

**Minutes of the Regular Session
of the Salem School Committee
Monday, June 22, 2026
Hybrid Meeting**

Members Present: Mayor Dominick Pangallo, Vice Chair Beth Anne 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. A roll call vote was taken.

Member Byas voted YES

Vice Chair Cornell voted YES

Member Hoffman voted YES

Member Manning ABSENT

Member Miranda voted YES

Member Stott voted YES

Mayor Pangallo voted YES

Motion passed with 6 votes in favor and 1 absent.

Member Miranda made a motion to take out of order the recognition of students and retirees.

Member Stott seconded. A roll call vote was taken.

Member Byas voted YES

Vice Chair Cornell voted YES

Member Hoffman voted YES

Member Manning ABSENT

Member Miranda voted YES

Member Stott voted YES

Mayor Pangallo voted YES

Motion passed with 6 votes in favor and 1 absent.

Public Comment

There were no public comments.

Approval of Consent Agenda

1. Approval of Minutes of the Regular School Committee Meeting held on June 8, 2026
2. Approval of Field Trip to the Annual JROTC Leadership Camp for Salem High School Students at Buzzards Bay, MA on June 29 - July 2, 2026
3. Approval of FY26 Warrants:
 1. 6/4/2026 - \$1,262,138.21
 2. 6/11/2026 - \$735,035.13

Vice Chair Cornell made a motion to approve the consent agenda. Member Hoffman seconded.

A roll call vote was taken.

Member Byas voted YES

Vice Chair Cornell voted YES

Member Hoffman voted YES

Member Manning ABSENT

Member Miranda voted YES

Member Stott voted YES

Mayor Pangallo voted YES

Motion passed with 6 votes in favor and 1 absent.

Student Representative Report

There was no report.

Superintendent's Report

Interim Superintendent Carbone thanked educators, administrators and support staff for their tireless work, dedication and being the backbone of the district as well as creating a safe, nurturing and inspiring environment for students throughout the school year. Interim Superintendent wished the students a restful, rejuvenating and safe summer. Interim Superintendent Carbone announced the resignation of Athletic Director Reilly Christie who is taking the Athletic Director role at Malden Catholic. Interim Superintendent Carbone noted Mr. Christie's fierce commitment to the student athletes as well as the coaches and wished him the best. The district will be working with Salem High School Principal, Mr. Glenn Burns on the next steps to fill this position.

1. Recognition of 2026 MIAA Unified Track and Field State Champions

Interim Superintendent Carbone celebrated athletes Marisabel Diaz, Nile McManus, Mara Laskowski and Erik Shehaj from the Salem High School (SHS) unified sports team. Interim Superintendent Carbone said that unified sports is a program that breaks down barriers by joining athletes with and without disabilities on the same team. It proves that sports have a unique power to unite, foster deep relationships and to ensure that every single student in the district has a place where they belong, and a team where they can shine. Interim Superintendent Carbone continued that the four athletes not only because they have excelled in competition but because they have led by example. They have shown what true sportsmanship, dedication and inclusion look like in action. Interim Superintendent Carbone added that it is an honor to welcome them and their family

members to celebrate their hard work and publicly thank them for making the entire district proud. Interim Superintendent Carbone welcomed Coach Angie Giancola to introduce the athletes and Mayor Pangallo provided them with their certificates. Interim Superintendent Carbone also recognized Coach Angie Giancola.

2. Recognition of 2025-2026 Retirees

Interim Superintendent Carbone introduced the following retirees and Mayor Pangallo provided them with their certificates:

Last Name	First Name	Years of Service
Caliri	Robert	22
Callahan	Donna	38
Cohen	Donna	8
Cullen	Patricia	30
DeLorenzo	Janice	24
Fazio	Cathy	20
Fredericksen	Louise	18
Gariepy	Jennifer	6
Kershaw	June	16
Kobajlo	Rose	17
Kwapis	Beth	23
Linehan	Lisa	11
Mailloux	Torin	26
McLaughlin	Susan	33
Pasek-Tourville	Maureen	9
Traxler	Allison	16

Mayor Pangallo announced a brief recess at 7:15 pm. The meeting reconvened at 7:19 pm.

3. Technology Update

Interim Superintendent Carbone introduced Executive Director of Instructional Technology, Mr. Marc LeBlanc, who provided a presentation on instructional technology.

In response to Member Miranda, Mr. LeBlanc said that every PreK classroom have 4 iPads, mostly used for a math program called Math Shelf but it's very low usage. In response to Vice Chair Cornell, Mr. LeBlanc said that Massachusetts Comprehensive

Assessment System (MCAS) is the most prominent assessment taken online starting in Grade 3 until Grade 10, with very few paperbased options. Star math is taken starting in first grade and star reading starts in Kindergarten. In response to Mayor Pangallo, Mr. LeBlanc said that SPS started the 1:1 device program in middle school and high school prior to 2020 but the program began in earnest during the pandemic when every student needed a device. SPS was fully 1:1 by 2021. In response to a question about policy regarding the use of artificial intelligence (AI) for central office staff and educators, Mr. LeBlanc said they are called educator guidelines and apply to both central office staff and educators. The guidelines include ensuring that personally identifiable information are not put into AI platforms, even ones that the district subscribes to because data breaches can happen. Student data is anonymized. The guidelines also touch on paying attention to bias because AI is inherently biased.

Vice Chair Cornell inquired if the district had done any surveys about computer and laptop access in students' homes. Mr. LeBlanc said that the district has not but that is something they want to do. Mr. LeBlanc elaborated that there is a digital equity task force that the city is running which the district is a part of and that since the Family Welcome Center has become a place where families can obtain resources, they can have access to free or lower priced internet options and computers. Vice Chair Cornell spoke about the need for digital equity and understanding the community's concerns to inform the way that the district uses technology and communicate it to parents. Vice Chair Cornell also mentioned the expiring technology plan and the four priorities. Vice Chair Cornell suggested differentiating the priorities by age groups that can be articulated to parents.

Interim Superintendent Carbone commented that SPS is participating in the partnership that Representative Cruz helped to foster between the Latinos for Education and the Rennie Center for Education Research & Policy. The Rennie Center is going to help conduct a digital access gap analysis in Salem, review the findings and then deliver some training with some tools to drive equity and technology forward solutions in the community. The Latinos for Education is sponsoring Mr. LeBlanc to attend a national conference around AI and technology. Interim Superintendent Carbone added that the Rennie Center wanted to conduct a survey to students and staff last week but that it has been changed to having some focus groups in the summer programs with students. Interim Superintendent Carbone added that the district needs to get them the information that they need to help do some analysis and understand the landscape as well as the context a little bit better to help inform our work.

In response to Member Miranda, Interim Superintendent Carbone said that the Individualized Education Plans (IEPs) are all stored electronically and all the work is done electronically. Interim Superintendent Carbone added that the district is now using a new program, Lilypad, which is more user friendly for both families and students compared to eSped. In response to Member Miranda, Interim Superintendent Carbone said that the district utilizes state required universal screeners for literacy and uses the data to inform parents when required interventions are needed. It is also used to monitor students who may be behind on benchmarks.

In response to Member Hoffman, Mr. LeBlanc said that the district gets whatever it can out of the Chromebooks which might mean utilizing parts from one Chromebook to fix another one. Damaged Chromebooks that cannot be used for parts or anything else are recycled using the same recycling company that's used in Salem during e-waste days where the company comes to remove all the data from the drives before recycling. Mr. LeBlanc continued that what drives the replacement is when the state determines that a device can no longer be used for MCAS testing. If these Chromebooks are still working, they will be listed for the School Committee to declare as surplus and then they will be offered to anyone who wants them with the understanding that the district will not support the device or guarantee how well it works. The Chromebooks which are not picked up would be used for parts or recycled. In response to another question from Member Hoffman, Mr. LeBlanc said that it is part of the library and digital skills curriculum in every grade level. One of the first lessons for Kindergarteners is how to carry the Chromebook with a gentle hug. Every rising sixth grader who receives a Chromebook are informed that they are going to have it for three years and that the better they take care of it, the better it's going to work. Mr. LeBlanc continued that it was challenging when the Chromebook carts were shared in the schools because there was a lot of damage as the students had no personal responsibility over the device, as it was just a classroom device. Since moving back to each student having their own Chromebook, there has been a lot less damage.

Vice Chair Cornell inquired where parents who have questions about technology use can be directed for information. Mr. LeBlanc responded that the district could work on this aspect more as some messaging over the summer and fall could be done to address what technology is used for and why. Interim Superintendent Carbone added that the family newsletter as well as the handbooks could also be used in this effort.

2. Finance and Operations Report

Interim Deputy Superintendent Pauley provided a presentation on the capital and summer projects.

Member Hoffman inquired if the district was going to look into heat pumps for the Bentley Academy Innovation School. Interim Deputy Superintendent Pauley said that it will not be this year. Interim Deputy Superintendent Pauley continued that for now, the district is looking at the best ways to reduce the carbon footprint while keeping the building cool in anticipation of looking ahead to a longer term investment in that building.

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.

Superintendent Search Update

1. Discussion of Superintendent Interview Questions

Mayor Pangallo asked the members if there was any interest in revisiting the eight questions that were previously discussed.

Member Stott thanked the members of the public for submitting questions for the public forums. Member Stott mentioned an outstanding matter from the previous School Committee meeting about whether School Committee members can ask follow-up questions to other members' questions. Vice Chair Cornell said that this was referred to counsel but that counsel has not responded yet. Member Miranda expressed interest in reserving the right to ask follow-up questions or questions that come up in the moment while acknowledging time limitations. Vice Chair Cornell spoke about setting ground rules such as a limit of two questions if follow-up questions related to the initial question were allowed. Mayor Pangallo suggested that if the member who asked the initial question chose not to ask a follow-up question, up to two other members could ask a follow-up question. Member Stott commented that such limits are not needed as long as everyone respects time limitations. Member Stott added that it is important to ask questions that need to be asked and that it would be difficult to decide who would get to ask the two questions if four members had questions. Member Miranda voiced agreement and continued that members could remind another member if a lot of time is being taken up.

Member Miranda inquired if a question that is not a follow-up can be asked and also whether it is a legal requirement or best practice not to ask such questions. Vice Chair Cornell commented that based on information and conversations from counsel, the same questions need to be asked of all the candidates but that follow-up questions in relation to the initial questions can be asked. Vice Chair Cornell added that more clarity is needed for other types of questions and will refer to counsel again. In response to Member Hoffman about whether the same follow-up question asked of the first candidate needs to be asked of other candidates as well, Mayor Pangallo said that this would need to be referred to counsel. Member Miranda commented that it might be good to see how a candidate responds to a question that they did not prepare for ahead of time. Mayor Pangallo agreed as long as regulations allow. In response to Member Stott, Mayor Pangallo confirmed that there was not any public comment portion for the interviews.

2. Upcoming Interviews

Mayor Pangallo announced that the interview schedule would be as follows for the candidates at the School Committee Chambers, Collins Middle School:

1. Monday, July 6 at 6 pm: Thomas Welch
2. Tuesday, July 7 at 6 pm: Jorge Allen
3. Thursday, July 9 at 6 pm: Andrew Bott

Mayor Pangallo added that the interviews would be streamed via SATV and Zoom. Mayor Pangallo said that the community forums that took place were recorded and available at salemk12.org/search/. The feedback form is also available on the same page on the website and it will close on Friday, June 26, 2026 to allow time for the feedback to be pulled together and provided to the school committee. The feedback form which is translated into other languages should be completed once for each finalist that the respondent wishes to provide feedback. In response to Member Stott, Mayor Pangallo said that there would be a Special School Committee Meeting on Wednesday, July 15 at 7:00 pm to deliberate and potentially vote on appointing a Superintendent.

Motions and Resolutions

1. Ratification of Executive Director of Special Education Contract

Interim Deputy Superintendent Carbone brought the contract for the position of Executive Director of Special Education for School Committee approval. Interim Deputy Superintendent Carbone said that Jennifer Doucette-Ly has done an outstanding job serving in the role with her forward thinking, developing the programs in the district, family engagement as well as forging strong cross collaboration with academics and student support teams. Interim Deputy Superintendent Carbone recommended and advocated for the approval of the three-year contract for Ms. Doucette-Ly.

In response to Member Miranda about the changes between this contract and the previous one, Interim Superintendent Carbone said the salary has been adjusted to recognize her work. Comparisons were done with other communities in the local area. The vacation days were made comparable with all the other executive directors and school principals. The \$1,000 that was there for professional membership was changed to tuition reimbursement.

Vice Chair Cornell made a motion to approve the 3 year contract for Ms. Jennifer Doucette-Ly, Executive Director of Special Education Contract. Member Miranda seconded. A roll call vote was taken.

Member Byas voted YES

Vice Chair Cornell voted YES

Member Hoffman voted YES

Member Manning ABSENT

Member Miranda voted YES

Member Stott voted YES
Mayor Pangallo voted YES
Motion passed with 6 votes in favor and 1 absent.

Newsletter Items

Vice Chair Cornell noted the finalist candidates' visit, technology update, New Liberty Innovation School and Sarah Parker Remond innovation plans, summer capital projects, finalist candidates' interview schedule as well as the deliberation and potential vote on July 15, 2026.

In response to Member Miranda, Vice Chair Cornell said that the schedule of topics for the year has only been identified until the end of the calendar year. Future topics would need to be identified and planned.

Announcements

Member Hoffman reminded everyone about the Pride Parade in Salem on June 27, 2026 and that the Salem Public Schools would be marching. Mayor Pangallo shared that the Salem Summer Eats kickoff is scheduled for June 29, 2026. Mayor Pangallo said that the district's website has more details about the kickoff, locations and schedules for the free meals.

Adjournment

Member Miranda made a motion to adjourn at 8:23 pm. Member Hoffman seconded. A roll call vote was taken.

Member Byas voted YES
Vice Chair Cornell voted YES
Member Hoffman voted YES
Member Manning ABSENT
Member Miranda voted YES
Member Stott voted YES
Mayor Pangallo voted YES
Motion passed with 6 votes in favor and 1 absent.

Respectfully submitted by,

Shirley Dorai

Executive Assistant to the School Committee & Superintendent