SALEM SCHOOL BOARD
SCHOOL ADMINISTRATIVE UNIT #57
SALEM, NEW HAMPSHIRE

Planning Session
February 17, 2015
7:00 p.m.
SHS TV Studio

MINUTES

Present:
Mrs. Patricia Corbett, Chairman
Mr. Peter Morgan, Secretary
Mrs. Pamela Berry, Member
Mr. Bernard Campbell, Member
Mr. Michael Carney, Jr., Vice Chairman,
arrived at 7:15 p.m.

Also Present:
Dr. Michael Delahanty, Ed. D., Superintendent
Mrs. Maura Palmer, Assistant Superintendent
Mrs. Deborah Payne, Director of Finance

Mrs. Corbett called the meeting to order at 7:00 p.m.

AGENDA

Safety Complex
Dr. Delahanty introduced Chief Breen of the Salem Fire Department and Selectman, Mr. James
Keller to the board to discuss the idea of a safety complex in Salem.

Mr. Keller stated that two years ago improvements to the Salem Police and Fire Departments
were taken into consideration. With the assistance of a group committee, discussions began on
where to best house a safety complex. Twenty parcels of land owned by either the town or
privately were reviewed for such a facility.

As a result of this investigation the plan being presented calls for the safety complex to be
located on the land that houses the current police station. This would be a joint safety complex
including teams from both the fire department and police department. He then presented pictures
of the existing police station as it was first built. He noted that not much has changed with the
actual building, and explained that there are seven outbuildings which store evidence, paper
records ten years old or older, and SWAT team gear. Mr. Keller stated that if the police
department were to be audited, there would be a substantial number of violations including air
quality, parking, space, etc.

At this time Mr. Carney arrived. 7:15 p.m.
Mr. Keller then showed pictures of the central fire station when it was first built, and noted that in 1989 there was a renovation but now the pavement is sinking, cracking, and floods at certain times. He stated that the station is not large enough to house a ladder truck, so that is housed at the station on Lawrence Road. Newer modern facilities require 30 foot ceilings which would allow the ladder truck to return to the central station. Mr. Keller explained that he visited four facilities in Chelmsford, Hampton, Londonderry, and Foxboro and that he feels a safety complex located on Veterans Memorial Parkway would be a huge benefit to the town and that it will be brought to the voters as Article 7 on the town ballot.

The facility will be situated so that police will have 33% of the space, the fire department will have 51% of the space, and there will be joint space of about 16%. The joint space, in addition to common corridors and lobbies, would be a unified dispatch area used jointly by the fire and police departments. This will be a self-sufficient area, and examples were shown of what this space might look like.

The financing for the complex is approximately $23,480,000, and it would be presented with a 20 year bond term. The construction timeline would be Phase I for the police department beginning in the fall of 2017, with the fire department to follow.

Mr. Campbell asked if the School Resource Officers would have space in the new police department. It was answered that they would have cubicles to do their work. Mr. Campbell also questioned if having this facility will address the response time to west Salem. Chief Breen stated the facility will not negate the need of improving the response times in west Salem but did note that the largest drivers of calls are from the central Salem area.

Mrs. Berry asked how the possible development of the track in Salem might impact the complex and its need for further growth. Mr. Keller answered that the plan is to have this building last 50 years or longer and there is planned space for developing further down the road.

Mrs. Corbett thanked everyone for coming to the meeting and for the work they do for the town. An Open House is scheduled for Saturday from 9:00 a.m. until 1:00 p.m. for the public to tour the building, and have questions answered about the plans for the new safety complex.

Dr. Delahanty stated that the district works closely with the fire and police departments, especially at the high school. Children’s safety is dependent on the fire department’s capacity to respond, and also because of the School Resource Officers. He stated he is looking forward to a successful bond vote to benefit the community.

Delayed Opening / Early Release Update
Mrs. Palmer stated that district employees are expected and required to participate in professional development opportunities. There are six delayed opening/early release sessions throughout the school year that are 1.5 hours long at the high school and middle school and two hours long at the elementary schools. These times create invaluable opportunities to work across schools and grade levels to further district initiatives. Mrs. Palmer stated the frequency of the sessions allows work to be done on a continuous basis. She then introduced Dr. Marshall, Mrs. Collyer, and Mrs. Markley.
Dr. Marshall stated these delayed opening/early release times benefit teachers and the work they do in a different way. She stated there are summertime sessions held as well, but not all teachers can participate. She stated that this year in the elementary school about half of every grade level is working with Angela Markley focusing on math, assessment, and unit planning while the other half work with her. Every grade level is working on one aspect of the curriculum and then they come together to share the information.

Mrs. Markley then discussed how teachers use common resources and share instructional strategies with one another. She stated that the benefits of this sharing could not be accomplished without this common planning time, but because of it teachers learn from each other.

Mrs. Collyer stated the online collaboration for K-8 math and literacy has been shared with the high school, and it’s nice to see the skills and knowledge they have been taught in order to carry it through to the high school and know what students are prepared for. Mrs. Collyer stated the delayed openings are beneficial to all teachers because the only ones who have common planning time are the freshman teachers. Now with this shared time teachers can assess students and know what they are learning, and collaborate with other teachers.

Mrs. Palmer stated everything that happens during the delayed openings/early releases is purposeful and planned and is a great benefit to the teachers and students.

Mr. Campbell stated he was under the impression that there was a specific set of objectives that had to be met during these delayed openings/early releases. What he finds troubling is the time spent away from classroom instruction for students during this time. Mr. Campbell stated he does believe in the benefit of this common time for teachers, but that he would like to look at other creative ways to make time for this important professional development, and not have it impact the student’s instruction time.

Dr. Delahanty stated that he appreciates Mr. Campbell’s comments, and that while he does feel the time students have with their teacher is extremely valuable, the professional development time is also beneficial, and he wouldn’t be opposed to starting a discussion about the opportunities to extend the school day in a way that would not create a financial burden but would allow more professional development time for teachers.

Mr. Carney asked if non-content area teachers meet as well, and Mrs. Palmer responded that PE, art, music, FACS, etc. teachers make up a much smaller group, but that they also have standards to build into their curriculum and meet during the common PD time.

**Board Self Evaluation Process**

Dr. Delahanty provided the new language that was adjusted in the board self evaluation process document. The board suggested additional wording changes in Sections four and six, and the hope is to have this document completed and approved by April or May.
Future Meeting Dates
February 24, 2015

Adjournment
Motion by Mrs. Berry, seconded by Mr. Campbell to adjourn.

Motion carried 5-0

The board adjourned at 9:15 pm

Lani R. Leland
Recording Secretary, Salem School Board
February 17, 2015