

Salem School Committee
Meeting Minutes
Monday, August 19, 2019

A regular meeting of the Salem School Committee was held on Monday, August 19, 2019 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, Mr. Manny Cruz, Amanda Campbell, and Mayor Kimberley Driscoll

Members Absent: Ana Nuncio

Others Present: Kathleen Smith, Superintendent, Kate Carbone, Assistant Superintendent, Jill Conrad, Chief of Systems Strategy, and Kristin Shaver, Business Manager

Call of Meeting to Order

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

Consent Agenda

- a. Minutes of the Regular School Committee meeting held July 15, 2019
- b. Approval of Warrant: 8/1/19 in the amount of \$999,469.62, 8/8/19 in the amount of \$458,536.53

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

Approval of the Agenda

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

Public Comment #1: Questions and Comments From the Audience

Christine Ross, League of Women Voters, announced that Salem Education Foundation, the League of Women Voters, and Salem News would be hosting a candidate forum on September 11, 2019, at 6:30pm, at the Collins Middle School, in the School Committee Chambers. Ms. Ross shared further details of the forums.

Alexa Ogno, 180A Federal Street, Salem Education Foundation, informed that another project they are working on this fall are teacher grants, which can be found on their website at www.salemeducationfoundation.org. Applications are due by Monday, October 14, 2019. Ms. Ogno shared details of the grant amounts. Applications are open to all public schools in Salem.

A. J. Hoffman, 3 Victory Road, asked if paraprofessionals would be covering school recess at the Horace Mann school this year and wondered if the Horace Mann school could receive help with their basketball court asphalt.

Superintendent's Report – Kathleen Smith

Superintendent Smith asked everyone for a moment of silence for the untimely passing of Bentley Academy Charter School teacher, Jennifer “Jeffie” Chapin. Superintendent Smith reported on the informational parent meeting that was held at the Bentley Academy Charter School on August 6, 2019, the New Teacher Institute orientation held today, and on student enrollment. The Superintendent talked about her individual meetings with School Committee members to gain their

insights and feedback. Superintendent Smith talked of the Leadership Institute on August 6 through 9 at the Saltonstall and at Root North Shore, Inc. Ms. Smith provided updates on the Plummer Youth Promise summer program in Salem. The Superintendent updated the School Committee on the training that was held for Salem Public Schools bus drivers and monitors and recent visit to the Essex North Shore Agricultural and Technical School.

Update on the Dual Language Task Force Program

Ms. Rebecca Westlake, Director of Bilingual Education, Salem Public Schools shared an update on the work of the Dual Language Task Force and emerging plans to locate a new dual language program at the Bentley Academy Charter School.

Update on the Bertram Field Renovations

School Committee members followed a presentation on Phase 2 of the renovations of the Bertram Field.

Action Items: Old Business

Deliberation and Vote on the Salem Children's Charity request to install a plaque at the Carlton Innovation School in honor of Charles B. Walsh – tabled 6/17/19

Mr. Fleming motioned to remove the item off the table. Mr. Cruz seconded the motion. The motion carried.

Mr. Fleming motioned to approve the Salem Children's Charity request to install a plaque at the Carlton Innovation School in honor of Charles B. Walsh. Ms. Wilson 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 (3rd reading)

Mr. Fleming motioned to approve the 3rd 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.

Deliberation and Vote on the Salem Youth Football & Cheering request to use Bertram Field and waive fees – tabled 6/17/19, 7/15/19

Mr. Fleming motioned to remove the matter off the table. Ms. Manning seconded the motion. The motion carried.

Mr. Fleming motioned to accept the Buildings and Grounds Subcommittee's recommendation to waive the fees as requested. Ms. Manning seconded the motion. The motion carried.

Action Items: New Business

Deliberation and Vote to accept a donation of \$2,790 from Paramount Pictures to the Carlton Innovation School for the use of the school during filming

Mr. Fleming motioned to accept a donation of \$2,790 from Paramount Pictures to the Carlton Innovation School for the use of the school during filming. Ms. Wilson seconded the motion. The motion carried.

Deliberation and Vote to accept a donation of \$5,000 from Netflix to the Salem High School Marching Band for participation in a film this summer

Mr. Fleming motioned to approve the donation of \$5,000 from Netflix to the Salem High School Marching Band for participation in a film this summer. Mr. Cruz seconded the motion. The motion carried.

Discussion of the Interim Superintendent and School Committee's participation in the MASC/MASS joint conference scheduled for November 6-9, 2019

Ms. Smith reminded the School Committee on their option to register and participate in the MASC/MASS joint conference that is scheduled for November 6-9, 2019.

Deliberation and Vote on the League of Women Voter's request to waive fees for use of the Saltonstall and Witchcraft Heights school buildings to hold candidate forums for the upcoming biennial elections

Mr. Fleming motioned to amend the deliberation and vote to include the Salem High School and refer the matter to the Buildings and Grounds Subcommittee for further review and discussion. Mr. Cruz seconded the motion. The motion carried.

Deliberation and Vote on the Salem Education Foundation's request to use the School Committee Chambers on Wednesday, September 11 and Wednesday, October 23, 2019 from 6:30 – 8:30 p.m. and have the rental fees waived

Mr. Fleming motioned to refer the matter to the Buildings and Grounds Subcommittee for further review and discussion. Mr. Cruz seconded the motion. The motion carried.

Appointment of Superintendent Smith to the Board of Directors of the North Shore Education Consortium for one year

Ms. Manning motioned to appoint Kathleen Smith to the Board of Directors of the North Shore Education Consortium for one year. Mr. Fleming seconded the motion. The motion carried.

Policy Subcommittee

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

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| 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 |

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

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

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|------|--|
| 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. Cruz motioned to approve the Second 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 commented on the promise, from the previous administration, that the School Committee would receive regular updates and report regarding the progress of students who were formally enrolled at the Nathaniel Bowditch K-8 School, which closed on June 2018. Mr. Fleming asked for a current update report as soon as possible. Mayor Driscoll reminded the School Committee of their request to bring in Education Resource Strategies (ERS), a consulting organization that did an analysis of Salem Public School's resource allocations, earlier this year, and suggested a School Committee of the Whole (COW) meeting on September 18, 2019 at 6pm. Mayor Driscoll suggested that the Committee also schedule another School Committee of the Whole (COW) meeting, prior to September 18, to discuss the search committee for the hiring process of a Superintendent. Mayor Driscoll flagged the need for a Personnel Subcommittee meeting to review and discuss the one-year extension proposal on both teacher and paraprofessional contracts and recommended a one-year contract extension proposal.

Ms. Wilson motioned to refer the proposed one-year contract extension proposal for teacher and paraprofessional contracts to the Personnel Subcommittee for review and discussion. Ms. Manning seconded the motion. The motion carried.

Public Comment #2: Questions and Comments from the Audience

Christine Ross, 33 Pleasant Street, shared her interest on the status of the students who were transferred from the previous Nathaniel Bowditch School. Ms. Ross inquired about the status of a New Equity Subcommittee and briefly shared her thoughts in favor of the Dual Language program.

Adjournment

There being no further business to come before the School Committee this evening. Mr. Fleming motioned to adjourn the Regular School Committee meeting, move to Executive Session to conduct contract negotiations with non-union personnel (Exemption #2, School Committee Executive Assistant) and under Exemption #3, to discuss litigation, pending open meeting law complaint), not to reconvene in open session. Mr. Cruz seconded the motion.

School Committee Secretary Roll Call

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|--------------------------|-----|
| Ms. Mary Manning | Yes |
| Mr. James Fleming | Yes |
| Ms. Kristine Wilson | Yes |
| Mr. Manny Cruz | Yes |
| Ms. Amanda Campbell | Yes |
| Mayor Kimberley Driscoll | Yes |

Of the 6 members voting, six (6) members voted ‘Yes.’ The matter carried with a motion of 6 in the ‘*affirmative.*’ Members adjourned to move to Executive Session to conduct contract negotiations with non-union personnel (Exemption #2, School Committee Executive Assistant) and under Exemption #3, to discuss litigation, pending open meeting law complaint).

Respectfully submitted by:

Angelica Alayon, Secretary to the
Salem School Committee

Meeting Materials and Reports

School Committee Consent agenda August 19, 2019

Minutes of the July 15, 2019 School Committee meeting

Dual Language Update Presentation

Phase 2 Improvements to Captain John Bertram Field

Bertram Field Phase 2 Renovation – New Facilities & Access Improvements – FAQ

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

Gail A. Kucker Welcome Center request letter

Request for use of the Bertram Field and fee waiver

Request by League of Women Voters to waive fees for use of the Saltonstall and Witchcraft Heights school buildings

Request by Salem Education Foundation for use of the School Committee Chambers, and rental fee waiver, on September 11 and October 23, 2019

Policies