner-centered, experiential models of education
- Participate in a creative design process to co-develop the pilot with other stakeholders
- Collaborate and share mutual learning with other professionals from the Salem community
- Facilitate a student-driven learning environment as guide, coach, and mentor
- Develop learning explorations that are purposeful, authentic, and connected
- Enhance a city-wide learning ecosystem
- Have the opportunity to shape a model that could influence the direction of middle school in Salem and beyond

Desired Outcomes for all Salem middle schoolers:

- Improve student attendance and decrease chronic absenteeism
- Improve student engagement and sense of belonging, as measured by the student Panorama survey
- Improve student agency and ownership of learning, as measured by the student Panorama survey
- Improve student relationships and conflict resolution, as measured by a decrease in student disciplinary actions
- Improve student growth and overall performance, as measured by the STAR assessment, MCAS, and student work
- Increased family engagement and satisfaction with their students' learning
- Replicable model for learner-driven, community-embedded learning at the middle school level (that can be scaled across the district, region, and state)
- Robust partnerships between Salem Public Schools and leading local institutions

Frequently Asked Questions:

- The two teaching positions are now posted, and anyone interested is welcome to apply. The roles will follow the STU CBA for CMS; in addition, the role requires opting-in to a significant summer planning stipend and the equivalent of the pilot ILT as part of the role. We are working on the details of the support role.
- All rising 8th grade students and families will have the chance to learn about this opportunity this summer and "opt-in." If more than 30-40 students opt-in, there will be a lottery with seats allocated to represent the full 8th grade student body. If students from Saltonstall opt-in and get a seat in the lottery, they would transfer to CMS.
- The details of the plan will be built with the partner foundation and the team this summer.
- We will be working with Principal Colantouni and the CMS team to figure out how the details will work, including partnering to provide student services & access to the robust programming of middle schools.
- There will be additional and more robust communications coming this summer! We hope that you will occasionally check your Parent Square messages.



Memorandum

To: Salem School Committee
From: Steve Zrike, Superintendent
Date: June 22, 2022
Re: Request to transfer FY2022 Funds from FY2022 School Department Appropriation to Special Education Stabilization Fund

Upon review of the FY2022 funds and with the endorsement of the Finance Subcommittee, I am recommending that the Committee take a vote of approval to transfer \$550,000 from the unspent FY2022 funds to the Special Education Stabilization Fund. The addition of these funds will bring the balance of this newly established account to \$550,000.

As a reminder, the Committee voted to establish this fund as allowed by MGL Chapter 40, Section 13E. The City Council is expected to take action on the establishment of this fund, as required by law, on Thursday, June 23, 2022. The transfer requested is therefore contingent on the approval of the Salem City Council.

Motion: To approve the transfer of \$550,000 from the FY2022 School Department appropriation, special education tuition expense, to the Special Education Stabilization Fund, bringing the balance of the account to \$550,000.

THE SALEM SCHOOL COMMITTEE
AND
AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES
COUNCIL 93, AFL-CIO
LOCAL 294
REPRESENTING
CUSTODIAL, MAINTENANCE, BUS DRIVERS, BUS ATTENDANTS
CLERICAL, AND CAFETERIA EMPLOYEES

It is agreed between the American Federation of State, County and Municipal Employees Council 93, AFL-CIO, Local 294 and the Salem School Committee to modify the terms of their collective bargaining agreement covering the period July 1, 2021 through June 30, 2023 with the following provisions:

Part One: New Provision: Article V (B): Evaluation Procedure JLMC

The parties agree to form a joint labor management subcommittee to develop an evaluation system for all AFSCME employees. The Association shall appoint no more than one (1) representative from each classification to this subcommittee. The subcommittee will convene at least four times over the course of the 2022-2023 school year. The subcommittee shall make a recommendation to the Parties on an evaluation system for implementation in the 2023-2024 school year. Either Party may request to negotiate regarding said recommendations.

Part One: New Provision: Article V (C): Electronic time keeping JLMC

The Parties agree to form a joint labor management committee during the 2022-2023 school year to work together on the issue of an approved electronic record keeping system or time clock system for employees to use to track their time. The subcommittee will convene at least four times over the course of the 2022-2023 school year. The subcommittee shall make a recommendation to the Parties on an electronic time keeping system for implementation in the 2023-2024 school year. Either Party may request to negotiate regarding said recommendations.

Part One: Article XIV: Personnel Policies

B. Inclement Weather

1. When there is a two (2) hour delay for the opening of school for students:

All employees, except for custodians, maintenance, and transportation personnel, are expected to report to work no later than two hours later than their regular shift, if their shift starts before the delay and those employees so reporting, shall be paid for the full day without utilizing their personal or vacation days. If the shift starts after the delay, they are expected to report to work as scheduled.

2. When school ~~for students is closed~~ cancelled for due to inclement weather (i.e. a snow day):
- a. ~~Forty-two (42) week~~, School cafeteria and transportation employees are not to report to work. These employees who desire to be paid for the day, must utilize accrued personal or vacation days. However, if they receive prior authorization to report to work from their supervisor, and do report to work, they will be compensated for the day without utilizing accrued personal or vacation time. All such employees will be required to work on the day that the inclement weather day is made up by students.
 - b. ~~Forty-two (42) week and fifty-two (52) week “full” year~~ Clerical employees are expected to ~~report~~ to work remotely and as close to their regularly scheduled time as possible. ~~and~~ Those employees ~~so reporting~~ shall be paid for the full day without utilizing their accrued personal or vacation days. Those employees who are unable to work remotely not reporting, who desire to be paid for the day, must utilize accrued personal or vacation days. The Employer agrees to provide all Clerical Employees with school issued technology to support remote work on these days.
 - c. Custodians and maintenance staff are expected to report and work a ~~seven anti-meridian~~ (7 A.M.) to ~~three poste-meridian~~ (3 P.M.) shift. Every effort will be made to provide custodians and maintenance staff with at least one (1) hours’ notice of changes in this schedule as conditions warrant. In cases where the Superintendent or his/her designee, through the Director of Buildings and Grounds, declares a “snow emergency” custodians and maintenance staff will be expected to work additional time as required to complete preparations for the re-opening of school.
 - d. All active Custodians and maintenance staff (i.e. members who are employed and not on any contractual leave during the inclement weather days) will receive one compensatory day if the District is closed for 2 or 3 days due to inclement weather and two compensatory days if the District is closed for 4 or more days due to inclement weather. Any compensatory day must be used by December 31st of the following school year.
 - e. At the beginning of each school year, Drivers and Monitors will be asked if they will volunteer for heavy snow removal. If there are no volunteers or too few (i.e. six or less); the administration will produce a list of qualified individuals eligible to remove the snow. This list will be forwarded on to the union in a timely manner. On days that

heavy snow removal is determined by administration, Drivers and Monitors (either the volunteers or from the list) will be assigned on a rotating basis. However, Transportation Employees are expected to report to work early for any shift following a snow fall to allow enough time to clear the busses of light snow and prepare them to start the morning routes on time. Drivers and Monitors will be paid time and a half for heavy snow removal.

3. ~~“Building Closed”~~ District Closure Days

~~Under unusual circumstances, the Superintendent or his/her designee may be required to close the school district buildings. In such cases, the following shall apply:~~

~~(a) All non-essential employees (forty-two) 42 and fifty-two (52) week employees) will be paid for the day without being charged for personal and/or vacation leave.~~

~~(b) Unless otherwise notified, custodians and maintenance staff are considered to be “essential” employees and are expected to work the hours as determined by the Superintendent acting through the Director of Buildings and Grounds. If required to work, custodians and maintenance staff who do work, shall be granted compensated time off to be utilized prior to the conclusion of the fiscal year.~~

Part One: Article XIV: Funeral Leave.

Increase all other relatives to 2 days leave.

Part One: Article XVI: Duration of Contract.

Update dates to reflect two-year contract (2021-2022 & 2022-2023)

Part One: Article XVII: Longevity Plan:

Increase as follows for FY 2023:

- a. 20 years \$1250
- b. 25 years \$1350
- c. Remove 30 years

Part Two, Three, and Four: Article III and Part 5: Article IV: Holidays

Add Juneteenth as a recognized holiday

Part Two: Article IV: Vacations

A. The prime vacation period for Department of Buildings and Grounds staff shall be the period between the close of the regular school year and one (1) week prior to the opening of school at each individual site, the following school year. During the prime vacation period, custodians, craftsmen, painters, or groundskeepers shall be entitled to utilize a maximum of three weeks of vacation; ***however, staff are not permitted to take more than two weeks of***

consecutive vacation without prior approval of the Director of Buildings and Grounds.
Additional vacation time may be granted upon request and upon the sole discretion of the Supervisor of Buildings and Grounds.

Part Three: Article II: Pay and Classification Plan

~~G. When school is cancelled due to inclement weather, cafeteria employees shall not be compensated for that day, unless the employee utilizes accrued personal or vacation time for that day. This provision shall not apply when all other non-essential departments of the city are closed due to inclement weather.~~

Part Four: (Non-Contract Provision)

The Parties agree that all main building clerks shall be moved to Full Year Clerical Employees for FY 2023. The Committee agrees to grandfather any existing employee that is not currently full year and does not want to exercise that option.

Part Four: Article I: Hours of Work

A. All clerical employees required to work any portion of their lunch hour will be compensated for such portion worked. As used in the preceding sentence, the words “required to work” means that the Supervisor of the _____ clerical employee has granted clear approval to the employee to perform _____ work during that employee’s lunch period or part thereof.

B. To be eligible for a lunch period, an Employee must work six (6) hours or more per day.

C. School Year Clerical staff will the student school year (including inclement weather days) plus five days prior to the start of the student school year and five days after the student school year. ~~year in 42-week positions shall be eligible to work up to five additional days prior to the start of school at the request of their building supervisor.~~

Part Four: Article II: Pay and Classification Plan

~~H. When school is cancelled due to inclement weather, the clerical employees shall not be compensated for that day, unless the employee utilized accrued personal or vacation time for that day.~~

Part Four: Article III: Holidays

A. The following shall be considered paid holidays for the Clerical Staff Members.

~~Permanent 52-Week~~ Full Year Clerical Staff Members:

~~Permanent 42-week~~ School Year Clerical Staff Members:

Part Four: Article IV: Vacations

A. All ~~permanent~~ Full Year clerical employees who were employed prior to July 1, 1995 shall receive three (3) weeks of vacation after one year, four (4) weeks after ten (10) years, and five (5) weeks of vacation after twenty (20) years of continuous service. For School Year Clerical Employees ~~42-week~~ positions, such vacations will be taken under current practice during school vacation.

Part Four: Article V: Sick Leave

B. Each Clerical employee shall be credited with sick leave with pay at the rate of fifteen (15) days per year for Full Year Permanent ~~52 week~~ clerical staff, twelve and one-half (12 1/2) days per year for School Year Permanent ~~42-week~~ clerical staff, accumulated at the rate of one and one quarter (1 1/4) days per month, on January 1 of each year for the full year.

Part Five: Article III: Pay and Classification Plan:

~~E. When school is cancelled due to inclement weather, drivers and attendants shall not be compensated for that day, unless the employee utilizes accrued personal or vacation time for that day. This provision shall not apply when all other non-essential departments of the city are closed due to inclement weather.~~

Appendix A, B, C, and D:

Increase Wages as follows:

FY 22: 2.25%

FY 23: 2.5%

\$2000 signing bonus for all current full-time staff members who worked March 2020-March 2021 to be paid in FY 2022 after ratification.

\$1000 signing bonus for all current part time staff members who worked from March 2020-March 2021 to be paid in FY 2022 after ratification

Appendix A:

Incorporate Attached new Maintenance Schedule

Appendix B:

Cafeteria Helper hired after 7/1/2008

- a. FY 22: Increase hourly rate by \$1.00 an hour (no additional COLA)
- b. FY 23: increase hourly rate by \$1.00 an hour (no additional COLA)

Appendix D:

Add a new classification of “Van Driver” to the Bus Employee Classification. The rate of pay will be between a bus driver and a bus monitor.

For the Union:

For the Employer

Paula Geist, President

Mayor Kim Driscoll, Chairperson



Mary DeLai
Assistant Superintendent
Finance & Employee Engagement

City of Salem
Salem Public Schools

MEMORANDUM

To: Salem School Committee
From: Mary C. DeLai
Date: June 22, 2022
Re: FY22 Budget Transfer Request 14

The Special Education Department requests the following transfer be made from Special Education Tuition-Private to In-District Special Education Transportation to fund in-district special education transportation vendor expenses.

Account Description/Use	Account Number	Amount From	Amount To
Special Ed Tuition-Private	13640161-5324	\$58,00.00	
In-District Special Education Transportation	13640181-5333		\$58,000.00

I recommend approval of the transfer.

A handwritten signature in blue ink that reads "Mary C. DeLai".

Mary DeLai
Assistant Superintendent
Finance & Employee Engagement

City of Salem
Salem Public Schools

MEMORANDUM

To: Salem School Committee

From: Mary C. DeLai

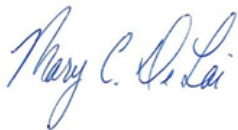
Date: June 22, 2022

Re: FY22 Budget Transfer Request 15

The Special Education Department requests the following transfer be made from Special Education Tuition-Private to Special Education Homeless Transportation to fund homeless transportation vendor expenses.

Account Description/Use	Account Number	Amount From	Amount To
Special Ed Tuition-Private	13640161-5324	\$64,000	
Special Ed Homeless Transportation	13640181-5334		\$64,000.00

I recommend approval of the transfer.





Mary DeLai
Assistant Superintendent
Finance & Employee Engagement

City of Salem
Salem Public Schools

MEMORANDUM

To: Salem School Committee
From: Mary C. DeLai
Date: June 22, 2022
Re: FY22 Budget Transfer Request 16

The Business Office requests the following transfer be made from Reg Day Middle School to Op/Maint Natural Gas to cover overages.

Account Description/Use	Account Number	Amount From	Amount To
Reg Day Middle School	13570920-5130	\$30,000.00	
Op/Maint Natural Gas	13530121-5215		\$30,000.00

I recommend approval of the transfer.

A handwritten signature in blue ink that reads "Mary C. DeLai".



Mary DeLai
Assistant Superintendent
Finance & Employee Engagement

City of Salem
Salem Public Schools

MEMORANDUM

To: Salem School Committee
From: Mary C. DeLai
Date: June 22, 2022
Re: FY22 Budget Transfer Request 17

The Business Office requests the following transfer be made from various payroll lines to Op/Maint Electricity to cover overages resulting from 5-10% increases in supply contract rates.

Account Description/Use	Account Number	Amount From	Amount To
S & FSvc Prs FT Salary	13590160-5111	\$150,000.00	
S & FSvc Prs Administrative	13590160-5117	\$100,000.00	
Reg Day High School	13571020-5140	\$50,000.00	
Op/Maint Electricity	13530121-5211		\$300,000.00

I recommend approval of the transfer.

COMMUNITY RELATIONS

1000

COMMUNITY USE OF SCHOOL FACILITIES

1200

It is the policy of the Salem School Committee to encourage the use of public school property by Salem community groups for worthwhile purposes, when such uses do not conflict or interfere with the school program or the activities of school sponsored organizations.

~~Use of school facilities shall be limited to public gatherings that promote the general welfare.~~ The School Committee, through the superintendent, is the final authority and judge as to whether the activity promotes the general welfare or is harmful to school property. The committee reserves the right to reject any or all requests for the use of school property.

Reviewed: December 2016

Reviewed: May 24, 2022

COMMUNITY USE OF FACILITIES	1201
OUTDOOR FACILITIES	1200
COMMUNITY USE OF OUTDOOR FACILITIES	1204

The Salem School Committee wishes to encourage Salem residents, individually and as groups, to utilize outdoor school facilities when school is not in session or they are not in use for scheduled athletic or other school-related events.

Outdoor athletic fields, tracks, ~~and~~ playgrounds, **and parking lots** shall remain open for ~~recreational~~ community use—with appropriate signage posting the rules and regulations at each site. These rules and regulations will be developed and reviewed by the Buildings and Grounds Subcommittee in consultation with the Superintendent, and approved by the School Committee.

Salem community nonprofit groups, or nonprofit groups whose members include a significant portion of Salem residents, that desire to use outdoor facilities of the Salem Public Schools on a regular basis, shall schedule such use through the School Department's Office of Building Services. All requests or matters other than scheduling shall be directed to the Superintendent's office. The Salem High School Athletic Director or applicable school principal may close any outdoor facility prior to a scheduled school or school-related activity and temporarily deny access to individual residents or Salem community groups.

No Salem residents or Salem-based nonprofit organizations will be charged for use of outdoor school facilities. Any cost associated with the use of the facility will be incurred by the user. The School Committee encourages community groups to cooperate with Salem Public Schools to maintain and see that such outdoor facilities are well used

COMMUNITY USE OF FACILITIES	1201
OUTDOOR FACILITIES	1200
COMMUNITY USE OF OUTDOOR FACILITIES	1204

and benefit the entire community. Any misconduct or physical damage to school property may result in the denial of access and/or usage to any group and/or individual.

Any user groups with budgets or person-power are encouraged to contribute either labor or funds to the maintenance of the facilities they use, in cooperation with the Salem Public Schools.

~~For the first year (2012) this policy shall be implemented on a trial basis until October 31, at which time both this policy and the proposed rules and regulations shall be reviewed and revised as necessary. Until rules and regulations are formally promulgated, this policy shall be implemented at the discretion of the Superintendent.~~

This policy refers to outdoor facilities and activities only; school buildings, including lavatories, are not available under this policy.

Approved: July 16, 2012

Reviewed by Policy Subcommittee December 2016 – Referred to the Buildings and Grounds Subcommittee for further review

Reviewed May 24, 2022