

Members Present: Nina Cohen, Steve Palmer, Rick Jones, Michelle Aroko, David Pabich, Christine Wynne, Karen Cady, Will Henning,

Members Absent: Thomas Monroe, Joshua Biber, Alfonso Perillo,

Guests: Sarah Morill, Jennifer Lebzelter, Christian Foster, Sean O’Neil, Fawaz Abusharkh, Stephanie Callahan, Kathy Egmont

AGENDA

Board of Trustees Meeting

Wednesday, March 22, 2017

6:00 pm, Albright Center, Room 201

I. Call to Order, Welcome
Nina Cohen, Chair

II. Minutes of the Meeting of February 15 , 2017
Rick Jones

Appendix A

Motion: The minutes of the February, 2017 meeting shall be approved as is. Motion made by Rick Jones and seconded by Bill Henning.

Resolved: The motion carried unanimously.

III. Public Comment

Fuzzy made a request to the Board of Trustees that Salem Academy disengage from the recent thoughts provided to the Jewish Journal by Robert Lippin(the landlord of Shetland Park). The Board of Trustees discussed possible actions that can be and have been taken by Salem Academy on the topic of inclusivity of all students. An inclusivity statement was sent out in January, in the form of a letter to the Salem Academy community. Salem Academy stands by this statement and the mission to accept and provide an equitable education to any and all student, regardless of who they are or where they come from.

April 2nd, there was an “Ask a Muslim Open Mosque Day” event at most mosques around the area. The closest mosque to Salem Academy is the Islamic Society of the North Shore “Masjid Us-Salam” located at 35 Lynnfield St. Lynn, MA.

IV. Head of School / Standards Based Instruction
Stephanie Callahan / Sarah Morrill

Appendix B

Salem Academy was one of three schools in Massachusetts awarded a dissemination grant to help Salem Public School(SPS) district leaders raise student achievement through standards-driven instructional practices. Sarah Morrill reviewed the dissemination grant process, goals and outcomes with the Board of Trustees.

The results from the grant can be summarized as follows. SPS sent over 40 leaders to Salem Academy for training on K-5 standards driven practices. Grades 6-12 will follow. Salem Academy has received full documentation of practices and has been able to refine its grading materials for future sharing.

The Salem Academy Standards Based Grading guidebook and the results of this grant can be accessed here:

www.salemacademycs.org/wp-content/uploads/SDIP-Guidebook.pdf

- V. Executive Director Report Appendix C
A. Admissions

The Lottery for 6th and 9th grade students occurred on March 8th, 2017. This year 45% of 5th graders in Salem, MA applied to Salem Academy. By law, preference is given as follows: Siblings of Salem residents, siblings of non-Salem residents, Salem residents, non-Salem residents.

47 of a possible 72 6th graders have enrolled so far (deadline is April 2nd). Shadow days and visits to the school have, and are continuing to be scheduled. In the 9th grade, 13 of a possible 37 have accepted. Zero students have officially declined their offer to admission.

- B. FY'18 Salary Guidelines / Budget Framework
Sean O'Neil

Sean O'Neil gave a preliminary budget proposal to the Board of Trustees. The major goal of this presentation was to convince the Board of Trustees to vote to allow Sean O'Neil and Salem Academy to award contracts to staff in the next few weeks.

Motion: The Board authorizes the Executive Director to proceed with awarding staff contracts for the 2017-2018 school year. Motion made by Steve Palmer, seconded by David Pablich.

Resolved: The motion carried unanimously.

- VI. Finance Committee Appendix D
Thomas Monroe / Bill Henning

Bill Henning summarized the budget report in his briefing. Salem Academy's budget continues to trend in a healthy trajectory.

- VII Short Reports
- A. SFC Report Pam Rochna
B. Search Committee Steve Palmer
B. Development Committee Nina Cohen

Christine Wynne will take over the Development Committee. Most of the efforts of this group have been put towards the Arts Center opening.

- C. HR Committee Karen Cady

The HR committee has put their efforts toward refining the Employee Handbook.

- D. Facilities Committee David Pabich
E. Education Committee Nina Cohen

The education committee met to discuss various topics. There were no major action items from this meeting.

VIII. Vote to Adjourn Regular meeting [VOTE]
Nina Cohen

On motion made by Steve Palmer and seconded by Bill Henning, Nina Cohen adjourned the meeting at 9:01 PM.