

Salem School Committee  
Meeting Minutes  
Monday, July 15, 2019

A regular meeting of the Salem School Committee was held on Monday, July 15, 2019 at 7:03 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, and Mayor Kimberley Driscoll

**Members Absent:** Amanda Campbell

**Others Present:** Kathleen Smith, Interim Superintendent, Kate Carbone, Acting Superintendent for Teaching and Learning

**Call of Meeting to Order**

Mayor Driscoll called the regular meeting of the Salem School Committee to order at 7:03 p.m.

**Consent Agenda**

- a. Minutes of the Regular School Committee meeting held June 17, 2019
- b. Deliberation and Vote on the request for use of the Collins Middle School gym for an annual Sweat4sweat Basketball Tournament fundraising event, in memory of Brian Murphy, and request to waive the fees as part of donation by School Committee
- c. Deliberation and Vote on the Salem High Golf Team field trip request to Orlando, FL on August 22-27, 2019
- d. Approval of Warrant: 6/27/19 in the amount of \$471,909.71

Mr. Fleming motioned to approve the Consent agenda. Ms. Manning seconded the motion. The motion carried.

**Approval of the Agenda**

Mr. Fleming motioned to approve the agenda as presented. Ms. Manning seconded the motion. The motion carried.

**Public Comment #1: Questions and Comments From the Audience**

Alexa Ogno, 180A Federal Street, Salem Education Foundation, informed everyone they are working on the opening of their grant application in early August 2019 for Salem teachers. Amounts for individual grant applicants and program in a single building are up to \$1,000 and up to \$3,000 for collaboration across schools. The deadline would be mid October. Grant amounts would be available in December.

**Superintendent's Report – Kathleen Smith**

Ms. Smith commented on the importance of work towards equity that helps ensure all students reach successful education and opportunities beyond high school. Ms. Smith talked of the value of diversity, student support and about students, across the state, who took part in a School Funding Reform in Massachusetts project called T51 for cities and towns across the Commonwealth. Ms. Smith talked of the importance of student voice.

**Introduction of Dr. Samantha Meier, Salem High School (SHS) Interim Principal**

Ms. Smith and Ms. Carbone introduced Dr. Samantha Meier as the new High School Principal. Ms. Carbone talked about the hiring process for the Salem High School Principal position and shared Dr. Meier's background skills, experience, and some of the student feedback they received. Dr. Meier shared a few words with everyone.

**Greater Salem Boys & Girls Club – Update on Club Activities**

Ms. Joanne Scott, Executive Director and Ms. Grace Duran, Program Director, of the Boys and Girls Club of Salem, shared an update on the club activities. Ms. Scott talked about a few of their activities and collaboration of the Boys and Girls Club and shared a video on a sample of their daily schedule. Ms. Grace Duran talked about the summer program. Ms. Scott and Ms. Duran walked everyone through a slide presentation and shared further details about the program and its daily programming.

### **Salem School Committee/Interim Superintendent Transition**

Superintendent Smith talked about her transition as Interim Superintendent and upcoming expectations. Ms. Smith shared her interest to meet with School Committee members for a retreat to hear from them what their upcoming expectations and challenges are.

### **Action Items: Old Business**

#### **School Committee ratification and final vote on the employment contract for Kathleen Smith, Interim Superintendent, 2019-20**

Mr. Cruz motioned to approve the employment contract for Kathleen Smith, Interim Superintendent, 2019-20. Ms. Manning seconded the motion. The motion carried.

#### **Deliberation and Vote on the Salem High School staff request to re-name the main office at Salem High School the Gail A. Kucker Welcome Center (2<sup>nd</sup> reading) – tabled 6/17/19**

Mr. Fleming motioned to approve the 2<sup>nd</sup> reading to re-name the main office at Salem High School the Gail A. Kucker Welcome Center. Ms. Manning seconded the motion. The motion carried.

### **Action Items: New Business**

#### **Deliberation and Vote on the request from Salem Youth Football & Cheering to use Bertram Field and waive fees**

Mr. Fleming motioned to have the deliberation and vote on the request from Salem Youth Football & Cheering to use Bertram Field and waive fees matter be referred to the Buildings and Grounds Subcommittee for further review and discussion. Mr. Cruz seconded the motion. The motion carried.

**Finance Report** – There were no budget transfers

### **Policy Subcommittee**

Deliberation and Vote on the Second Reading of the recommendation of the policy subcommittee on the revisions to the following policies:

4108	Staff Complaints and Grievances
5102	Enrollment – Salem Residents
5102.01	Enrollment of Non-Resident Students/School Choice
5102.04	Policy on Admission of Foreign Exchange Students
5103	Controlled Choice Student Assignment – <i>see additional revisions since 6/17/19</i>
5103.01	Student Assignment – Vocational Technical Education Programs
5103.02	Student Assignment – Enrollment of Students from Other Schools
5104	Age Majority ( <i>recommended for deletion</i> )
5105	Flags and the Pledge of Allegiance
5106	Evacuation (Fire Drills)
5107	School Day
5108	School Year/School Calendar
5112	Student Work Permits
5113	Work Hours
5115	Dismissal at Parental Request
5223	Student Advisory Committee
5402	Tobacco Use Policy
5413	School Property
5501	Responsible Use Policy and Media

### **Discussion**

Mr. Cruz explained that Ms. Campbell raised a thought on the setting of school-based enrollment targets, as part of the Controlled Choice Student Assignment policy. Language was amended to more accurately reflect, or better capture, most recent/updated publication of the income measure by the Massachusetts Department of Elementary and Secondary Education (DESE), regardless of when it is posted.

Mr. Cruz motioned to approve the Deliberation and Vote on the Second Reading of the recommendation of the policy subcommittee on the revisions to the policies as presented. Mr. Fleming seconded the motion. The motion carried.

**Deliberation and Vote on the First Reading of the recommendation of the policy subcommittee on the revisions to the following policies:**

4116	Personnel Reports
5110	School Census ( <i>recommended for deletion</i> )
5111	Student Withdrawals from Schools
5114	Participation in Activities during Suspension or Absence
5116	Dismissal of Students by School Personnel
5416	Use of Physical Restraint

Mr. Fleming motioned to approve the First Reading of the recommendation of the policy subcommittee on the revisions to the policies as presented. Ms. Manning seconded the motion. The motion carried.

**School Committee Concerns and Resolutions**

Mr. Fleming shared that registration for the Salem Day Golf Tournament, in September, at Kernwood Country Club in Salem is Thursday night at the new Salem Community Life Center in Salem between 4 and 6pm.

Ms. Nuncio reminded everyone of the deliberation and vote on the request from Salem Youth Football & Cheering to use Bertram Field and waive fees, which was tabled on 6/17/19. Members agreed that it be included on the agenda for the next School Committee meeting. Ms. Nuncio suggested meeting soon with the Equity subcommittee to continue previous discussions.

Mayor Driscoll suggested scheduling a Committee of the Whole (COW) meeting in the fall, early September, to continue follow-up review, discussions, and cost setting factors on the budget process. Members agreed to meet on September 18 at 6pm.

Mayor Driscoll shared an update on the project at the Bertram Field. Improvements are being made as the project moves forward. It is expected to bid this fall. They anticipate use of the field and parking would be available during construction.

**Public Comment #2: Questions and Comments from the Audience**

Alexa Ogno, 180A Federal Street, said that Salem Education Foundation is working with the League of Women Voters this year to have School Committee candidate forms. They will have one before the preliminary, if there are enough candidates, and another in October, before the final election.

**Adjournment**

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

Respectfully submitted by:

---

Angelica Alayon, Secretary to the  
Salem School Committee

**Meeting Materials and Reports**

School Committee Consent agenda July 15, 2019

Minutes of the June 17, 2019 School Committee meeting

Request for Annual Basketball Tournament in Collins Middle School

Salem High School field trip request

Memo by Acting Superintendent Kate Carbone

Salem Boys & Girls Club Presentation

School Committee ratification on employment contract for Kathleen Smith, Interim Superintendent, 2019-20

Gail A. Kucker Welcome Center request letter

Policies