

**Minutes of the Regular Session  
of the Salem School Committee  
Monday, April 27, 2026  
Hybrid Meeting**

**Members Present:** Mayor Pangallo, Vice Chair Cornell, Yamily Byas, AJ Hoffman, Veronica Miranda and Meg Stott

**Others in Attendance:** Interim Superintendent Carbone and Interim Deputy Superintendent Pauley

**Members Absent:** Mary Manning

**Call of Meeting to Order**

Mayor Pangallo called the meeting to order at 7:00 pm and informed the public that the docket contains the public participation procedure and how to access Spanish interpretation.

**Approval of Agenda**

Member Miranda made a motion to approve the agenda. Member Hoffman seconded and it was so VOTED. Motion passed unanimously.

**Public Comment**

Ann Berman, Salem Teachers Union (STU) President

Ms. Berman announced that two students from the STU family won scholarships from the American Federation of Teachers (AFT). AFT Massachusetts awards scholarships to students across the Commonwealth with the top seven scores on the labor history exam administered by the Massachusetts AFL-CIO in honor of former AFT leaders Kathy Kelley, Albert Shanker, and Sandra Feldman, and long-time field representative Jay Porter. Brooks Workman, senior at Salem High School (SHS), son of John Workman, who works at the Collins Middle School won the Albert Shanker award. The Sandra Feldman award went to Ryan Urbanowicz, son of Julie Urbanowitz, who is a paraprofessional at the ECC. Ryan is a student at St. Mary's in Lynn. Ms. Berman continued that the STU scholarships will be awarded on senior night to Brooks Workman, Rylan Workman, Mia Silva, and Gavin Ryan who received the top four scores in Salem Public Schools (SPS).

**Approval of Consent Agenda**

1. Approval of Minutes of the Regular School Committee Meeting held on April 6, 2026
2. Approval of Minutes of the FY27 Public Budget Hearing held on April 13, 2026
3. Approval of Minutes of the Special School Committee Meeting held on April 13, 2026
4. Approval of FY26 Warrants:
  1. 4/02/2026 - \$228,959.73
  2. 4/09/2026 - \$564,402.92

3. 4/16/2026 - \$598,034.96

Vice Chair Cornell made a motion to approve the consent agenda. Member Miranda seconded and it was so VOTED. Motion passed unanimously.

**Student Representative Report**

Since Student Representative Sula was unable to attend, Interim Deputy Superintendent Pauley provided an update. Just before the April break, the Salem High School Student Summit was held at the Hawthorne Hotel and it was attended by 70 students who represented a diverse range of identities. The students discussed making positive changes in their community and specifically how SHS prepares them for life after high school. Interim Superintendent Carbone and Interim Deputy Superintendent Pauley attended a portion of the event. At the last Student Advisory Group meeting, the student spoke about the election of new officers for the group. The group also discussed recruitment strategies for 9th graders and new members. Member Hoffman and Interim Superintendent Carbone would be attending this meeting in case the students have any questions or input about the superintendent search. Interim Deputy Superintendent Pauley continued that the last Student Advisory Group meeting with seniors for the year would be held on May 4th.

**Superintendent's Report**

Interim Superintendent Carbone welcomed all staff and students back from April break. Interim Superintendent Carbone acknowledged administrative professionals day on April 22nd and gave a shoutout to front office clerks and administrative assistants. Interim Superintendent Carbone went on to highlight the various vacation academies that ran during April break and thanked the staff who worked these programs. Another event during the break was the trip to the Dominican Republic by a few SPS staff led by Laura Assade, Director of Diversity, Equity, Inclusion and Engagement. They visited schools as well as the Minister and Vice Minister of Education to discuss continued partnership on the teacher exchange program that SPS has been co-developing over the last couple of years. Interim Superintendent Carbone thanked the buildings and grounds crew who worked hard over the break on several important projects including but not limited to inspections of fire sprinkler and elevator systems; upgrading school gardens to get them ready for growing season; and the installation of new walk-in refrigerators at Bates Elementary School and Saltonstall School.

**1. FY27 Proposed Budget Update**

Interim Superintendent Carbone provided an update on the FY27 budget referencing the memo that was part of the meeting packet.

**2. Strengthening Belonging: Addressing Inequities in Discipline Practices Follow-Up**

Ellen Wingard, Executive Director of Student Support Services provided a presentation that was a follow-up from the March 23, 2026 School Committee meeting.

Vice Chair Cornell asked about the extent to which anti-bias training is included in deescalation modules as well as the extent to which the staff who administer the training reflect the demographics of students, to ensure that teachers are equipped with the skills and training that they need to be sensitive administrators of discipline. Ms. Wingard responded that the module currently includes work from culturally responsive teaching where educators are advised to stop, pause and think through because it is in those moments when biases come out. Ms. Wingard continued that those who teach it are often student support staff and while they do not represent entirely the student demographics, they are ones that can talk easily about bias and educator bias. Efforts to diversify the workforce are ongoing. Ms. Wingard added that over the next year, the district needs to look critically at data at a granular level with principals to identify supports a cohort cluster needs to move the metrics.

In response to Member Miranda, Ms. Wingard said that there are 10 Spanish speakers among the student support staff. Interim Superintendent Carbone said that they could follow-up on this question. As to who has access to the data about place of birth for students, Ms. Wingard responded that the teacher does but not the School Resource Officers. In response to another question from Member Miranda, Ms. Wingard said that time is always a barrier because restorative practices take time, both in building a community and also in being able to repair harm when harm's been done. Ms. Wingard continued that there have been improvements in the confidence level of teachers in being able to support students compared to previous years. The clearer the response plan is from the administrative level and the student support level, the more confident and supported the educators feel. Member Miranda requested data around educator relationships with the Central Office or with administrators in general. Ms. Wingard said that the Panorama school climate surveys are usually launched in mid-May and that the School Committee can be provided with the questions that were used over the last few years to track data around support from administrators. Ms. Wingard added that there is a Central Office survey that goes to administrators around the service that the Central Office provides to principals, assistant principals, and special education administrators. These data points would be available in the spring.

Member Hoffman inquired about the age appropriateness of responses to students' behaviours. Ms. Wingard said there's always a conversation around keeping the integrity of the student intact. Ms. Wingard added that evacuating a classroom is not the first thing that happens when a student is causing harm. There's almost always two, three or four staff members who are helping to deescalate, distract or use the safety care measures first. Discussions are had with the student and then with the class. Ms. Wingard added that if a classroom has to be evacuated, it is after there's been multiple attempts at other interventions and it's a safety concern.

### **3. Carlton and Saltonstall Merger Update**

Interim Superintendent Carbone provided an update on the merger activities which are going smoothly. Interim Deputy Superintendent Pauley provided an update on the moving logistics for the merged schools as well as New Liberty Innovation School and

Salem Prep High School.

**4. Massachusetts School Building Authority (MSBA) Update**

Interim Superintendent Carbone provided an update on Salem High School building project. Mayor Pangallo added that the polls would be open from 7:00 am to 8:00 pm at the regular voting locations for the May 5th local debt exclusion vote to fund the project.

**5. Finance and Operations Report**

**1. Budget Transfers Request**

Interim Deputy Superintendent Pauley elaborated on the memo included in the meeting packet that provided details of the budget transfer requests for the Bentley Academy Innovation School, Multilingual Learner Education Department and Early Childhood Center.

**2. Declare a Food & Nutrition Services Van as Surplus**

Interim Deputy Superintendent Pauley provided an explanation for declaring a Food and Nutrition Services van as surplus as outlined in the memo provided in the meeting packet.

**Subcommittee Reports**

**1. Finance Subcommittee**

No report at this time.

**2. Personnel Subcommittee**

No report at this time.

**3. Building and Grounds Subcommittee**

No report at this time.

**4. Curriculum Subcommittee**

No report at this time.

**5. Policy Subcommittee**

No report at this time.

**6. Superintendent Screening Committee**

Member Hoffman announced that the Superintendent Screening Committee would be meeting again on April 30th.

**Motions and Resolutions**

**1. Declaring Approval for the Tree Planting at Bentley Academy Innovation School on Arbor Day, May 6th**

Vice Chair Cornell made a motion to approve the tree planting at Bentley Academy Innovation School on Arbor Day, May 6th. Member Miranda seconded and it was so VOTED. Motion passed unanimously.

**2. Adoption of FY27 Proposed Budget**

Member Stott thanked the Chair of the Finance Subcommittee and everyone that provided their input including the members of the public. Member Stott was impressed with the conversations that were had and the transparency. Member Stott acknowledged the heartfelt community feedback, especially related to the family engagement positions.

Vice Chair Cornell made a motion to adopt the FY27 proposed budget of \$81,755,368.00. Member Hoffman seconded and it was so VOTED. Motion passed unanimously.

**3. Approval of Job Descriptions for the Elementary and Secondary Associate Principal Positions**

Interim Superintendent Carbone said that the elementary associate principal position arose out of merger discussions to enable Ms. Laren Weaver to stay at the Sarah Parker Remond School and be a part of the team. The position is somewhere between an assistant principal and the principal position. The position would be for two years and then it would revert back to an assistant principal position. However the elementary associate principal position and job description would be in place in case it was needed. Interim Superintendent Carbone continued that the secondary associate principal position was needed as a retention strategy and succession planning for employees.

Vice Chair Cornell made a motion to approve the job descriptions for the elementary and secondary associate principal positions. Member Miranda seconded and it was so VOTED. Motion passed unanimously.

**4. Approval of Inclusion of the Elementary and Secondary Associate Principals in the Salem Administrators Association Recognition Clause**

Vice Chair Cornell made a motion to approve the inclusion of the elementary and secondary associate principals in the Salem Administrators Association recognition clause. Member Miranda seconded and it was so VOTED. Motion passed unanimously.

**5. Approval of Budget Transfer Requests**

Vice Chair Cornell made a motion to approve the budget transfer requests. Member Stott seconded and it was so VOTED. Motion passed unanimously.

**6. Declare a Food & Nutrition Services Van as Surplus**

Member Byas made the motion to declare a Food and Nutrition Services van as surplus. Member Hoffman seconded and it was so VOTED. Motion passed unanimously.

**7. Approval of 2026-2027 School Committee Meeting Schedule**

Member Miranda made the motion to approve the 2026-2027 School Committee meeting schedule. Vice Chair Cornell seconded and it was so VOTED. Motion passed unanimously.

**Newsletter Items**

Vice Chair Cornell said that the topics which would be included in the newsletter would be the approved budget with the link, Superintendent job description, Superintendent Screening Committee membership and process as well as the calendar. Vice Chair Cornell added that important votes taken would also be included.

**Announcements**

Mayor Pangallo reminded everyone to vote on May 5th and more information about the project can be found on the Building Committee website at [salemma.gov/salemhightschool](http://salemma.gov/salemhightschool).

**Adjournment**

Vice Chair Cornell made a motion to adjourn at 8:13 pm. Member Hoffman seconded and it was so VOTED. Motion passed unanimously.

Respectfully submitted by,

***Shirley Dorai***

Executive Assistant to the School Committee & Superintendent