

Salem School Committee
Meeting Minutes
Monday, June 18, 2018

A regular meeting of the Salem School Committee was held on Monday, June 18, 2018 at 7:05 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. Kristine Wilson, Ms. Ana Nuncio, Mr. Manny Cruz, Ms. Amanda Campbell, and Mayor Kimberley Driscoll

Members Absent: None

Others Present: Margarita Ruiz, Superintendent, Kate Carbone, Assistant Superintendent for Teaching and Learning, Margaret Marotta, Assistant Superintendent for Pupil Personnel Services, Kristin Shaver, Business Manager, Jill Conrad, Chief of Systems Strategy, and Kelley Rice, Chief of Communications.

Call to Order

Mayor Driscoll called the regular meeting of the Salem School Committee to order at 7:05 p.m.

Approval of the Agenda

Mr. Fleming moved to approve the agenda as presented. Mr. Cruz seconded the motion. The motion carried.

Approval of Minutes

Deliberation and Vote on the Minutes of the Regular School Committee Meeting Held May 21, 2018

Mr. Fleming motioned to approve the Minutes of the Regular School Committee meeting held May 21, 2018. Ms. Campbell seconded the Motion. The Motion carried.

Questions and Comments From the Audience

Andrea French, 7 Cleveland Road, shared that she recently took part in a panel to review the role for the Director of Pupil Personnel Services, and as a member of that panel, noticed they had two School Committee members on that panel that got to add to the pluses and deltas and also vote on this matter. Ms. French continued that she feels their weight is doubled and humbly asked the School Committee permission to give a parent's point of view being this committee lacks Salem Public School (SPS) parent opinion involvement on a candidate. Ms. French said that she, as a parent and Director of the Special Education Advisory Council, would like to offer her opinion, on an internal candidate who is trusted by parents. This candidate is the person who works behind the scenes, attends the meetings, and who parents and others turn to if, or when, they need help. Ms. French explained that the majority of her referrals go to this particular candidate, and she feels they need a trusted, compassionate, competent, and efficient person in this role. Ms. French continued that she strongly believes that this candidate would be the best in her class if she were elevated to the Executive Director of Pupil Personnel Services role, and she cannot say enough good things about her. Ms. French further shared that she would really love to see more internal candidates go up the ranks, instead of being lost to other cities and towns.

Jimena Pollo Garcia, 82 Federal Street shared the highlights of the Collins Middle School 8th Grade trip to Washington, D.C. last week. They spend 2 ½ days exploring the nation's capital and learning valuable lessons about the history of their country, exploring the sights, and bonding with each other in ways not otherwise possible during the daily grind of classwork. Ms. Garcia continued sharing insight and details of the trip and thanked their teacher and Principal Mr. Glenn Burns, the chaperones, Superintendent Ruiz,

and the School Committee for making the inspirational, amazing, and learning experience and journey possible.

Kathleen Cullen, 25 Forrester Street, a Horace Mann parent, shared that she does not support changing the name of the Horace Mann Laboratory School. Ms. Cullen explained she feels it is unnecessary and confusing to the 285 students that attend Horace Mann and risks changing their strong, positive, and successful school culture and identity. Ms. Cullen continued that changing the school name was never part of the plan when the Horace Mann School was moving to the Hennessy building. Parents were assured, from the very beginning, that the new plan was a relocation of the school, not a merger, and that their name would not change. Ms. Cullen continued that she finds it strange that the School Committee, at this point and time, would take the risk of tampering with such a strong and positive school culture when the city's efforts of creating such positive culture of the schools have not always been successful. Ms. Cullen also pointed out that the entire Horace Mann community has been making sacrifices for years dealing with inadequate building conditions and lack of facilities that have made learning and teaching challenging. Ms. Cullen continued that Horace Mann students love their school, despite this, and do not fully understand why they have to move. They did not ask for this situation. They are vulnerable and anxious with a lot of changes for next year: a new location, a new Principal, and a new Vice Principal. Ms. Cullen explained that what yet holds them all together is their community, history, pride, identity, and reputation – all of which are tied to their name. She asked the School Committee it not be changed.

Jessica Crusal, 47 Endicott Street, a Horace Mann parent urged School Committee members not to vote to change the name of the Horace Mann Laboratory School. There is a lot of history behind the name. The Horace Mann was often called the Father of American Public Education, which she thinks is very valuable. Ms. Crusal continued that it is just a relocation, not a merger of schools. She believes there was no talk of a name change and thinks it should not be on the table for discussion now. Ms. Crusal asked School Committee members to please think of the impact of a name change as its current Horace Mann name ties into the school's culture and identity. Horace Mann parents chose the Horace Mann school not just because it happens to be closer to home or work but because they feel the greatest sense of community and identity with Horace Mann teachers, staff, and other students. Ms. Crusal continued that the name is tied into that and she does not think they should separate it and asked School Committee members to please think about that carefully before they make their decision this evening.

Liz McGovern, 8 Lyme Street, Vice President of the Salem SEPAC in providing feedback on the search process for the Executive Director committee. The information is based on the feedback she received, as a neutral party, from the parent representatives. They have parent representatives on an interview committee for the finalists for Executive Director of Pupil Personnel Services position. Ms. McGovern continued that she asked the parent representatives to offer any insights or opinions they had on this process, once the committee was done with their report. Ms. McGovern clarified this was not about candidates but about the process. Their parent representatives would be willing to join the district search committee again. They found it to be an engaging process and they believe they made a positive contribution to the search. The parent representatives thought this committee should have been empowered to offer and prioritize ranking preference of candidates rather than a Plusses and Deltas approach. Ms. McGovern explained that other feedback received included that many of the district representatives use acronyms that parents were not familiar with. Ms. McGovern continued to share parent and representative concerns as well as concerns regarding the Superintendent's recommended candidate.

Mayor Driscoll asked Ms. McGovern if she had her comments in writing, for follow up purposes. Ms. McGovern responded that she has the comments of the search process in writing and handed the comments to Mayor Driscoll.

Darleen Melis, 115 Federal Street, an architectural historian, eight years in the School Committee and twelve years in the Building School Committee, commented that she understood the attempt to move the Horace Mann Laboratory School was to get the Horace Mann its own facility in South Salem. The state originally did not cooperate with them. She thought it would solve a lot of problems, when the idea came up to house the Horace Mann at the Nathaniel Bowditch School, because they can accommodate a conversion of the Harrington building if it, and the Horace Mann, is occupied – a very nice strategy to get to the final building. Ms. Melis, as an architectural historian, noted that she understands that Salem has a record of schools, somewhat of a geographical nature, that seems to scatter throughout the neighborhood that starts from the center of downtown. Ms. Melis asked the School Committee to consider that Horace Mann is ultimately a name that everybody wants to honor. It might be a name everyone wants to reserve when they return to their geographic home. Ms. Melis further shared that all of this history came up when she was part of the Naming Committee for the Nathaniel Bowditch School. The points that really spoke to them were there was an accessible book that any child could read to find out about their life. The fact that he was so knowledgeable about the harbor there that he could navigate a schooner into the harbor so that everyone could return safely for Christmas. His book is still with the Navy; it is a prominent name there. Ms. Melis shared further brief history and said she thinks there is some longevity with the Horace Mann name, but a school is always the heart of the people; people can go anywhere and still be a school. She asked they try to figure out a way out of accommodating both.

Superintendent Report – Margarita Ruiz

Superintendent Ruiz reported that the New Liberty Innovation School will mark the graduation ceremony for the New Liberty Innovation School this Thursday. Nine students will be graduating from there this spring. Ms. Ruiz recalled that New Liberty Innovation School uses a competency-based model and this week's graduates joined their 4 peers who graduated in January. Ms. Ruiz looks forward to participating in the 8th Grade Rising Up ceremonies for Collins, Nathaniel Bowditch, and Saltonstall Schools later on this month.

Superintendent Ruiz announced the hiring of Dawn Marie DeVaux as the new Director of Nursing for the Salem Public Schools (SPS). Ms. DeVaux recently served with the Commonwealth of Massachusetts as the coordinator for the Substance Abuse Rehabilitation program. Prior to that, she served as a Registered Nurse (RN) staff for Massachusetts General Hospital (MGH). Ms. DeVaux also has school-base nursing experience, having served as School Nurse at Saltonstall from 1998 to 2007. She may have had a different last name back then. She received her Masters of Science in Community Health Nursing and Education from Salem State and Bachelors of Science in Nursing from Boston College.

Superintendent Ruiz provided updates on the welcoming committees for students that have been assigned to other schools in the district and added that Saltonstall School welcoming day is Thursday, June 21, 2018. Witchcraft Heights School welcoming day is June 22, 2018. The school has partnered with the Peabody Essex Museum to create a mural that will celebrate all of the students in the school. Students from both schools will help create the mural at Witchcraft Heights and will serve as a wonderful reminder of community and friendship on their first day back to school. Superintendent Ruiz also updated School Committee members on the moving of the Horace Mann Laboratory School building. They have contracted with a mover. Teachers and staff from both the Horace Mann and Nathaniel Bowditch have received boxes to prepare for the end of the school year. Ms. Conrad provided the School Committee with an update on Kindergarten enrollment as to where they are and a refresher of the new Student Assignment policy, revised December 2017. Members asked questions, addressed concerns, and engaged in further discussion on school choice.

Presentation and Report

Recognition of the FY18 Retirees

Mayor Driscoll recognized and thanked a number of retiring educators and explained that they are fortunate to have such outstanding educators. Administrative and Support staff and others for thanked for their services. Ms. Driscoll also acknowledged the school's Food Services Department for the very delicious treats prepared for the retiree reception this evening. Mayor Driscoll gave special recognition to Paul L'Heureux, who served for 27 years, for the amount of work that he has done, behind the scenes, as the Facilities Director. Ms. Driscoll shared a brief history of Mr. L'Heureux's accomplishments throughout the years with the district. Mayor Driscoll shared that it is a tremendous honor for them to be able to have teachers with them for so long and presented them with City Seals to commemorate their years of services in the district and thank them for their hard work and dedication. Mr. Fleming thanked everyone, who served in the school system, for each year of their dedication and services.

Recognition and Farewell to Margaret Marotta, Assistant Superintendent for Pupil Personnel Services

Mayor Driscoll wished Margaret Marotta, Assistant Superintendent for Pupil Personnel Services, great success as she moves on to Haverhill to serve as School Superintendent.

Action Item

Deliberation and Vote on the Proposed 2018-19 School Committee Schedule.

Discussion

Mr. Cruz flagged one of the dates on the School Committee schedule, September 4, 2018 Election Day. He would not be able to attend that meeting and asked the School Committee if the September 4th date can instead be modified to the following week, September 10, so as not to interfere with the elections. Mr. Fleming shared that he would need to look at his schedule. Members agreed on the schedule with the exception of September 4, 2018, which they would later decide on setting another date in September. Mayor Driscoll communicated that they are trying to find a date for a retreat to discuss where they stand with the Strategic Plan. Mayor Driscoll informed members that they do not yet have a date for that but expects time over the summer for that, perhaps on a weekend or longer period of time as they have done in the past. Mayor Driscoll suggested they circulate dates for that.

Mr. Fleming motioned to approve the proposed 2018-19 School Committee schedule, subject to modifying the September 4th meeting date. Ms. Manning seconded the motion. The motion carried.

Deliberation and Vote on the Memorandum of Agreement (MOA) Regarding the 2014 MOU With the Salem Teachers Union Regarding Extended Learning Time.

Discussion

Superintendent Ruiz explained that this particular agreement was mistakenly kept out of the packet when the Committee voted to approve the agreement with the Teachers Union in 2016. This was already negotiated in the process; it was just an oversight that they and the union picked up on. It is included in the packet today so that the School Committee can officially vote on it and it can be added to the current contract. Nothing has changed since it was negotiated, it was simply an oversight in that it had not been included in the packet of materials at the time the School Committee voted on it.

Mr. Fleming motioned to approve the Memorandum of Agreement (MOA) regarding the 2014 MOU with the Salem Teachers Union regarding extended learning time. Ms. Wilson seconded the motion. The motion carried.

Deliberation and Vote to Amend and Attach the FY19 STU Stipends to the SPS-STU Collective Bargaining Agreement.

Discussion

Mr. Fleming said he would not vote in favor; as he does not believe the stipends meet the regular compensation definition provided for in the statute. Mr. Fleming explained that he consistently voted against this for the last 15 years, because he does not think it complies with Chapter 35.

Mr. Fleming moved to amend and attach the FY19 STU stipends to the SPS-STU collective bargaining agreement. Ms. Wilson seconded the motion. The motion carried with six members voting in the affirmative and Mr. Fleming voting against.

Deliberation and Vote on the Revised Responsible Use Agreement for Grades 6 Through 12.

Mr. Fleming motioned to approve the revised Responsible Use agreement for Grades 6 through 12. Mr. Cruz seconded the motion. The motion carried.

Report on the Deliberation of the Ad Hoc Naming Committee about the consideration of a new name for the school that will open at 79 Willson Street in September 2018. Discussion and Vote by the School Committee on the renaming of the school to move to 79 Willson Street.

Discussion

Ms. Nuncio and Ms. Campbell provided an update on who participated in the discussion of the Ad Hoc Naming Committee meetings (representatives from Horace Mann Laboratory, Nathaniel Bowditch, and Salem State schools) and the 3 main points that emerged from their discussions. Mayor Driscoll shared that she struggles with the possible name change of the Horace Mann Laboratory School but supports the wishes of the School Committee members in the interest of the students. Mayor Driscoll asked School Committee members if there is a desire to change the name of the school. Members expressed their thoughts and engaged in further discussion. Mr. Fleming asked for a Roll-Call Vote.

School Committee Secretary Roll Call:

Ms. Mary Manning	No
Mr. James Fleming	No
Ms. Kristine Wilson	No
Ms. Ana Nuncio	Yes
Mr. Manny Cruz	Present
Ms. Amanda Campbell	Yes
Mayor Kimberley Driscoll	Yes

7 Members voted, 3 in the *affirmative*, 3 in the *negative*, and 1 as *present*. The matter did not carry.

Deliberation and Vote on the Recommendation by the Superintendent on the Appointment of the New Executive Director for Pupil Personnel Services.

Discussion

Superintendent Ruiz directed School Committee members to her recommendation memo and resume for Ms. Rosenberg, within the packet and shared a description of Ms. Rosenberg's skills and background. Mr. Fleming stated that this is a direct hire of the School Committee, not that of the Superintendent, and shared his reasons. Mr. Fleming said that he, after careful review of Chelsea's educational history under the guidance of Ms. Rosenberg, would not vote in favor of the Superintendent's recommended candidate. Ms. Campbell echoed some of Mr. Fleming's concerns, explained that she too reviewed Ms. Rosenberg's leadership background, and shared some of her concerns with members of the School Committee. Ms. Campbell said that she has significant concerns about the Superintendent's recommended candidate. Ms. Manning said that she feels that the Superintendent's recommendation is an excellent candidate, shared some of the person's qualifications as to why, and said she would support the Superintendent's recommendation. Ms. Wilson agreed with Ms. Manning and explained she has a great deal of experience. Members shared further feedback and engaged in further discussion.

Some of the School Committee members explained that they would like to also be more involved in the review process of candidates during the early stages rather than having to wait for the Superintendent's recommendation. Mayor Driscoll stated that members of the Policy Subcommittee may want to follow-up on this if members do not want to work from the recommendation of the Superintendent alone or want to have a different process. Mr. Cruz shared he did not feel comfortable with the Superintendent's recommended candidate and explained his reasons and concerns. Mayor Driscoll asked School Committee members if they wanted to motion to table this action item for the next School Committee meeting scheduled for July 16, 2018 to address the questions and concerns of some of the School Committee members. Mayor Driscoll suggested School Committee members forward any specific questions or concerns to the Superintendent, so that she may prepare additional information with respect to due diligence on this. Superintendent Ruiz said she would appreciate clarity as to what members of the School Committee seeks.

Ms. Manning motioned to table the deliberation and vote on the recommendation by the Superintendent on the appointment of the new Executive Director for Pupil Personnel Services to the next School Committee meeting on July 16, 2018. Ms. Nuncio seconded the motion. Mr. Fleming and Ms. Wilson opposed. The matter is tabled until July 16, 2018.

Deliberation and Vote on the Saltonstall School 8th Grade Field Trip to Canobie Lake Park at Salem, NH on June 25, 2018.

Mr. Fleming motioned to approve the Saltonstall School 8th Grade Field Trip to Canobie Lake Park at Salem, NH on June 25, 2018. Ms. Wilson seconded the motion. The motion carried.

Deliberation and Vote on the Salem High Golf Team Field Trip to Travel to Orlando, Florida From August 23 Through August 28, 2018.

Mr. Fleming motioned to approve the Salem High Golf Team field trip to travel to Orlando, Florida from August 23 through August 28, 2018. Ms. Manning seconded the motion. The motion carried.

Deliberation and Vote Regarding Appointment of the Director of Nursing Position as Recommended by the Superintendent (Not Listed on the Agenda)

Discussion

Mr. Fleming said that he intends to support the hire of the Head Director of Nursing but clarified that the School Committee, and no one else, has the right to hire. Mayor Driscoll made reference to, and read aloud, the disclosure of the last bullet under the Staffing Guidelines of Policy 6106 Powers and Duties of the School Committee, which does not identify Director of Nursing as a School Committee

hire.

Mr. Fleming stated that in accordance with the statute granted to the School Committee the privilege of hiring the Head Director of Nursing, that the Committee adopts the recommendation of the Superintendent this time and that they approve that recommendation. Mr. Cruz seconded the motion. The motion was approved.

Finance Report

a. Approval of Warrants

May 31, 2018 in the amount of \$335,889.70

June 7, 2018 in the amount of \$89,361.56

June 14, 2018 in the amount of \$693,934.45

June 21, 2018 in the amount of \$261,417.17

Mr. Fleming motioned to approve the warrants, as stated on the agenda. Mr. Cruz seconded the motion. The motion was approved.

Budget Transfers

The School Committee approved the following FY18-27 and FY18-28 budget transfers recommended by the School Business Administrator, Kristin Shaver. Central Office (Teaching and Learning) has requested that the funds be transferred in order to align the funds with the intended expense as follows:

Account Description/Use	Account Number	Amount From	Amount To
Nathaniel Bowditch School - Transfer covers the stipends paid to Salem Public Schools' staff for the April & February Sontag Learning Academies:			
Contract Services	13570521-5320	\$6,000	
Stipends	13570520-5150		\$6,000

Mr. Fleming moved to approve the Teaching and Learning transfer request in the amount stated. Ms. Manning seconded the motion. The motion was approved.

Policy Subcommittee Reports

Deliberation and Vote on the First Reading of the Recommendation of the Policy Subcommittee on the Revisions to the Following Policies in the 5000-Policy Series:

Policy 5413 School Property

Policy 5501 Acceptable Use and Media

Policy 5502 Network Etiquette

Discussion

The vote would consist of a First Reading for Policy 5413 and Policy 5501 and deletion of Policy 5502, because it duplicates the Responsible Use policy. Mr. Fleming moved to approve the First Reading of the recommendation of the Policy Subcommittee on the revisions to Policy 5413 School Property and Policy 5501 Acceptable Use and Media as noted. Mr. Cruz seconded the motion. The motion to approve the First Reading of Policy 5413 School Property and Policy 5501 Acceptable Use and Media was approved.

Mr. Fleming moved to eliminate Policy 5502 Network Etiquette as recommended by the Policy Subcommittee. Ms. Nuncio seconded the motion. The motion to eliminate Policy 5502 Network Etiquette was approved.

Deliberation and Vote on the First Reading of the Recommendation of the Policy Subcommittee on the Revisions to Policy 3409 Revolving Fund.

Mr. Fleming motioned First Reading of the recommendation of the Policy Subcommittee on the revisions to Policy 3409 Revolving Fund. Ms. Campbell seconded the motion. The motion carried.

School Committee Concerns and Resolutions

Mayor Driscoll suggested they send the Powers and Duties of the School Committee to the Policy Subcommittee for review and any potential changes that want to come out of that discussion come back to them so that they are not doing this again and that they are clear on what they expect as a process of the Superintendent and they clear on what their guidance is with respect to hiring the positions under the current policy they delegated with the Superintendent. Mr. Cruz motioned to refer the Powers and Duties to the Policy Subcommittee. Ms. Nuncio seconded the motion. The motion carried. Mayor Driscoll said she would like to forward Ms. McGovern’s letter to Personnel to review some of the concerns that were expressed on the hiring process. Mayor Driscoll said she would like to get some feedback on that to understand if there were concerns, what they are, and if there are issues, in terms of the hiring practices for feedback. Ms. Manning motioned to send Ms. McGovern’s comments to Personnel for review. Mr. Fleming seconded the motion. The motion carried.

Questions and Comments From the Audience

Liz McGovern, 8 Lyme Street, shared her thoughts on the hiring process and stated that she thinks they should have district-wide meetings to have the opportunity to publicly meet the candidates and be allowed to ask them questions to get a better sense of how they actually interact with the district as a whole and the public at large. Adding that piece would add clarification and give people opportunity to be more involved. Ms. McGovern asked if they would consider that in the future. Ms. McGovern continued sharing further concerns.

Adjournment

There being no further business to come before the School Committee this evening. Mr. Fleming entertained the motion to adjourn. Ms. Manning seconded the motion. The meeting was adjourned.

Respectfully submitted by:

Angelica Alayon, Secretary
Salem School Committee

Meeting Materials and Reports

- School Committee Agenda June 18, 2018
- Minutes of the May 21, 2018 Regular School Committee Meeting
- Batch 1 Kindergarten Assignment Presentation
- Departmental Retirement Anticipation Form
- Salem School Committee Regular Meeting Schedule July 2018 – June 2019
- Memorandum of Agreement (MOA) Contract Settlement
- Final Stipend Language for Contract – Revised 8/24/17
- Salem Public Schools (SPS) Responsible Use Agreement for Students in Grades 6 Through 12
- Saltonstall School Out-of-State Field Trip Request
- Salem High Golf Out-of-State Field Trip Request
- Policy in the 5000-Policy series
- Policy 3409 Revolving Fund
- Budget Transfers