

**Salem School Committee
Meeting Minutes
February 3, 2020**

A regular meeting of the Salem School Committee was held on Monday, February 3, 2020 at 7:00 p.m. in the School Committee Chambers at Collins Middle School, 29 Highland Avenue, Salem, MA.

Members Present: Ms. Mary Manning, Mr. James Fleming, Ms. Ana Nuncio, Mr. Manny Cruz, Ms. Amanda Campbell, Dr. Kristin Pangallo, and Mayor Kimberley Driscoll

Members Absent: None

Others Present: Kathleen Smith, Superintendent, Kristen Shaver, Business Manager, Kate Carbone, Assistant Superintendent, Jillian Flynn, Student Representative

Call of Meeting to Order

Ms. Mary Manning called the regular meeting of the Salem School committee to order at 7:04 p.m.

Consent Agenda:

- a. Minutes of the School Committee Meeting held on January 21, 2020
- b. Field Trip request for the Salem High School Girls Volleyball Team to travel to Orlando Florida, September 2-6, 2020, to compete in a tournament
- c. Approval of Warrants: 1/23/2020 in the amount of \$880,814.77 and 1/30/2020 in the amount of \$288,292.56

Mr. Fleming motioned to approve the Consent Agenda after moving letter (b) of the Consent Agenda to the Agenda and Mr. Cruz seconded. Motion carried

Approval of Agenda

Mr. Fleming motioned to approve the regular meeting agenda. Ms. Nuncio seconded the motion. The motion carried.

Public Comment

Ms. Manning invited the public to come up and address the School Committee:

Stacia Kraft of 140 Federal St, Salem addressed her concerns on removing the second opportunity to have public comment as is stated in the draft policy surrounding public comment. She questioned the Committee how removing this is helpful to the Committee

Katie Hallett of 17 Winter St and Angela Allison of Lynde St both members of the League of Women Voters requested the Committee supply feminine products in the bathrooms for students. This request aligns with MGL Ch71 Sec. A ,which will require Mass Public Schools to provide products for students grades 6 through 12 effective August 2020. They pointed out statistics indicating absences during female menstruation due to their inability to purchase the necessary products. Having products available in the girls bathroom increase attendance.

Bridget Reed of 2 South St. requested the Committee inform her of how much money was released to the city from the Commonwealth for education.

Student School Committee Representative Report – Jillian Flynn

Ms. Flynn updated the Committee on a student retreat that took place on January 25, 2020. She gave an update on the meeting that took place with the Buildings and Grounds Committee to tour the bathrooms at the high school. They devised a plan to update the committee on the conditions in 30- day intervals up to 90 days. Additional updates included United Nations team, Witch Pitch an acapella group, winter sports coming to an end, perfect attendance and tug of war where the faculty beat the students.

Superintendent's Report – Kathleen Smith

Superintendent Smith asked Mr. Masse to speak to the Committee regarding his request to attend a volleyball tournament in Florida in September of 2020. Mr. Masse informed the committee it is a privilege to attend. The players are yet to be determined. He will have the students check in with their guidance counselors prior to the trip to obtain their syllabi and to connect with their teachers. In Salem the teachers are back 5 days before school starts so they are able to contact them. Mr. Fleming would like to have a form drafted to prove they met with their teachers prior to the trip. Mr. Masse said he could do that.

Superintendent Smith suggested he work with the building principal to make sure he has something drafted. Mayor Driscoll asked if the deadline to participate was coming up. Mr. Masse said not yet but they wanted to start fundraising. Ms. Manning agreed that the first couple days of school are very important and she would like to see a document that shows they met with teachers prior to leaving. Ms. Campbell stated, if we are doing this for the volleyball team then we should make sure this is done for all teams. We need to keep the procedure the same for everyone.

Mr. Fleming motioned to approve the trip with the condition they are shown the students met with teachers. Mr. Cruz seconded. The motion carried.

Ms. Carbone added that the school calendar will be drafted and most likely September 2, 2020 will be the first day of school.

Superintendent Smith expressed her appreciation to the Police Chief for touring buildings and working closely with her to assure the students' safety during the election on March 3, 2020. The Chief addressed the Committee and explained all the steps they have taken to make sure students are safe. She will assign two officers per school. They will be there during the polls and after the last school program has ended.

Mayor Driscoll expressed special concern with this election as it is a presidential election. This can cause the turn out to be larger than other elections when schools were in session. Ms. Campbell asked if the police would be there until all students have gone home for the day. The Chief stated there would be coverage until all students have left the buildings.

Mr. Fleming thanked the Chief for the support. He added his concerns with the Bates playground and parking. Superintendent Smith stated she would work with the building principals to assist with parking issues.

Superintendent Smith introduced Dr. Samantha Meier, Interim Principal and Dr. Emily Flores, Academic Dean at Salem High School. They gave a presentation on the 2020-21 Program of Studies. Dr. Flores presented the Program of Studies and explained how much work went into developing this. The goal was to align courses with core values. Teams met to determine if the courses met the needs of the programs. The program was developed by student council, site council, and school administrators. There were 20 to 25 meetings to put the redesign together.

Next year they will offer advanced courses. The algebra 1 classes will become a double block to help students succeed in this area. Mr. Fleming questioned if this was part of the collective bargaining. Dr. Flores

stated there were no changes to scheduling blocks just the course offerings. Dr. Flores also informed the committee that because only one health credit is required for graduation they will remove the required language from the other two courses offered for health. This will open up opportunities for students to select other courses.

Ms. Manning asked the Committee to hold off on voting on this until they can have further discussions. She has received several phone calls regarding the required language in one of the courses with the "required" notation. The Committee had a brief conversation on whether to table the vote. Then the Committee requested the Program of Studies be discussed at the Committee of the Whole meeting. Mr. Cruz agreed as he had also received phone calls regarding this. The Mayor stated we should review the physical education courses. At this time, Ms. Manning motioned to approve the program of studies with the exception to physical education changes and Mr. Fleming seconded. The motion carried. Ms. Manning motioned to put the Program of Studies on the next Committee as a Whole meeting and Mr. Cruz seconded, Motion carried.

Superintendent Smith gave an update on the Principal search at Salem High School. She mentioned the interview committee would review with Andre Ravenelle from Teachers 21 and set up a meeting for mid March. The interview committee will include two students, and one school committee member. Superintendent Smith also updated the committee on the various events happening with the Superintendent finalist. She encouraged the public to attend the meetings and take the opportunity to meet the candidates.

At this time, the Committee moved into Public Hearing on the Bentley Academy Innovation School Innovation Plan, 2020-2025. Mr. Fleming motioned to open the Public Hearing and Mr. Cruz seconded. The motion carried.

Mayor Kimberley Driscoll gave an update on where the district is in adopting the plan and invited the public to address the Committee. There were no comments. Mr. Fleming Motioned to close the Public Hearing and Ms. Campbell seconded. The motion carried.

The Mayor then requested a motion to approve the plan. Mr. Fleming motioned to approve and adopt the Bentley Academy Innovation School, Innovation Plan, 2020-2025. Ms. Manning seconded and the motion carried. At this time, the Mayor asked the Committee if there were any questions.

Mr. Flynn asked for clarification on what the new plan has that is different from the Charter. Ms. Campbell identified structure changes and more voice by the teachers were two examples. Other differences were related to the autonomy of the teacher driven curriculum. Dr. Pangallo worried the recess was only 20 minutes in the academy. She was hoping there would be more time worked in to allow for student movement. Ms. Campbell agreed with her and felt that the issue should be resolved district-wide as well as at the innovative school. Dr. Pangallo would also like to make sure the teachers, especially our special education teachers have enough prep time for their caseloads with consideration with the integrated classrooms. Ms. Campbell informed the committee that prep times are configured within the teachers' contract. However, the Bentley plan has additional time slotted for all teachers not just special education teachers. Mr. Fleming inquired about an assistant principal for the school. At this time there isn't one. Dr. Conrad encouraged Mr. Fleming to look at this during the budget season.

Old Business

Mr. Fleming updated the committee on the attorney's findings regarding the use of school buildings by the public. The attorney identified four issues regarding this. The first was it violated our current policy on use of facilities, second, was the insurance issue should anyone get hurt, and third was the custodial costs. Mr.

Fleming couldn't remember the fourth item. The Committee acknowledges that because the use of school buildings by the public is not permitted under our current policy.

New Business

Mayor Kimberly Driscoll moved on to new business with an open meeting law violation issued by Mr. Scott Andrade. Dr. Conrad addressed the committee to inform them a response was sent along with two other complaints. At this time the Committee needs to vote to send the matter to the School Attorney to review the case and draft the response. Ms. Manning asked several procedural questions and received clarification. Mr. Fleming motioned to send this matter to the attorney for review and to draft a response and Mr. Cruz seconded. The motion carried.

Budget Transfers

There were no transfers

Policy Subcommittee

Mayor Driscoll requested a motion to have a second read on policy number; 6409 Public Participation at School Committee Meetings. Ms. Nuncio motioned for a second reading and Mr. Cruz seconded. Dr. Pangallo requested discussion. Dr. Pangallo informed the committee she had received several communications against the adoption of this policy. She admitted that some of the reasons for the rejection resonated with her. Ms. Campbell agreed with Dr. Pangallo and stated the efficiency will not gain public trust. Mr. Cruz talked about having a process in place to respond to public comments to allow for a two-way conversation with the public. Ms. Nuncio wanted the public to understand this is a place of work not a town hall meeting and the Committee should be addressed with civility. Mayor Driscoll identified other committees such as DPAC, RIFF, Student Advisory Board and other boards such as the Equity and Engagement Board as a means of having conversations with the public. It seems the engagement piece of the policy is missing. Ms. Manning added people feel we are taking something away but we are restructuring. She reminds everyone we can't change past decisions. Mr. Fleming stated we can't approve a policy we don't agree on.

Ms. Nuncio motioned to refer the policy back to subcommittee and Mr. Cruz seconded. The motion carried.

Mayor Driscoll requested a vote on the first reading of policy number 5102.04 Students in Foster Care. Mr. Cruz motioned to approve the first reading Ms. Campbell seconded and the motion carried.

Mr. Fleming updated the committee on the Building and Grounds Committee meeting held on February 3, 2020. The Committee toured the bathrooms at the high school. The Student Advisory Committee will inspect on a thirty-day basis up to ninety days. They will report to us on their findings. The attorney will review the collective bargaining agreements regarding the use of buildings by employees and will return to us on a decision.

Ms. Campbell updated the Committee there will be a meeting of the Equity Committee on February 24, 2020. Mayor Driscoll asked for a referral on parent engagement. Ms. Campbell motioned to refer parent engagement to the Equity Committee Mr. Fleming seconded. Motion carried.

Ms. Campbell wanted to follow-up on the request for sanitary items in the bathrooms. Mayor Driscoll requested the Superintendent to review. The Superintendent will review and report back to the Committee. Mr. Fleming asked about the cell phone policy and the Superintendent will review our handbooks and policies in regards to the students using cell phones in school.

Ms. Manning suggested the cell phone issue is more about enforcement. Also, the sanitary supplies for the bathrooms should include elementary schools.

Mr. Fleming informed the committee about lifts at the high school not working. Mr. Monks is working on the issue with a new contractor and hope to have the issue resolved.

Ms. Flynn echoed the cell phone issue and told the Committee, the students are also looking into it as well.

Public Comment

Mayor Driscoll asked for public comment. Steve Kapatras thanked the committee for the constructive comments about the policy on the public comment. He also pointed out the current policy doesn't call for two comments. He echoed Ms. Manning comments, the work is already done by the time it gets to school committee. The public should attend subcommittee meetings.

Lisa Hanson reached out about the comments and if the new policy were in place she would not be allowed to speak at public comment. She is not in agreement with the policy. She appreciated Mr. Cruz's comments but it won't replace public comment.

Adjournment

Mr. Fleming motioned to adjourn and Dr. Pangallo seconded. The motion carried to adjourn at 9:23 pm.

Respectfully Submitted

Jennifer A. Gariety

*Executive Assistant to the School Committee
& the Superintendent*

Minutes January 21, 2020 School Committee Meeting
Memorandum, Girl's Volleyball Out of state Field Trip
Draft Policy #6409 Public Participation at School Committee Meetings & Public Hearing
Policy #5102.04 Students In Foster Care
Bentley Academy Innovation School, Innovation Plan 2020-2025
Revised 2020-2021 High School Program of Studies
Public Comment filed from Scott Andrade, 12 Grant Road, Salem, Public Hearing