

***Salem Public Schools
School Committee***

***Yamily Byas
Beth Anne Cornell, Vice Chair
AJ Hoffman***



***Mary A. Manning
Veronica Miranda
Megan Stott***

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”

REVISED

SPECIAL SCHOOL COMMITTEE MEETING

Notice is hereby given that the Salem School Committee will hold a **Special School Committee meeting on April 13, 2026 at 7:30 p.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/84791247118?pwd=IMluGERSKWQMbNsDDJ6gKhcAvswQw8.1>

Passcode: 362324

- 1. Call the Meeting to Order**
- 2. Discussion of FY27 Budget Public Hearing**
- 3. Surplus Curriculum Items from Schools**
- 4. Superintendent Screening Committee Charge**
- 5. Superintendent Screening Committee Membership Approval**
- 6. Appointment of Superintendent Screening Committee Chair**
- 7. Dissolving Ad-Hoc Superintendent Search Subcommittee**
- 8. Adjournment**

Respectfully submitted by,

Shirley Dorai

Executive Assistant to the School Committee and 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.”

29 Highland Ave, Salem, MA 01970 Phone: 978-740-1212 Email: sdorai@salemk12.org

Escuelas Públicas de Salem Comité escolar

*Yamily Byas
Beth Anne Cornell, Vicepresidente
Megan Stott*



*AJ Hoffman
Mary A. Manning
Veronica Miranda*

Alcalde Dominick Pangallo, Presidente

“Conozca sus derechos en virtud de la Ley de reuniones públicas, M.G.L. c.30A § 18-25 y Secciones 2-2028 a 2-2033 de la Ordenanza Municipal”

REVISADA

REUNIÓN ESPECIAL DEL COMITÉ ESCOLAR

Por la presente se notifica que el Comité Escolar de Salem celebrará una **reunión regular del Comité Escolar el lunes 13 de abril de 2026 a las 7:30 p. m.** Esta reunión se llevará a cabo en persona en **29 Highland Ave., Rm. 227, Salem, MA.** Esta sesión también se transmitirá a través de Zoom para que el público pueda verla. Habrá interpretación disponible en español y portugués en Zoom.

Enlace de Zoom para participar:

<https://us06web.zoom.us/j/84791247118?pwd=IMluGErsKWOMbNsDDJ6gKhcAvswQw8.1>

Contraseña: 362324

- 1. Dar inicio a la reunión**
- 2. Debate sobre la audiencia pública relativa al presupuesto para el año fiscal 2027**
- 3. Material escolar sobrante de las escuelas**
- 4. Mandato del Comité de Selección del Superintendente**
- 5. Aprobación de la composición del Comité de Selección del Superintendente**
- 6. Nombramiento del presidente del Comité de Selección del Superintendente**
- 7. Disolución del Subcomité Ad Hoc para la Búsqueda de un Superintendente**
- 8. Cierre**

Respetuosamente presentado por,

Shirley Dorai

Asistente ejecutivo del Comité Escolar y del Superintendente

“Las personas que necesiten ayudas y servicios auxiliares para una comunicación eficaz, como intérpretes de lengua de signos, dispositivos de ayuda auditiva, material impreso en formato digital o modificaciones razonables en programas, servicios, políticas o actividades, pueden ponerse en contacto con el coordinador de la ADA de la ciudad de Salem en el (978) 619-5630 lo antes posible y con al menos dos días hábiles de antelación a la reunión, el programa o el evento.”

29 Highland Ave, Salem, MA 01970 Phone: 978-740-1212 Email: sdorai@salemk12.org

Escolas Públicas de Salem Comitê Escolar

*Yamily Byas
Beth Anne Cornell, Vice-presidente
A.J. Hoffman*



*Maria A. Manning
Verônica Miranda
Megan Stott*

Prefeito Dominick Pangallo, presidente

“Conheça seus direitos de acordo com a Lei de Reuniões Abertas, M.G.L. c.30A § 18-25 e Artigos 2-2028 a 2-2033 da Lei Municipal”

REVISADO

REUNIÃO ESPECIAL DO COMITÊ ESCOLAR

Fica por este meio notificado que o Comitê Escolar de Salem irá realizar uma **reunião especial do Comitê Escolar em 13 de abril de 2026, às 19h30**. Esta reunião **acontecerá presencialmente no endereço 29 Highland. Avenida, Sala 227, Salem, MA**. Você também pode participar via Zoom usando o link abaixo.

Link do Zoom para participar:

<https://us06web.zoom.us/j/84791247118?pwd=IMluGERSKWQMbNsDDJ6gKhcAvswQw8.1>

Senha:362324

- 1. Abertura da Sessão**
- 2. Discussão sobre a Audiência Pública do Orçamento do Ano Fiscal de 2027**
- 3. Materiais curriculares excedentes de escolas**
- 4. Mandato do Comitê de Seleção do Superintendente**
- 5. Aprovação da composição do Comitê de Seleção do Superintendente**
- 6. Nomeação do Presidente do Comitê de Seleção do Superintendente**
- 7. Dissolução do Sub Comitê Ad Hoc de Busca do Superintendente**
- 8. Adiamento**

Respeitosamente apresentado por,

Shirley Dorai

Assistente Executiva do Comitê Escolar e do Superintendente

“Pessoas que necessitem de auxílios e serviços auxiliares para uma comunicação eficaz, tais como intérprete de língua gestual, dispositivo de audição assistida ou material impresso em formato digital, ou ainda de uma adaptação razoável em programas, serviços, políticas ou atividades, podem contactar o Coordenador da ADA da Cidade de Salem através do número (978) 619-5630 o mais brevemente possível e, pelo menos, com 2 dias úteis de antecedência da reunião, programa ou evento.”

29 Highland Ave, Salem, MA 01970 Telefone: 978-740-1212 E-mail: sdorai@salemk12.org



FY27 Budget Update

Reporting back on School Committee questions
& other budget feedback
April 13, 2026






Circling Back to School Committee Questions on 4.6.26

- Position reductions to Family Engagement Facilitators & MultiLingual Coaches
- Per pupil spending by school
- Energy upgrades
- New positions & where they are budgeted



Position Reductions – ML Staffing

Date	ML Enrollment	Difference
March 1, 2023	703	
March 1, 2024	770	+67 
March 1, 2025	751	-19 
March 1, 2026	672	-79 

Staffing for English Language Development

- Caseloads are ~25:1 in elementary/middle schools
- Staffing ratios are a bit higher at the high school but comparable to where they have been for the past several years.

Multilingual Coaches

- 2 ML coaches who are veteran teachers are returning to the classroom to work directly with students.
- 1 ML coach will remain working to support our two dual language programs
- ML Director will pick up administrative tasks



Position Reductions – Family Engagement Facilitators (FEFs)

2025-26 served as transition year

- Schools have already made adjustments to accommodate partial loss of these positions this year
- FEFs are split this year between Welcome Center and schools

Principals working on work flow plan

- Asking for support with school tours–January & March
- Attendance outreach
- Welcoming new students
- Can use non-personnel \$ to stipend team members for critical pieces of work

Unintended Outcomes

- Family outreach is this person’s job when it should be owned by all
- Caregivers want connection to teachers and staff working directly with their child(ren)
- Over-reliance on FEFs to communicate with Spanish speaking families

Retaining FEFs as members of SPS Educator Community

- 2 to work in Welcome Center
- Parent Child+ manager position open
- Para roles and summer work positions likely options for other 2 FEFs



Updating the FTE reductions

Clarifying the number of staff likely to stay

Positions	school	district	central	total
total	21.4	8	2.4	31.8
% of total, by location	67%	25%	8%	100%
vacant	1	2	1	4
likely staying	9.4	5	1.4	15.8
unknown	11	1	0	12
New Positions				
budgeted for FY27	4	0	0	4
New Positions added				
in FY26	14			
Net Reductions	3.4	8	2.4	13.8



Per Pupil Non Personnel Spending, by School

School	Enrollment	Special Ed Count	Proposed FY26	Current Split	Difference
Sarah Parker	~475	133	\$69,304	\$81,700	(-\$12,396)
Witchcraft	466	125	\$59,643	\$36,100	+\$23,543
Bates	412	95	\$53,390	\$31,500	+\$21,890
Bentley	277	32	\$70,880	\$73,130	(-\$2,250)
Horace Mann	320	79	\$44,005	\$34,471	+\$9,534

Piloting a new formula in FY27 for non personnel

Starts with a \$15,000 base

Adds weighted categories, including total enrollment, Special Education enrollment, number of English Learners enrolled.

Additional weights for special circumstances.



Total Per Pupil Spending, General Fund only, by School

Assuming FY27 enrollment is similar to FY26:

Average total across schools:	\$18,160.21
Average across Elementary Schools:	\$12,412.16
Elementary School Range:	\$10,545.27-\$13,441.69
Districtwide Supports:	\$ 7,033.83

Note: Salem's official per pupil spending calculated & reported by DESE for the most recent year available is \$25,823.55



Total Elementary Per Pupil, by school

School	FY26	FY26 Per pupil total	FY27	FY27 Per pupil total	% change
Bates	\$ 4,033,928.93	\$ 9,862.91	\$ 4,376,285.28	\$10,545.27	6.92%
Bentley	\$ 3,444,006.72	\$ 12,256.25	\$ 3,580,942.06	\$12,927.59	5.48%
Carlton	\$ 3,506,855.20	\$ 14,140.55	---	---	---
HMLS	\$ 3,523,662.13	\$ 10,943.05	\$ 4,175,120.12	\$12,243.75	11.89%
Saltonstall	\$ 4,002,761.93	\$ 15,454.68	---	---	---
SPR		---	\$ 5,680,104.12	\$12,622.45	---
WHES	\$ 5,430,766.45	\$ 11,629.05	\$ 6,250,385.64	\$13,441.69	15.59%



Energy Upgrades

Upgrades to:

- Lighting, Controls, Infiltration, HVAC, Pipe Insulation, Mechanical Repairs
- Through the partnership with Amerseco, Capital Investments, and internal repairs
- Worked to make our equipment more efficient

School	Total
Witchcraft Heights	\$1,104,260.64
Bates Elementary	\$1,596,286.55
Horace Mann Lab School	\$874,617.55
Saltonstall School	\$618,243.00
Salerno Automotive School	\$20,079.00
Carlton	\$123,654.00
Salem High School	\$28,340.00
Collins Middle School	\$114,174.00
Bentley Academy Innovation School	\$45,899.00
Total	\$4,525,553.74



Utilities FY25 v FY26 (May-Feb)

SHS accounts for 49.3% of our electricity consumption

Next highest is CMS

	FY25	
	June-Feb	% of Spending
50 Leavitt-P	\$762.38	0.07%
50 Leavitt-P&R	\$61.70	0.01%
BA	\$72,045.26	6.41%
BA - Fire	\$90.48	0.01%
BAIS	\$23,705.82	2.11%
Bertram	\$23,886.76	2.12%
CA	\$63,615.98	5.66%
CMS	\$169,140.16	15.05%
EV Charge	\$2,649.39	0.24%
HMLS	\$108,858.53	9.68%
SA	\$82,607.02	7.35%
Salerno	\$15,113.20	1.34%
SHS	\$518,043.33	46.08%
WHES	\$43,600.80	3.88%
Grand Total	\$1,124,180.81	100.00%

ELECTRICITY

	FY26	
	June-Feb	% of Spending
50 Leavitt-P	\$801.04	0.07%
50 Leavitt-P&R	\$11.51	0.00%
BA	\$73,652.93	6.38%
BA - Fire	\$108.14	0.01%
BAIS	\$25,239.20	2.18%
Bertram	\$27,443.47	2.38%
CA	\$51,359.27	4.45%
CMS	\$164,821.60	14.27%
EV Charge	\$5,660.87	0.49%
HMLS	\$99,914.33	8.65%
SA	\$83,595.56	7.24%
Salerno	\$10,832.04	0.94%
SHS	\$569,772.95	49.32%
WHES	\$42,066.90	3.64%
Grand Total	\$1,155,279.81	100.00%



Utilities FY25 v FY26 (May-Feb)

Gas usage and costs are higher this year

	FY25	
	June-Feb	% of Spending
50 Leavitt	\$486.35	0.14%
BA	\$27,309.05	7.89%
BAIS	\$33,128.60	9.57%
CA	\$24,363.10	7.04%
CMS	\$64,646.80	18.68%
HMLS	\$16,889.76	4.88%
SA	\$22,324.93	6.45%
Salerno	\$6,819.02	1.97%
SHS	\$97,387.69	28.14%
WHES	\$52,719.26	15.23%
Grand Total	\$346,074.56	100.00%

	GAS	
	FY26	% of Spending
	June-Feb	% of Spending
50 Leavitt	\$995.85	0.19%
BA	\$65,713.75	12.79%
BAIS	\$49,706.95	9.68%
CA	\$32,401.72	6.31%
CMS	\$88,388.69	17.21%
HMLS	\$41,520.44	8.08%
SA	\$26,094.97	5.08%
Salerno	\$7,206.13	1.40%
SHS	\$138,454.49	26.96%
WHES	\$63,151.40	12.30%
Grand Total	\$513,634.39	100.00%



New Positions: Where are they budgeted?

4 New Positions for FY27 (Classroom Teacher, Transitional Kindergarten teacher, Transitional K Para, Behavior Specialist): **Schools**

14 New Positions for FY26: (7 1:1 Special Education paraprofessionals; 4 other paraprofessionals, including 1 Kindergarten para, and 1 PreK para; 2 teaching positions: including 1 Kindergarten, 1 Special Education teacher; 1 Hallway monitor): **Schools**



Other Questions we've received

Why do the Adjustment Counselor budget lines look so high?

- *City Connects staff are typically budgeted to the Adjustment Counselor lines. So that means there are usually more staff budgeted to those lines than there are Adjustment Counselors*

Why is the Teacher:Student ratio so low?

- *This is the publicly reported number (available on DESE's website). This is not the same thing as class size. This compares the number of adults in the building to the number of students.*



Public Comment





SALEM PUBLIC SCHOOLS

Where belonging leads to opportunity.

M. Kate Carbone

Interim Superintendent

29 Highland Ave. Salem, MA 01970

978-265-4030

kcarbone@salemK12.org

Dear Committee Members,

We are bringing to you a list of materials that are no longer needed that we wish to designate as surplus. Some of these materials have been identified as we work toward the relocation of Saltonstall, Carlton, New Liberty Innovation School, and Salem Prep.

We request that the School Committee vote to approve designating these materials as surplus at the 4/13 meeting. This will enable our team to take advantage of the April break to do some of the work to clean them out.

Appended below you will find a table of the items we seek to dispose of, along with the reasoning behind our recommendation. In particular, you will see a significant amount of library materials listed here, from multiple schools. There are a few relevant factors driving this large number. First, one of the drivers is that many of our collections have not been “weeded” for some time, coupled with the major move from Carlton with the upcoming merger, this has resulted in a large number of materials identified that we are ready to exit. All of these decisions are made [based on a combination of factors](#) such as age/date of acquisition, values-alignment, condition and accuracy/obsolescence. For digital media, format is also a key consideration (eg: CD-ROMs are likely to be discarded).

Meanwhile, SPS is currently refreshing library collections through orders for all of the schools. This will provide newer and updated resources in many cases, as well as improving the collections for alignment to district values.

The team and I look forward to answering any questions you have. Thank you for your consideration.

Sincerely,

M. Kate Carbone
Interim Superintendent of Schools



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@SalemSchoolsk12



@SalemPublicSchools

Items Proposed for Designation as Surplus
2026-04-10

Location	Category	Item	Reason
Saltonstall	Instructional Materials	Words Their Way- 3 boxes	This is outdated material no longer used in any SPS school
Saltonstall	Instructional Materials	Multiple boxes of BAS materials, including kits	This is a literacy assessment system that is highly misaligned with our current practices and is no longer appropriate
Saltonstall	Instructional Materials	Levelled Readers from the library	These resources are from out-of-date literacy instructional systems and methods and no longer have use in any SPS school
Carlton	Instructional Materials	Envisions 3rd grade kit and teaching guides	This is outdated material no longer used in any SPS school
Bates	Library Materials	195 Books, Periodicals, etc.	Identified through SPS library standing discard criteria and selection procedures (reflecting materials that are obsolete, biased, or lacking educational value)
Bentley/ ECC	Library Materials	290 Books, Periodicals, etc.	
Carlton	Library Materials	7054 Books, Periodicals, etc.	
Horace Mann	Library Materials	450 Books, Periodicals, etc.	
Saltonstall	Library Materials	269 Books, Periodicals, etc.	
Salem High School	Library Materials	1,548 Books, Periodicals, etc.	

Screening Committee Charge

1. The Screening Committee shall work collaboratively with the staff of the Collins Center for Public Management to screen applicants, create appropriate interview questions, conduct initial interviews and recommend candidates to be moved to the next phase in the process and potentially become finalists.
2. The Screening Committee is instructed not to interview any candidates as a “courtesy.” Only candidates who are determined to be qualified shall be interviewed.
3. In carrying out its work the Screening Committee will utilize the Position Profile as approved by the School Committee and the advice of the Collins Center staff to guide its actions.
4. The Screening Committee shall maintain the names and any information about candidates in strict confidence. The Screening Committee **shall not attempt** to research candidates through any means during the work of the Screening Committee, including contacting friends, searching the internet, etc.
5. The names forwarded to the School Committee for consideration shall be voted as an unranked slate of candidates.
6. The names of people interviewed must remain confidential throughout and beyond the Screening Committee process and only the names of those to be interviewed by the School Committee will become public.
7. No member of the Screening Committee will comment on any aspect of the process to anyone, including employees, the public or the media.
8. The Screening Committee Chair shall be the liaison to the Collins Center.

Superintendent Screening Committee Recommended Member List

Pursuant to the Ad-Hoc Superintendent Search Subcommittee meeting held on April 9, 2026:

Jenelle Gibney

Monieke McNeil

Nikki Whittaker

Leveille McClain

Elisa Castillo

Juan Encarnacion

Robin LoConte

Tia Brown

Laura Assade

Lola Rawley

Yamily Byas

AJ Hoffman

Veronica Miranda