

Mary A. Manning
Manny Cruz
Amanda Campbell



Beth Anne Cornell
AJ Hoffman
Veronica Miranda

Mayor Dominick Pangallo, 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 13, 2024

REGULAR SCHOOL COMMITTEE MEETING

Notice is hereby given that the Salem School Committee will hold a **Regular School Committee meeting on June 17, 2024 at 7:30p.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/84330945015?pwd=vRnzah7OPXJtG3uNzJbXlWl4OYMqqw.BqJUHNvFN2Syc8Y>

Passcode: 615544

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.

The members of the School Committee would like to remind the public that Salem Public School students regularly attend School Committee meetings. We encourage all meeting participants to model respectful and productive public discourse for our young learners.

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 following link to sign up and submit your comment electronically: <https://forms.gle/9gcdCWHZVSsWoGMv8>. 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 Krista Perry at kperry@salemk12.org or 617-285-7567 with any questions or to report any technical difficulties you experience.

II. Approval of Agenda

III. Public Comment

See above instructions for participating in public comment.

IV. Approval of Consent Agenda

- A. Approval of minutes of Regular SC meeting held on June 3, 2024
- B. Approval of Warrants: **6/6/24** - \$549,282.18; **6/13/24** - \$711,762.69
- C. Approval of the Salem High School Golf Team to Walt Disney World in Orlando, FL from 8/15/24 - 8/20/24

V. Recognition of FY24 retirees (Priority 2.4)

VI. Superintendent's Report

- A. Class Rank Discussion (Priority 1.4)
- B. Summer Work Project Update (Priority 4.3)

VII. Student Representative Report

VIII. Action Items: Old Business

IX. Action Items: New Business

X. Finance & Operations Report

- A. Budget Transfers totaling \$153,978.70

XI. Subcommittee Reports

- Finance Subcommittee
- Personnel Subcommittee
- Building & Grounds Subcommittee
- Curriculum Subcommittee
- Policy Subcommittee

XII. School Committee Concerns and Resolutions

XIII. Adjournment

Respectfully submitted by,

Krista Perry

Executive Assistant to the School Committee & 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.”

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Alcalde Dominick Pangallo, 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 13 de junio de 2024

REUNIÓN REGULAR DEL COMITÉ ESCOLAR

Por la presente se notifica que el Comité Escolar de Salem celebrará una **Reunión regular del Comité Escolar el 17 de junio de 2024 a las 7:30 p.m.** Esta reunión se llevará a cabo en persona en **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/84330945015?pwd=vRnzah7OPXJtG3uNzJbXlWl4QYMqqw.BqJUHNvFN2Syqc8Y>

Contraseña: [615544](#)


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. Los miembros del Comité Escolar desean recordar al público que los estudiantes de las Escuelas Públicas de Salem asisten regularmente a las reuniones del Comité Escolar. Animamos a todos los participantes de la reunión a modelar un discurso público respetuoso y productivo para nuestros jóvenes estudiantes.

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/9gcdCWHZVSsWoGMv8>. Un miembro del

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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 Krista Perry en kperry@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. Comentario Público

Favor de ver arriba para instrucciones sobre cómo participar en los comentarios públicos.

IV. Aprobación de la Agenda Consensuada

- A. Aprobación del acta de la reunión regular del Comité Permanente celebrada el 3 de junio de 2024
- B. Aprobación de las órdenes de pago: **6-jun-24** - \$549,282.18; **13-jun-24** \$711,762.69
- C. Aprobación del equipo de Golf de Salem High School a Walt Disney World en Orlando, FL del 15-ago-24 -20-ago-24

V. Reconocimiento a los jubilados del año fiscal 24 (Prioridad 2.4)

VI. Reporte del Superintendente

- a. Debate sobre el rango de la clase (Prioridad 1.4)
- b. Actualización del proyecto de trabajo de verano (Prioridad 4.3)

VII. Reporte de la Representante Estudiantil

VIII. Elementos de Acción: Asuntos Antiguos

IX. Elementos de Acción: Asuntos Nuevos

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X. Reporte de Finanzas y Operaciones

A. Transferencias presupuestarias por un total de \$153.978,70

XI. Reportes de los Subcomités

- Subcomité de Finanzas
- Subcomité de Personal
- Subcomité de Edificios y Terrenos
- Subcomité de Planes de Estudios
- Subcomité de Política

XII. Inquietudes y Resoluciones del Comité Escolar

XIII. Clausura

Sometido respetuosamente por,

Krista Perry

Asistente Ejecutiva del Comité Escolar y 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.”

DRAFT
Salem Public Schools
Salem School Committee
Meeting Minutes
June 3, 2024

On June 3, 2024 the Salem School Committee held its regular School Committee meeting at 7:00 PM using a hybrid model.

Members Present: Manny Cruz, Mary Manning, Beth Anne Cornell, Veronica Miranda, and AJ Hoffman

Members Absent: Mayor Dominick Pangallo and Amanda Campbell

Others in Attendance: Superintendent Dr. Stephen Zrike, Deputy Superintendent Kate Carbone, Assistant Superintendent Elizabeth Pauley, Ellen Wingard, Dr. Kimberly Talbot, Laura Assade, Jennifer Doucette-Ly, Carlos Arias Reyes, and Christopher O'Donnell

Call of Meeting to Order

Manny Cruz calls the meeting to order at 7:02 p.m. and requests a call of attendance. He explained the Public Participation Policy 6409 and also explained the availability of Spanish interpretation.

Attendance

Manny Cruz recognizes the attendance with members. Veronica Miranda motions for approval and Beth Anne Cornell seconded the motion. A roll call vote was taken.

Manny Cruz	Present
Mary Manning	Present
Beth Anne Cornell	Present
Amanda Campbell	Not Present
Veronica Miranda	Present
AJ Hoffman	Present
Mayor Pangallo	Not Present

Approval of Agenda

Manny Cruz requested a motion to approve the Agenda. Mary Manning motions for approval and seconded by Beth Anne Cornell. A roll call vote is taken.

Manny Cruz	Yes
Mary Manning	Yes
Beth Anne Cornell	Yes
Veronica Miranda	Yes
AJ Hoffman	Yes
Motion carries 5-0	

Public Comment

Ann Berman, 1401 Crane Brook Way, pleased to announce the recipients for the Salem Teachers Union scholarship awards for the 2023-2024 school year. Four \$1,000 awards were presented to the following high school students: Jessica Cajigal, Jessica Valatka, Olivia Fernandez, and Tilda Rieder. The top four scorers earned our Salem Public Schools scholarship and this year twelve students sat for the exam. This was open to all three high schools in our Salem school district.

Approval of Consent Agenda

Manny Cruz requested a motion to approve the Consent Agenda. Veronica Miranda motions for approval and seconded by Beth Anne Cornell. A roll call vote is taken.

Manny Cruz	Yes
Mary Manning	Yes
Beth Anne Cornell	Yes
Veronica Miranda	Yes
AJ Hoffman	Yes
Motion carries 5-0	

Before proceeding with the agenda items, Mary Manning requested a brief moment of silence for another member of the Salem community Ruth Prentiss, who was a secretary at the Salem High School primarily in the guidance office.

Student Showcase - Bates Elementary School

Principal Smith and Mr. Mercier presented the Bates Student Showcase along with several Bates students. The students who presented were five fifth grade house leaders at the Bates School. All five students introduced themselves and stated their reasons for wanting to become a house leader. The Bates students note the new motto created for the FY 23/24 school year which is Believe. Be You. Belong...at Bates! The new motto was created so students and teachers would feel like they belonged. The new motto helps students believe in themselves and their peers. The new motto started showing up all over the school. Students note "being you" at Bates means you are still learning what it means to be yourself and it is okay to still be figuring that out. At Town Hall there was an activity to express how each student was proud of themselves and why. House leaders created fan days, crazy hair day, decades day, disney day, and super hero day to create a sense of belonging. Teachers also participated in building projects which helped them connect with their students. The house leaders who presented wish to continue the Amazing Shake which is when all fifth graders compete to see who is creative, kind, persevering, and open minded.

Manny Cruz asks the Bates students if there is one thing from the belonging activities from elementary school level which activity would you bring to the middle school and why. Students note to just be themselves in middle school and stay true to themselves, bring Town Halls and house leaders group, the thought of core values and keeping core values first, share the created games with the rest of the school, and last bring house leader ideas and how we can all work together.

Superintendent's Report

A. Norman H. Read Trust Awardees (Priority 2.4)

B.

Kate Carbone notes annually the SPS puts out an invitation across the districts to nominate a science teacher who creates excitement in classrooms and brings their expertise and knowledge to the classroom as well. This year we have an educator from Bentley Innovation, Saltonstall, and Salem High School. This wonderful award is to recognize and each educator is given a \$500 check to use towards classroom supplies or to continue educator courses that they have been interested in.

Erica Panacopoulos introduces Amanda Jacquier who is a third grade teacher. Amanda has a positive attitude and presents a warm demander towards her students. Amanda has beyond grown as a science teacher and her willingness to try new things.

Saltonstall Principal Jellison who introduces Maggie Tran, who is in her second year who is teaching 6th grade math and science. Maggie's students are engaged and her students are learning and growing and showing such progress.

Jackie Burns, high school science coach, introduces Manna Ohmoto-Whitfield, notes her organization and experience has been a driving force on the Biology team. She designs well thought out lessons for students, evidence based writing, and data informed instruction and feedback cycles. She holds high expectations for all students and this year she has supported our multilingual students in biology classes.

C. FY25 Capital Requests (Priority 4.3)

Elizabeth Pauley notes the capital improvement planning process begins in January and departments of the city are asked to submit their requests for the following year ahead. After working with the Building and Grounds subcommittee the priorities were shared and which priorities would benefit schools and align our request with city and school priorities as well as including funding for special projects. We received \$2.9 million in the current school year. In the coming year ahead we will receive \$3 million for capital improvements such as ADA associated repairs to prioritize, controls that will help with electricity and heating, generators, chiller repairs, replacement of student and staff devices/hardware, replace lighting to be more energy efficient, continue repairs on all playgrounds, and lastly safety and security. These funds become available once the new fiscal year has begun.

Beth Anne Cornell notes next year we need a committee formed to discuss what we would like our outdoor spaces to consist of moving forward.

Manny Cruz suggested adding Member Cornell's suggestion to a summer School Committee retreat agenda to further discuss.

Superintendent Dr. Zrike notes June is the start of Pride Month and let this be a reminder that this is a time to create a belonging school system for all. Not just for the month of June but for every month. The Pride parade will be held on June 22nd.

Student Representative Report

none

Old Business

none

New Business

- A. Deliberation and vote on the Salem High School JROTC field trip to the Army National Guard in Stafford, NH from 6/20/24 - 6/22/24

Manny Cruz makes a motion to approve. Beth Anne Cornell makes a motion and seconded by Veronica Miranda. A roll call vote is taken.

Manny Cruz	Yes
Mary Manning	No
Beth Anne Cornell	Yes
Veronica Miranda	Yes
AJ Hoffman	Yes

Motion carries 4-1

- B. Deliberation and vote on the school physician contract

Manny Cruz makes a motion to approve. Beth Anne Cornell makes a motion and seconded by Mary Manning. A roll call vote is taken.

Manny Cruz	Yes
Mary Manning	Yes
Beth Anne Cornell	Yes
Veronica Miranda	Yes
AJ Hoffman	Yes

Motion carries 5-0

Jane Morrissey notes SPS School Physician Dr. Clovene Campbell. Jane Morrissey looks forward to continuing to collaborate with Dr. Campbell in the future. Mary Manning gives gratitude to Jane Morrissey for all the work she has done for SPS this past school year.

- C. Deliberation and vote on 2024-2025 School Committee meeting schedule

Manny Cruz makes a motion to approve. Beth Anne Cornell makes a motion and seconded by Veronica Miranda. A roll call vote is taken.

Manny Cruz	Yes
Mary Manning	Yes
Beth Anne Cornell	Yes
Veronica Miranda	Yes

AJ Hoffman
Motion carries 5-0

Yes

Manny Cruz notes Mayor Pangallo and Member Campbell are not present however after they have reviewed the School Committee calendar if we have to shift some future meeting dates we will do so.

Finance & Operations Report

Subcommittee Reports

- Finance Subcommittee
- Personnel Subcommittee

Manny Cruz updates the School Committee noting there was a fifth session with the Salem Teachers Union to discuss the contract. The meeting was productive and had conversations on key issues. We are continuing to work with our union to better our paraprofessionals and discuss compensation and extending leaves in contract as well as job descriptions clarity as well as resignations. Additionally there was a discussion on substitutes and working on communicating on compensation on retired educators and coming back as substitutes. There is another session scheduled in June as well as more sessions over the summer.

- Building & Grounds Subcommittee

Veronica Miranda updates the School Committee noting there was a recent Building & Grounds subcommittee meeting. In the summer at some point the Building and Grounds subcommittee will further review the facilities rental form and make necessary changes with guidance from staff.

- Curriculum Subcommittee
- Policy Subcommittee

School Committee Concerns and Resolutions

Adjournment

Manny Cruz makes a motion to adjourn. Motion made by Mary Manning and seconded by Beth Anne Cornell. A roll call vote is taken.

Manny Cruz	Yes
Mary Manning	Yes
Beth Anne Cornell	Yes
Veronica Miranda	Yes

AJ Hoffman
Motion carries 5-0

Yes

Meeting adjourned at 8:15pm.

Respectfully submitted by,
Krista Perry
Executive Administrative Assistant to the School Committee & Superintendent

Field Trip Request Form - Salem Public Schools

Last Updated: October 2022

Directions: All educators 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				
School	SALEM HIGH School	Grade Level(s)	Date of Request:	Date of Field Trip:
Trip Planner	THOMAS DOYLE	10-12	6/10/24	August 15-22 nd
Contact Info	Phone: 978 836 8471	# of Students:	8	Depart:
	Email: tdoyle@salemk12.org			TBA Am
Destination	Name: ORLANDO, FLORIDA	Location and Duration		
Destination Address	WALT DISNEY WORLD	<input type="checkbox"/> Local trip (Salem/North Shore) <input type="checkbox"/> In-state – within MA <input checked="" type="checkbox"/> Out of state		
Funding Source	For Bus: NOT NEEDED	For other (admissions costs, etc.): FUNDRAISING	<input type="checkbox"/> Within the normal school day <input type="checkbox"/> Beyond normal school hours <input checked="" 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 grade-level standards. <input type="checkbox"/> Pre- and Post-Plan: Students will be prepared for the trip and will have the opportunity to synthesize new learning from the experience.	<input type="checkbox"/> *District policy requires field trips to be accessible to all students. <input type="checkbox"/> *Trip planners must ensure that all students (e.g., students with disabilities, multilingual learners, etc.) have the appropriate supports.
Comments:	<input checked="" type="checkbox"/> I understand these requirements. Comments:

III. School Nurse Review and Approval (School Nurse Signature Required)		
Has the school nurse been notified of this field trip?	Has the roster of students been shared? Have medical concerns been reviewed?	Will a nurse be needed for this field trip?
<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	*will need overnight form <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Completed
School Nurse Signature: <i>Rethina RN</i>		Date: 6/11/24

IV. Food Services		
Has the school's cafeteria manager been notified of this field trip?	Will students be eating lunch at school or on the field trip?	Are bag lunches needed for this trip?
<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> At school <input type="checkbox"/> On field trip	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No How many? _____
Comments: NOTHING NEEDED		

V. Transportation		
Transportation needed:	<input type="checkbox"/> Bus (Complete Transportation Request Form and send to dbido@salemk12.org and vfaundes@salemk12.org at least two weeks before the trip.)	<input type="checkbox"/> Public transportation <input type="checkbox"/> Walking <input type="checkbox"/> Other: _____
If traveling by bus:	Pick Up Time: Pick Up Location:	Return Time: Return Location:

VI. Parent Involvement & Background Checks		
Will any parents or volunteers be participating in this trip?	Will any have "direct and unmonitored contact" with students?	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
<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	

VI. Principal Review and Approval (Required for ALL Field Trips)	
School Principal Signature: <i>[Signature]</i>	Date: 6/12/24

To; Superintendent of Schools, Dr. Stephen Zrike

CC; File

From: Principal, Glenn Burns

Date: 6/9/24

RE: August 2024 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 15th-20th, 2024. 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 8 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.

Nathaniel Lane N/A

Shea Christel

Barbara Rowley

Alyson Gill

Leona Korriku

Christopher Hanson N/A -

Mathew Kenney

Avery Burton

Disney 2024 Itinerary

Thursday August 15, 2024

Depart Logan TBA

Rental Van to Disney Resort

Check in to Hotel approximately 2:30

Hotel Activities

Disney Springs

Tom Doyle 978 836 8471

Jess Doyle 978 836 8472

Friday August 16, 2024

6:00 A.M. Wake up call

6:30 A.M. Depart to Disney's Palm Golf Course

7:00 – 11:00 18 holes of golf

12:00 – 1:00 Hotel (Lunch, rest, or pool)

1:00--7:00 Depart for Disney's Hollywood Studios

7:00-10:00 Disney's Epcot Center

10:30 Return to Hotel

Players Attending

Nathaniel Lane

Shea Christel

Barbara Rowley

Chris Hanson

Alyson Gill

Leona Korriku

Mathew Kenney

Avery Burton

Saturday August 17, 2024

6:15 am Wake up call

6:40 am Depart to Disney's Magnolia Golf Course

7:21 -11:30 Golf 18 holes

11:30 – 6:00 Hotel (Lunch, rest, pool)

4:00-11:00 PM Depart for Magic Kingdom (Halloween Party)

Sunday August 18, 2024

9:00 A.M. Wake up call

10:30 A.M. Depart for Disney's Animal Kingdom

9:00 P.M. Return to Hotel

Monday August 19, 2024

6:00 am Wake up call

6:25 A.M. Depart for Disney's Lake Buena Vista Golf Course

6:50-11:30 Golf 18 holes

11:30 A.M. Return to Hotel

3:00 P.M. Depart for Disney's Blizzard Beach

7:00 P.M. Return to hotel

Tuesday August 20, 2024

8:30 A.M. Wake up call

9:30 A.M. Depart for Arnold Palmers Bay Hill Golf Club

TBA Depart for Orlando International Airport

TBA Arrival Boston (Please make arrangements for pick up)

SALEM HIGH SCHOOL

Committed to Excellence



SALEM HIGH SCHOOL



Our Current Class Rank Policy:

- Rank is determined by a weighted Grade Point Average and finalized at the end of each year of study
- Standard Based Grades are converted into traditional letter grades awarded a point value for GPA values
- Independent Study courses and Pass/Fail courses are not calculated into GPA
- Scholars that earn 51% of their courses outside of Salem High School are not eligible for ranking
- Dual Enrollment courses are calculated into GPA as of SY23.

SALEM HIGH SCHOOL

Where Opportunity & Passion Intersect. BELONG • EXPLORE • CREATE



CLASS RANK WEIGHTING SCALES

GRADE	CP	H	AP
A+	4.3	4.8	5.3
A	4.0	4.5	5.0
A-	3.7	4.2	4.7
B+	3.3	3.8	4.3
B	3.0	3.5	4.0
B-	2.7	3.2	3.7
C+	2.3	2.8	3.3
C	2.0	2.5	3.0
C-	1.7	2.2	2.7
D	1.3	1.8	2.3
F	0	0	0

Proficiency Level

Above Grade Level Proficiency	4.0	Scholar's work shows multiple skills beyond grade level.
	3.5	Scholar's work shows skill beyond grade level.
Grade Level Proficiency	3.0	Scholar's work meets grade level requirements.
Progressing Toward Proficiency	2.5	Scholar's work demonstrates most foundational skills consistently.
	2.0	Scholar's work demonstrates some foundational skills.
Limited Progress Toward Proficiency	1.5	Scholar's work shows some grade-level skills independently.
	1.0	Scholar's work shows some grade-level skills with help.
No Evidence of Proficiency	0	Scholar's work shows no evidence of proficiency.



LETTER GRADE CONVERSION

A+	98-100
A	93-97
A-	90-92
B+	87-89
B	83-86
B-	80-82
C+	77-79
C	73-76
C-	70-72
D	65-69
F	64 or below
CE	CREDIT EARNED
NC	NO CREDIT
W	WITHDRAWN

STANDARDS BASED GRADING

In 2019, SHS moved to Standards Based Grading for the majority of core course work. Every student at Salem High School is held to the same rigorous learning targets based on state/national standards. Grades reflect the level of proficiency (learning) students demonstrate over the duration of the course based on summative assessments. Unlike traditional grading, which is set on 0-100 scale, standards-based grading reports a student's progress towards proficiency on the standards set for each course. The grades reflected quarterly are only a snapshot of learning as they move toward mastery of the full year standards. Typically, students will not be at grade level mastery in Q1 as all standards have not been taught. At the end of the year, students' proficiency grades are converted to a standard letter-based grade.

SALEM HIGH SCHOOL



How does our current ranking policy affect our scholars?

- Top performing scholars who have a negligible GPA difference can have drastically different outcomes on college acceptances to elite colleges due to reporting class rank
- Scholars that require intervention courses are ranked lower due to P/F grading
- Scholars that elect Career Technical Education programs are ranked lower since almost all CTE courses are college prep level regardless of credential recognition

SALEM HIGH SCHOOL



How does our current ranking policy affect our scholars?

- Students who enter Salem High School later in their high school career cannot report rank regardless of their GPA
- Scholars are able to pursue Dual Enrollment have an advantage for a top 10 rank placement by having more courses for the average
- Class rank fosters an unhealthy level of competition at Salem High School which is directly against the values of community and belonging of our faculty and students hold

SALEM

HIGH SCHOOL

What are the advantages of eliminating class rank?

- Scholars are empowered to choose courses and pathways that align with their interests and post secondary goals without fear of penalization.
- Scholars are not penalized in rank for mandated intervention support blocks



SALEM HIGH SCHOOL



Do Colleges Need Class Rank?

According to the National Association for College Admission Counseling's annual State of College Admission report (https://www.nacacnet.org/globalassets/documents/publications/research/2018_soca/soca2019_all.pdf), a very small percentage—only 9.1% of colleges—said class rank was a factor of “considerable importance” in their admissions. Around a third said it was of “moderate” or “limited importance” (29.1% and 34.1% respectively). Just over a quarter (27.7%) said it was of “no importance.”

SALEM HIGH SCHOOL



WHAT DOES THIS MEAN FOR SENIORS?

- Scholars would leave this field blank or for schools or scholarships that require information the counseling department will determine the percentage the scholar falls into (Top 5%, Top 10%, ect)
- Counselors will continue to highlight the academic achievements through letters of recommendation and throughout the application process
- Proposed replacement with recognizing students with graduating cum laude, magna cum laude, and summa cum laude distinctions

SALEM
HIGH SCHOOL



High Schools that do not report class rank and additional sources:

Falmouth High
Attleboro
Mansfield
Canton
Walpole
Sharon
Norwood

<https://counselors.collegeboard.org/college-application/class-rank>



*Facilities Presentation
June 17, 2024*

Strategic Plan (2023-26): Core Priorities

Priority One: Elevate Learning

Build and maintain a district-wide culture of universally high academic expectations for every learner.



Priority Three: Center Belonging

Build joyful, welcoming, and supportive school communities.



Priority Two: Empower Educators

Make the Salem Public Schools an inclusive district where student-centered, innovative, and highly-effective educators want to work, grow, and stay.



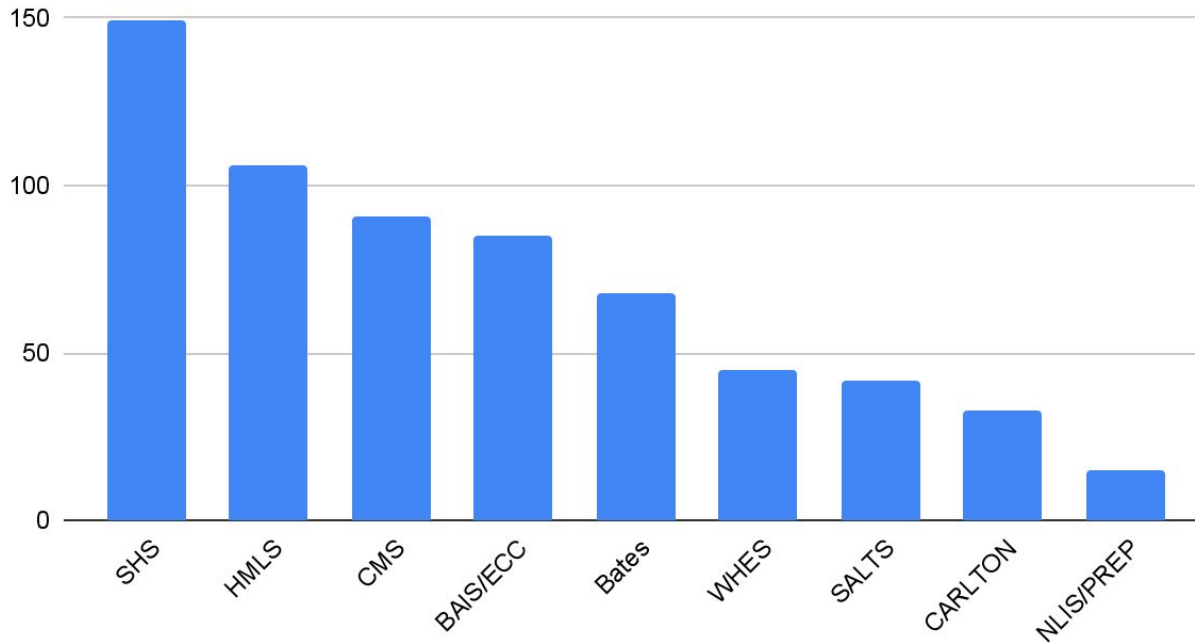
Priority Four: Strengthen Our Foundation

Develop consistent, reliable systems and structures to disrupt inequities and support the work of the district.



Operations HERO data

FY24 WORK ORDERS COMPLETED & CLOSED



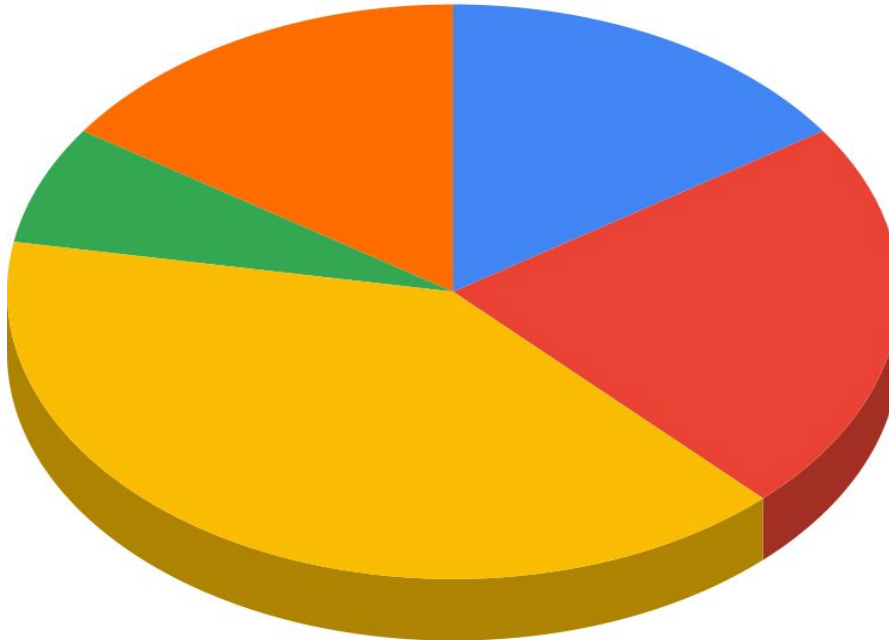
July 2023-
June 2024:
827 work
orders
entered;
647 closed

Highlights: SY 23-24



- Completed required **Asbestos Inspections**
- Provided **heat in the SHS Auditorium**
- Completed **extensive sprinkler repairs** in summer 2023
- Ensured a **successful heating** season
- Provided **PD** to Buildings & Grounds staff
- Upgraded **security servers** across the district
- Added **secure entry vestibules** at HMLS & SHS
- Added **wayfinding signage** at Bentley
- Conducted **monthly walkthroughs**

Unbudgeted Repairs



- AHERA Inspections, \$35,000
- SHS hot water heater, \$50,000
- HMLS boiler repair, \$90,000
- Districtwide door replacements, \$15,000
- Mold issues HMLS, \$35,000

CIPs in FY25

- ❑ **HVAC-chillers:** replacing ten coils in one chiller at Collins and three coils in one chiller at Salts
- ❑ **Generator:** replacing the generator at Bates. It is past its useful life span and have made costly repairs over the past few years to keep it up and running
- ❑ **Safety & Security:** MEP repairs along with repairs on life safety equipment district wide
- ❑ **Lighting:** replace lighting at HMLS,Bates,Bentley,Carlton, and WHES
- ❑ **Weatherization/infiltration reductions for all schools (except SHS):**
- ❑ **Controls:** replacing HVAC controls at HMLS
- ❑ **Playgrounds:** repairs at Bates,Bentley,HMLS, and Salts and replacing the kindergarten playground at Bates

Summer 2024

- ❑ Deep clean all buildings
- ❑ Plumbing repairs
- ❑ Electrical repairs
- ❑ ADA repairs
- ❑ Painting touch ups
- ❑ Changing HVAC filters
- ❑ Complete Classroom moves

School Based Projects, Summer 2024

Bates

- Boilers + controls
- Gym door replacement
- Add mulch to playground, plus repairs
- Floor Tile repairs

Bentley/ECC

- Replacing 2 classroom doors
- Playground repairs
- Adding a water filling station
- Move 40 classrooms

Carlton

- Make necessary repairs to RTUs
- Clean up outside garden and make the space more accessible (ADA)

Collins

- Install additional vape detectors
- Make hvac control repairs
- Replace coils on one chiller

Horace Mann

- Make necessary repairs to RTUs
- Convert a science room into a general classroom
- Install access controls in the vestibule (ADA)

Saltonstall

- Replace door in room 208
- Move bank of lockers to second floor
- Make repairs to restroom partitions
- Replace fence in the front of the school
- Add mulch to both playgrounds, plus repairs (ADA)

SHS

- Replacing a mini-split that controls the main server room
- Replacing two cameras that are offline due to water damage
- Replace lighting in academic wings
- Installing additional vape detectors

WHES

- Repair 2 single staff bathrooms that need the wall to be opened up to repair pipes
- Replace hvac controls
- Replace the exterior gym camera
- Add a camera for the playground

Projects to Be Completed in summer 2024

- ✓ WHES playground renovation
- ✓ Bates' boiler & controls
- ✓ Witchcraft controls
- ✓ LED lighting upgrades in all three floors of the academic wing at SHS

New Projects Beginning in Summer 2024

- ❑ Lighting upgrades
- ❑ Bates' generator
- ❑ Coil replacements for chillers at Salts & CMS
- ❑ Bates playground & other playground repairs
- ❑ ADA repairs districtwide
- ❑ Controls at HMLS

Summer 2024

Things we won't be able to do this summer

- ❑ Adding additional cameras to exterior of all buildings
- ❑ Repainting whole schools (including HMLS)
- ❑ Fully replace all coils in chillers at Salts & CMS

Looking
Ahead

3 Year Plan

THREE-YEAR PLAN

SCHOOL	BOILERS	CHILLERS	CONTROLS	GENERATORS	FIRE PANELS	LIGHTING	FLOORING	ROOFS	PLAYGROUNDS	PA SYSTEMS
BATES	2000 2024	2000	2000 2024	2000 2024	2000 2025	2000 LED Upgrade 2018	2000	2000 2025	2016 K 2000 2025	2000 2027
BENTLEY	2020	Stand alone units only	Vintage pneumatic controls 1993	1992 2025	1991	1992 LED Upgrade 2018	1992	2016	2017 ECC 2018 2027 ECC	1992 2025
CARLTON	2002 2027	2002	2002 2026	2002	2002	2002 2018	2002	2002 2027	N/A	2022
COLLINS	2012	2012 2024 only 1	2012	1993 2026	2012	2012	2012	2012	N/A	1993 2026
HORACE MANN	2002 2026	2002	2002 2025	2002	2002	2002	2002	2002 2026	2002 2026 5-12	2002
SALEM HIGH	2006	2006	2006	2006	1976 2006	Partial 2006	1976 2006	2006+2008		1976+2006
SALTONSTALL	2012	2012 2024 only 1	2012	1996	2012	2012	2012	2012	2017	1996
WITCHCRAFT	2001 2025	2019	2001 2024	2001 2027	2001 2026	2001 Partial 2018	2022	2002 C+D2017	2024	2001



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Where belonging leads to opportunity.

Elizabeth Pauley
Assistant Superintendent of Finance
and Operations

29 Highland Ave. Salem, MA 01970
978-740-1101
epauley@salemk12.org

To: Salem School Committee
CC: Dr. Stephen Zrike
From: Elizabeth Pauley & Marcie Glick
Date: June 17, 2024
Re: FY24 End of Year Budget Transfers

In preparation for the closing of the FY24 fiscal year, the Business Office is recommending transfers of \$153,978.70. These transfers will allow us to move unused personnel funds to non-personnel expense lines that need additional funding. The transfers (detailed below) will move existing unused funds to accounts with outstanding invoices, specifically utilities and transportation.

The funds are being transferred between cost centers, and in most cases funds exceed the \$15,000 threshold; for these reasons, this requires School Committee approval.

Requested Transfers:

Account Name	Transfer to: Account Number	Amount	Transfer From: Account Name	Transfer From: Account Number
Buildings and Grounds	13530121-5241	TOTAL: \$45,714.10		
		\$22,831.69	English Language Learner	13701620-5140
		\$22,882.41	Regular Day-HS	13571020-5160





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Gas	13530121	TOTAL:		
	-	\$29,888.00		
		\$2,412.85	Bilingual-Elem Eem	13700820-5114
		\$27,475.15	Regular Day-HS	13571020-5160
Electricity	13530121	TOTAL:		
	-	\$1,516.16		
		\$1,516.16	Bilingual-Elem Ed	13700820-5114
Homeless Transportation	13640181	TOTAL:		
	-5334	\$64,999.07		
		\$23,470.99	Bilingual-Elem Ed	13700820-5114
		\$36,477.97	SPED-Prep-HS	13641360-5117
		\$5,050.11	Salem Prep-SPED-Elem Ed	13641320-5125
In District Transportation	13640181	TOTAL:		
	-5333	\$11,861.37		
		\$11,861.37	Salem Prep-SPED-Elem Ed	13641320-5125

I recommend approval of these transfers.

Elizabeth A. Pauley

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Salem, Massachusetts 01970
Tel: (978) 740-1222
Email: epauley@salemk12.org