

**Salem Public Schools
Salem School Committee
Meeting Minutes
January 22, 2024**

On January 22, 2024 the Salem School Committee held its regular School Committee meeting at 7:00 PM using a hybrid model.

Members Present: Mayor Dominick Pangallo, Ms. Mary Manning, Mr. Manny Cruz, Ms. Beth Anne Cornell, Ms. Amanda Campbell, Ms. Veronica Miranda, and AJ Hoffman

Others in Attendance: Superintendent Stephen Zrike, Deputy Superintendent Kate Carbone, Ms. Elizabeth Pauley, Ms. Ellen Wingard, Dr. Kimberly Talbot, Mr. Carlos Arias Reyes, and Mr. Christopher O'Donnell, Mr. Jamaal Camah

Others in Attendance Virtually: Ms. Laura Assade

Call of Meeting to Order

Mayor Pangallo calls the meeting to order at 7:00 p.m. and requests a call of attendance. He explained the Public Participation Policy 6409 and also explained the availability of Spanish interpretation.

Attendance

Mayor Pangallo recognizes the attendance with members. Ms. Cornell motions for approval and seconded by Mr. Cruz.

Ms. Campbell	Present
Ms. Cornell	Present
Mr. Cruz	Present
Ms. Manning	Present
AJ Hoffman	Present
Ms. Miranda	Present
Mayor Pangallo	Present

Approval of Agenda

Mayor Pangallo requested a motion to approve the Agenda. Ms. Cornell motions for approval and seconded by Mr. Cruz . A roll call vote is taken.

Mr. Cruz	Yes
Ms. Manning	Yes
Ms. Cornell	Yes
Ms. Miranda	Yes
Ms. Campbell	Yes

AJ Hoffman	Yes
Mayor Pangallo	Yes
Motion Carries 7-0	

Approval of Consent Agenda

Mayor Pangallo requested a motion to approve the Agenda. Ms. Cornell motions for approval and seconded by Ms. Miranda . A roll call vote is taken.

Mr. Cruz	Yes
Ms. Manning	Yes
Ms. Cornell	Yes
Ms. Miranda	Yes
Ms. Campbell	Yes
AJ Hoffman	Yes
Mayor Pangallo	Yes
Motion Carries 7-0	

Public Comment

The School Committee Secretary announced that there were no public comments.

Student Showcase - New Liberty Innovation School

Principal Camah begins the presentation by noting the New Liberty mission statement. To engage all students in real-life learning about themselves and the world, to empower them to create a positive impact on their communities, and to ensure they have the tools to pursue their goals after graduation. Three initiatives started this year have been dual enrollment courses, BUILD program, and diversity, equity, and inclusion work with Dr. Carlos Hoyt. It is important for students to be exposed to college courses and have the opportunity to speak to college professors. Year 1 of the BUILD course is an introduction to entrepreneurship and empowering students to become the CEO of their own lives. In year 2, students will be involved in community or school challenges. One New Liberty student discusses his food pantry idea for families not able to afford groceries. They are hoping to be able to gain sponsors to expand to Peabody and surrounding areas and how far this can go.

Mr. Camah also notes applying the cycle of socialization to experiences allows for us to create more impactful changes and disrupt the cycles. Student B discusses their experience in the cycle of socialization and for them knowing english was a problematic factor. They felt they did not belong because of not knowing the language. Student C suggests that students should have the option to vote on School Committee members and if starting at a young age they would feel the urge to participate and feel heard.

Mayor Pangallo notes to take a brief five minute recess before proceeding to the Superintendent's Report.

Superintendent's Report

- A. Draft SY24-25 Calendar and Proposed Changes to SY23-24 Calendar (Strategy 4.2)
- B. 2024-2025 Enrollment Targets for Student Assignment (Strategy 4.1)
- C. FY25 Capital Requests (Strategy 4.3)

Superintendent Dr. Zrike notes the proposed changes to the SY23-24 calendar. We are proposing the Salem High School Math MCAS to Wednesday, May 22nd. We have an all district early release day for staff professional development. We are proposing to keep the early release day for K-8 students on this day and move the High School early release to May 15, 2024 so as not to conflict with MCAS. If we do not move the early release for elementary/middle school families, this will minimize the disruption for K-8 families. The next proposed change is moving the PD day to Monday, March 5th which is the presidential primary. This would avoid voting and school happening at the same time in some of our schools. After reflection, it is our recommendation to keep the current schedule for two reasons:

SPS is planning a conference style, district-wide professional development at Salem High School. We are worried about the (parking) congestion at SHS on this day. Also, we are concerned about the changing schedule for our families who may have already secured child care well in advance on this day.

Mayor Pangallo notes a correction to be made regarding the dates. The correct dates are as follows: Tuesday, March 5th and Wednesday, March 6th.

Dr. Zrike shares why he is submitting the drafted SY24-25 calendar and would like to vote on this calendar at the next School Committee meeting. There is a later start to the student school year due to a leap year with a longer winter break. This leaves very little room for adding additional calendar pauses without the extended school year. Feedback suggested that the staff/community appreciate a break after New Year's Day. To do so, this requires having no school on Thursday, January 2nd and Friday, January 3rd due to January 1st falling on a Wed. The other recommendation is an early release on Halloween to avoid road closures during the day. Feedback from this year was that between Oct 30th through Thanksgiving it was choppy given the 6 days of no school and 1 early release day. Two early releases in December were disruptive so one of the early release days was moved to Feb instead. There was a push for PD early release days to be on Fridays however no changes were made because we believe that would have a detrimental impact on student and staff attendance. Staff did like the full day staff PD in March but with the leap year calendar, adding this day into the middle of the school year will push out the last day of school. Other notes made is that this calendar is only a draft and there will be a final vote for approval from the School Committee at the Feb 5th meeting. Bentley plans to follow the SPS calendar. School Committee members have copies of the NLIS and Salem High/Salem Prep calendar for review as well. Carlton will also be sharing their calendar for final approval at the Feb 5th meeting.

Ms. Campbell asks Dr. Zrike if he had given thoughts into a SHS student needing to care for a younger sibling that would be K-8 age?

Dr. Zrike notes the high school has reduced the early release days. He will look into this and get back to Ms. Campbell with more information regarding her question.

Dr. Zrike notes Bentley and Carlton are outside of the 5% district average. We can set more aggressive targets for both of these schools. All of the other schools fall within the 5% and are very similar to last year. As of now, we are planning with the Pre-K at Bentley for replicating what we do for the dual language Pre-K with the Pre-K program. All School Committee members were given hard copies of the five year trends. Dr. Zrike notes Bentley is a wall to wall dual language school and what will opening a Pre-K do for this school and our targets.

Mr. Cruz asks Dr. Zrike if he predicts more lower income families will apply to Bentley?

Dr. Zrike notes there will be more stability in population in this school and there is more commitment to this school now that it is a dual language school.

Ms. Cornell notes the flaws with having this 5% as a district number. We really want to have balanced classes. In order to adjust so we can bring in Carlton and Bentley is an ongoing challenge. We cannot continue to look at this 5% as a district number.

Ms. Miranda asks if there was a classroom closed at Bentley last year?

Dr. Zrike notes there are only two Kindergartens. Depending on the grade there were at least two dual language classes.

Ms. Campbell agrees with Ms. Cornell's comments and each cohort is not balanced. Ms. Campbell states significant concerns she has in regards to dual language and having the english bucket side. There is a significant amount of research noting that native language students who are low income and denied access to the opportunity to become bilingual is very concerning.

D. FY25 Capital Requests (Strategy 4.3)

Ms. Elizabeth Pauley discusses the FY25 Capital Requests first stating the city department's annual request. Last year for FY24 our request was over \$10. Some repeat asks for this year are roof repairs, generator, replacements, gym floors, and HVAC. Some major new projects are the MSBA Project and Witchcraft playground. Ms. Pauley reviews FY24 numbers and what we received from the city and what was spent reflecting the Capital Funds. Ms. Pauley gives some updates on repairs and replacements for any HVAC issues that were resolved.

Ms. Manning notes Witchcraft is a school that has students in programs who are in need of the accessibility of this playground to be built.

Ms. Pauley notes last year we consolidated in groupings to have more navigable requests. As of right now, Capital Requests are due to the City in January and we are at the front end of the process. Developing our Capital Requests and what aligns to city and school priorities and plans. Based on multi-year planning, mix of continuing requests and new purchases, projects, and annual maintenance. Including preventative maintenance and repairs, and aligned to Ameresco recommendations. What is not included for FY25 we did not include costs of roof repairs, gym floors, ADA investments, and large projects at SHS or BAIS. Ms. Pauley looked at what was most urgent and what we could hold off on. The requests for this year are the playground and grounds, building repairs and weatherization, HVAC and mechanical, technology, and safety and security. Again, Salem High School building will be replaced and Bentley does have significant HVAC needs and may need its own plan.

Ms. Pauley reviewed the tiered system for requests starting with tier 1 regarding work benefiting all schools district wide including ongoing maintenance and repairs, tier 2 working on a subset of facilities and may include emergency response and schedule upgrades, and last tier 3 including special projects including grant funded projects. We are asking for \$500,000 for Playground work and repairs, \$1,755,000 for envelope and weatherization projects including lighting controls, painting, mechanical, plumbing, and weatherization, and lastly is \$1,990,000 for HVAC and Mechanical repairs such as chillers, HVAC controls, generators, and WHES boilers. For Safety and Security the task is for \$225,00 which will install cameras, doors and security hardware. Next steps are getting input from the Facilities and Grounds Subcommittee on January 16th, presented to the school committee on Jan 22nd, meeting with the city on Feb 2nd, and providing additional info as needed.

Ms. Manning notes we plan to meet with Mr. Duffy from the City as an overview of what the Building & Grounds subcommittee to focus on.

Ms. Cornell notes we need a more sustainable approach towards these outdoor spaces.

Ms. Miranda asks to place the following agenda item to Old Business at the Feb 5th School Committee meeting:

G. Approval of facilities use request from BG1 (Brayson Green One) to waive the facility fee for the use of the Horace Mann Laboratory School gymnasium on 1/27/24

Student Representative Report

none

Old Business

none

New Business

A. Deliberate and vote on proposed changes to the SY23-24 calendar

Ms. Cornell makes a motion to accept the changes made to the FY23-24 calendar and Ms. Campbell seconded the motion. A roll call vote was taken.

Mr. Cruz	Yes
Ms. Manning	Yes
Ms. Cornell	Yes
Ms. Miranda	Yes
Ms. Campbell	Yes
AJ Hoffman	Yes
Mayor Pangallo	Yes
Motion Carries 7-0	

B. Deliberate and vote on 2024-2025 enrollment targets for student assignment

Ms. Cornell makes a motion to table until the next meeting on Feb 5th and Ms. Campbell seconded the motion. A roll call vote was taken.

Mr. Cruz	Yes
Ms. Manning	Yes
Ms. Cornell	Yes
Ms. Miranda	Yes
Ms. Campbell	Yes
AJ Hoffman	Yes
Mayor Pangallo	Yes
Motion Carries 7-0	

C. Deliberate and vote to support SPS recommended FY25 Capital Requests

Ms. Cornell makes a motion and Ms. Miranda seconded the motion. A roll call vote was taken.

Mr. Cruz	Yes
Ms. Manning	Yes
Ms. Cornell	Yes
Ms. Miranda	Yes
Ms. Campbell	Yes
AJ Hoffman	Yes
Mayor Pangallo	Yes
Motion Carries 7-0	

Finance & Operations Report

none

Subcommittee Reports

A. Policies for third reading

Policy 1101.01 Non-Discrimination
Policy 4106 Nondiscrimination and Equal Employment Opportunity

Ms. Cornell makes a motion to accept policies 1101.01 and 4106 for a second read. Ms. Campbell seconded. A roll call vote is taken.

Mr. Cruz	Yes
Ms. Manning	Yes
Ms. Cornell	Yes
Ms. Miranda	Yes
Ms. Campbell	Yes
AJ Hoffman	Yes
Mayor Pangallo	Yes
Motion Carries 7-0	

School Committee Concerns and Resolutions

none

Adjournment

Ms. Cornell motions to adjourn and seconded by Ms. Campbell. A roll call vote is taken.

Ms. Cornell	Yes
Mr. Cruz	Yes
Ms. Manning	Yes
AJ Hoffman	Yes
Ms. Miranda	Yes
Ms. Campbell	Yes
Mayor Pangallo	Yes
Motion Carries 7-0	

Meeting adjourned at 9:30PM.

Respectfully submitted by,

Krista Perry

Executive Administrative Assistant to the School Committee & Superintendent