Minutes of the Regular Session
of the Salem School Committee
Monday, August 24, 2026
Hybrid Meeting

Members Present:	Vice Chair Beth Anne Cornell, Yamily Byas, AJ Hoffman, Mary Manning, Veronica Miranda and Meg Stott
Others in Attendance:	Superintendent Welch, Deputy Superintendent Carbone and Assistant Superintendent Pauley
Members Absent:	Mayor Dominick Pangallo

Call of Meeting to Order
Vice Chair Cornell 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 Hoffman made a motion to approve the agenda. Member Byas seconded and it was so VOTED. Motion passed unanimously.

Public Comment
There were no public comments.

Approval of Consent Agenda
1. Approval of Minutes of the Regular School Committee Meeting held on June 22, 2026
2. Approval of Minutes of the Special School Committee Meeting held on June 22, July 6, July 7, July 9 and July 15
3. Approval of Field Trip to The Farm School, Athol, MA for Sarah Parker Remond 5th Grade Students on September 28 - 30 for the first group and September 30 - October 2, 2026 for the second group of students.
4. Donation from the Massachusetts Marine Trades Association (MMTA) and Anonymous Donor
5. Approval of FY26 Warrants:
    1. 6/18/2026 - $469,711.75
    2. 6/25/2026 - $674,787.22
    3. 7/8/2026 - $1,462,296.91
    4. 7/15/2026 - $269,450.41
    5. 7/22/2026 - $2,061.00
    6. 7/29/2026 - $1,129,580.42
    7. 8/5/2026 - $109,239.36

8. 8/12/2026 - $109,519.30

6. Approval of FY27 Warrants:
    1. 7/23/2026 - $36,254.68
    2. 7/30/2026 - $123,845.8
    3. 8/6/2026 - $204,978.47
    4. 8/13/2026 - $490,216.75

Member Stott made a motion to approve the consent agenda. Member Manning seconded. Motion passed with 6 votes in favor and 1 absent.

Student Representative Report

There was no report.

Superintendent's Report

1. Superintendent - Initial Update

Superintendent Welch spoke about the warm welcome he received in Salem and the individual meetings held with School Committee members and principals.

Superintendent

Welch also met with community members at various events. Superintendent Welch proceeded to provide updates for the start of school during the first week of September. The Salem Public Schools Back to School Fair was held at the Collins Middle School on August 19th with over 50 vendors present and 850 backpacks distributed to students.

Vice Chair Cornell requested a copy of the transportation contract to ensure that the services provided meet the requirements. In response to Member Hoffman, Assistant Superintendent Pauley said that the transportation companies would have completed their test runs by the end of the week.

2. Back to School Preparation Presentation

Superintendent Welch provided the slide presentation on the Back to School presentation. Deputy Superintendent Carbone, Executive Director of Academics, Sonia Lowe, Executive Director of Special Education, Jennifer Doucette-Ly, Executive Director of Student Support Services, Ellen Wingard, Executive Director of Instructional Technology, Marc LeBlanc, Executive Director of Human Resources, Dr. Jill Conrad, Director of Diversity, Equity, Inclusion & Engagement, Laura Assade, Welcome Center Manager, Ketlheen Silva, Director of Buildings & Grounds, Zissis Alepakis, Food and Nutrition Services Director of Programs, Michaela Short, Assistant Superintendent Pauley and Massachusetts School Building Authority (MSBA) Liaison and Director of Safety, Lisa Golden also provided back to school updates.

Member Stott inquired if there was any additional support needed at the Sarah Parker Remond School for drop-off and pick-up times. Deputy Superintendent Carbone

responded that there have many conversations about this topic during the summer with administration, facilities, police and city officials. Deputy Superintendent Carbone added that an additional crossing guard and police officers have been requested to help with the traffic but this has not been confirmed yet. Deputy Superintendent Carbone said that Principal Jellison at the Sarah Parker Remond School would highlight any concerns they experience during the first week of school. In response to Member Hoffman, Deputy Superintendent Carbone said that the Police Department hires crossing guards. In response to Member Stott, Director of Buildings & Grounds, Zissis Alepakis said that all the Saltonstall signage from the school has been removed or replaced with the new school name. In response to Member Manning, Assistant Superintendent Pauley said the crossing guard at the former Carlton Innovation School will now be at the Sarah Parker Remond School and that the Police Department is still hiring more crossing guards. In response to Member Hoffman, Deputy Superintendent Carbone said that there were conversations and even a community meeting on suggestions about traffic around the Sarah Parker Remond School. The city was going to try other methods to manage the traffic before considering a one-way street. In response to Member Manning, Assistant Superintendent Pauley said that Salem bus drivers have been handing over Kindergarteners and first grade students to parents even before she started work in Salem. Member Stott expressed interest in learning more about the new IEP software, updated restraint policy and the screen time statistics. Vice Chair Cornell and Member Stott commended the Family Welcome Booklet. Vice Chair Cornell mentioned that having a schedule of topics for the upcoming School Committee meetings would be helpful so that the administration will have time to prepare presentations. Member Miranda mentioned that there was a typographical error on Page 38 where a 0 was probably missing.

3. Massachusetts School Building Authority (MSBA) Update

This matter was addressed in the previous section.

4. Finance and Operations Report

This matter was addressed in the previous section.

<u>Subcommittee Reports</u>

1. Finance Subcommittee

No report at this time.

2. Personnel Subcommittee

No report at this time.

3. Building and Grounds Subcommittee

Member Miranda said that the subcommittee met during the summer where they received updates on the high school building, transportation, potential traffic patterns at

the Sarah Parker Reymond and summer projects. Member Miranda added that the subcommittee discussed the air conditioning and how to ensure that the students and staff are comfortable at the Bentley Academy Innovation School. Member Miranda noted that Assistant Superintendent Pauley informed that every classroom at Bentley and the Early Childhood Center will have air conditioning and that there are plans to do some green upgrades in the fall, ensuring that the district's purchasing decisions moves closer to sustainability goals.

4. Curriculum Subcommittee

Member Miranda said that the Curriculum Subcommittee met briefly and heard from Salem High School Principal Burns and Deputy Superintendent Carbone about the books and instructional materials to be declared as surplus. The subcommittee members voted unanimously to declare books and instructional materials as surplus. Member Miranda added that the subcommittee members were involved in the superintendent search process and therefore some of the topics that they wanted to discuss and updates they wanted to receive were paused. Member Miranda will work with Deputy Superintendent Carbone to plan the topics for discussion for the next few months.

5. Policy Subcommittee

Member Stott said that the Policy Subcommittee met a few times over the summer and that they have completed their review of Section B which is ready for the first reading. Member Stott explained that after the first reading, it would be placed on hold until the subcommittee reviews all the other sections of the policy manual, and then the second as well as the third reading will be done for the entire manual. Member Stott also mentioned that the goal is to complete the process in a year's time. In the meantime, Member Stott said that policies which need to be adopted and implemented before the start of school will be taken up separately.

<u>Motions and Resolutions</u>

1. Donation from Cummings Foundation

Assistant Superintendent Pauley said that the Cummings Foundation invites its Board of Trustees and members of its leadership staff to recommend a number of discretionary charitable gifts every year. The parents of a Bates Elementary School Kindergartener who are also Salem residents were among this group and they recommended this discretionary gift to the Salem Public Schools. Assistant Superintendent Pauley continued that this donation came as a surprise. The parents sent a message to the principal noting that they were especially impressed by the Salem Public Schools and the experience at Bates. They also mentioned the principal's leadership, exceptional classroom enrichment teachers and the dedicated specialists, support staff and student services teams. This is a one-time unrestricted gift of $20,000 to the Bates Elementary School in recognition of their outstanding work.

Member Hoffman made a motion to accept the donation from the Cummings Foundation. Member Stott seconded and it was so VOTED. Motion passed unanimously.

2. School Physician Contract 2026-2028

Member Hoffman made a motion to approve the school physician contract for 2026-2028. Member Miranda seconded and it was so VOTED. Motion passed unanimously.

3. Declare Salem High School Books/Instructional Materials as Surplus

Member Miranda made a motion to declare the Salem High School books and instructional materials as surplus. Member Byas seconded and it was so VOTED. Motion passed unanimously.

4. Revision to Salem High School, New Liberty Innovation School and Salem Prep High School 2026-2027 Calendars

Deputy Superintendent Carbone said that after the after the calendars were approved in the spring, it was discovered that the May 19th Professional Development (PD) Day which is a half day for students is the second day of the Massachusetts Comprehensive Assessment System (MCAS) test for the high school. Deputy Superintendent Carbone continued that the May 19th half PD day was changed to April 7th for Salem High School and Salem Prep High School. As for the New Liberty Innovation School, since every Wednesday is a half day or early release, they would just cancel the half PD day on May 19th.

Member Stott made a motion to adopt the revised Salem High School, New Liberty Innovation School and Salem Prep High School 2026-2027 calendars. Member Miranda seconded and it was so VOTED. Motion passed unanimously.

5. Motion per Policy 6205 to Temporarily Suspend Three Readings of Revised or New Policies in Order for Immediate Adoption of Revised Physical Restraint Policy 5416

Member Stott said that the policy needs to be adopted before the start of the school year in line with new state regulations.

Member Miranda made a motion to temporarily suspend three readings of revised or new policies in order for immediate adoption of the revised Physical Restraint Policy 5416. Member Hoffman seconded and it was so VOTED. Motion passed unanimously.

6. Motion for Immediate Adoption of Revised Physical Restraint Policy 5416

Member Miranda made a motion for immediate adoption of the revised Physical Restraint Policy 5416. Member Manning seconded and it was so VOTED. Motion passed unanimously.

7. Motion to Adopt Revised Wellness Policy 5711/ADF for First Reading

Chair Stott said that there were multiple policies for this matter but they have been all combined in this comprehensive policy that includes medication, administration, physical

activity, nutrition, food, allergies and social emotional health.

Member Miranda made a motion to adopt the revised Wellness Policy 5711/ADF for first reading. Member Hoffman seconded and it was so VOTED. Motion passed unanimously.

8. **Motion to Adopt Revised Medication Administration Policy 5709 for First Reading**
Chair Stott said that there were some new regulations regarding administration of medications such as Naloxone which were included in this policy.

Member Hoffman made a motion to adopt the revised Medication Administration Policy 5709 for first reading. Member Stott seconded and it was so VOTED. Motion passed unanimously.

9. **Motion to Adopt Section B of the Policy Manual and Hold Implementation of the Policies until the Completion of the Full Policy Manual Review for First Reading**
Chair Stott said that a running tally is being kept of the policies that is hoped to be adopted which is slightly different from current policies.

Member Hoffman made a motion to adopt Section B of the Policy Manual and hold implementation of the policies until the completion of the full Policy Manual review for first reading. Member Stott seconded and it was so VOTED. Motion passed unanimously.

Newsletter Items

Vice Chair Cornell apologized that the last newsletter for the year was not done due to an unforeseen occurrence. Vice Chair Cornell continued that the next newsletter will touch on the upcoming School Committee retreat, Dr. Welch's first School Committee meeting, data analysis for technology, update on educator pathways and the Cummings Foundation donation.

Announcements

Member Hoffman requested follow-up information to the update provided by Salem High School Principal Burns and College and Career Center Director, Meghan Sousa at the end of last school year about reaching out to all of the seniors including CTE students, ensuring that they finish their courses and apply for financial aid. Member Hoffman also mentioned that a conversation is needed about motorized scooters as well as bikes and regulations for them on school property as they can reach speeds of over 20 miles an hour. Member Hoffman also mentioned the need for helmets as well as setting expectations and accountability. Vice Chair Cornell mentioned that this might be a topic for the Policy Subcommittee. As for the rainbow crosswalks, Member Hoffman is working with a City Councillor and the Department of Public Works with regard to supplies. Member Hoffman asked everyone to have patience getting to and from school as school is set to begin soon. Member Miranda announced the School Committee retreat taking place on September 3rd. Member Miranda also highlighted the air quality monitors installed in the schools by the Salem Alliance for the Environment (SAFE) in partnership with the Salem Public Schools, North Shore Community Development Coalition and the Salem Sustainability and Resiliency Department. Member Miranda said that anyone who is interested in

the air quality in their area, can visit purpleair.com.

Adjournment

Member Hoffman made a motion to adjourn at 8:43 pm. Member Miranda seconded and it was so VOTED. Motion passed unanimously.

Respectfully submitted by,
Shirley Dorai
Executive Assistant to the School Committee & Superintendent