

Salem School Committee
Meeting Minutes
April 6, 2020

The Salem School Committee held a meeting on April 6, 2020 beginning at 7:00 pm. This meeting was held using the Zoom on-line platform.

In Attendance: Kimberley Driscoll, Mary Manning, Amanda Campbell, Kristin Pangallo, Ana Nuncio, James Fleming, Manny Cruz, Jillian Flynn

Absent: None

Others In Attendance: Kathleen Smith, Kristin Shaver, Kate Carbone, Deborah Connerty, Jill Conrad, Liz Polay-Wettengel,

Call to Order

The meeting was called to order at 7:05 pm.

Consent Agenda

The Mayor requested a motion to approve the consent Agenda. Amanda Campbell motioned to approve, and Kristin Pangallo seconded. Motion carried.

Agenda

Student Representative Report

Jillian Flynn addressed the School Committee. She informed the Committee she met with the Student Advisory Council and they are working on their vision statement. She also invited the Committee to access their newly developed shared drive which has their meeting agendas in it. If they want to view it they just need to request access. Additionally, the Council is working to create a social media platform so they can stay connected. Finally, she reminded the Committee they are there if they need any help with anything.

Superintendent Report

Superintendent Smith talked about the donation she received. She informed them the money will be used for future field trips and student activities. She gave an update on the Principal search. The district will be interviewing three finalists on April 7th. The three finalists are: Russell Marino, Dr. Samantha Meier, and Ms. Brenda Pena. Superintendent Smith shared news about Principal JJ Munoz who has been accepted into the Harvard Doctoral Program.

Superintendent Smith informed the Committee the Executive Team has been providing students and parents information about how to access online learning tools. This information has been shared through the work of Liz Polay-Wettengel. She also announced that on Thursday April 8, students will be allowed to pick up their instruments. This is going to be done through a coordinated effort. Also, teachers will be allowed to pick up their belongings that

were left behind with the understanding schools were going to be closed for two weeks. However, the directive from the Governor was to extend this closing until May 4. Superintendent Smith updated the Committee about several cancelled field trips. These included the trip to Carnegie Hall and the volleyball trip to Florida.

At this time Superintendent Smith informed the Committee letters to staff were sent out on both March 13th and March 27th in regard to the April vacation. She expressed to the Committee the staff has not had any free time in spite of the closure. The district will be taking April vacation as outlined in the district calendar. Additionally, she expressed her appreciation to the teachers' union who helped immensely in the distribution of delivering food to over 900 families per day. Finally, she updated the Committee on credit recovery, grading, and learning new material. The Teachers' Union is working with them on a MOU.

Ms. Manning inquired about the Bates School principal. The Superintendent is reviewing this and is working through the high school process. She is hoping to make a recommendation to the Committee in a week. Mr. Fleming asked about the three finalists. Superintendent Smith informed him that the committee made the recommendation of finalists. She worked with Dr. Zrike and is hopeful to make the recommendation soon. Mr. Fleming would prefer an interim be appointed in September and then open up a search after. Superintendent Smith agreed and is working with Dr. Zrike on this under the direction of the School Committee.

Dr. Pangallo inquired about younger learners picking up chrome books. Superintendent Smith confirmed that pre-k through grade 5 will be picking up chrome books on April 7. The superintendent is confirming that we are taking vacation during April. The Mayor confirmed this is not changing and is part of the school calendar.

At this time, Assistant Superintendent Kate Carbone addressed the Committee. She worked with principals as to who needed devices. The I.T. department worked to distribute chrome books. The process is that families will go to their closest school to pick up chrome books. The second round is to distribute to paraprofessionals and office staff as supplies allow. There will be about 400 chrome books distributed. The Mayor asked the Committee if there were any additional questions.

The Mayor informed the Committee that the city identified the field house as a quarantine site for our homeless population. This will be used for any member of the homeless community who may need to quarantine. Not for those who are positive for COVID but rather those who need to quarantine. This will include three communities and will be shared costs through these communities. There will be no school staff used for cleaning. They will not have access to other parts of the school. She asked Chief Butler to address the committee.

Chief Butler added we will add security to keep things running smoothly. This space had the best accommodations to include showers. The costs for showers is about \$6,000.00. Ms. Campbell informed the Mayor she didn't receive the email. The Mayor then requested a vote on this matter. Ms. Manning motioned to approve, and Mr. Cruz seconded. Mr. Fleming

addressed the Committee. He was concerned about this process. He expressed his dismay that work had already been started prior to voting. He wants to know why Salem is doing this versus Peabody, Beverly, and Danvers offering this. Who is manning the fieldhouse? He was told it was going to be our custodians. The Mayor informed Mr. Fleming that his comments are not coming through clear. He then came through more clearly. His concern is if the flooring is able to absorb the virus. Additionally, will the shelter effect the opening of our schools on May 4.

The Mayor addressed the concerns. She informed the committee there wasn't anything really in the building. She expressed that we are in a pandemic therefore we are in a state of an emergency and we need a place for this population to prevent the spread of the virus. Mr. Fleming asked about other communities' fieldhouses being used. The Mayor expressed that there were guidelines that other facilities couldn't be used. The Chief of Police informed him that Salem State, St. James, and others were reviewed. She expressed that oversight was important. She explained they went through a number of dynamics. Mr. Fleming again asked if Peabody was looked at. The Chief said that they don't have the homeless population we have. Mr. Fleming also inquired about Beverly. The Chief explained that their circumstances are not the same. At this time, there was discussion over the flooring and his concerns with this. Dr. Pangallo also added that rubber flooring has not been studied and that communities are doing the best can with the information they have at this time. The Mayor also added that we need to take care of Salem's homeless community as well. The Mayor stated we are working collectively with our communities. If cleared to go back to school then we would no longer have a need for this facility. The Mayor informed Mr. Fleming that none of our staff will be working in this facility. Mr. Fleming also asked about trained individuals being able to recognize signs of the virus and the Mayor informed him yes and facilities in Lexington will be caring for those individuals.

Dr. Pangallo commended the City on their fast action on this and agrees we need a place for our homeless community. She also added that we have to act collectively and therefore working with other communities is very important. She expressed she has no concerns about the rubber floor. Ms. Manning commended the individuals for working on this. Also, that the homeless population is a subgroup of Salem. So, we shouldn't be making distinctions about this. Mr. Fleming interjected that his point is that we didn't look at other communities.

Finally, at this time the Mayor asked for any other comments. Ms. Flynn asked about the men's showers and wanted to know how these would be used. The Mayor asked the Chief and she added that the male showers will be used on a scheduling basis. Ms. Nuncio asked how many would be at the field house? The Mayor said it would only be those who need quarantine. The Chief added if combined for everyone through the three municipalities it would be about 120. Again, only those who would need quarantine. Mr. Fleming asked if the new floor for the fieldhouse is in the budget. The Mayor informed him the budget hasn't been prepared yet as they have been working on the Covid issues.

The vote was taken Mr. Fleming opposed all others approved. Therefore, the motion carried.

The Mayor checked in with the Superintendent and the Superintendent expressed her appreciation for her team who has worked countless hours to pull together a learning platform. At this time Kate Carbone gave an update on the current learning plan. She informed them the focus was on outreach to families. The next focus is on engagement using the remote model. They track this by login attempts. She informed them about 80% are engaging regularly. Guidance continues to work with students on post-secondary planning and on course selection for next year's schedule. Adjustment counselors are supporting students with social emotional needs. Teams are discussing learning new content and are in the process of formalizing and will update the committee at a later time on this. At Salem high school they adjusted the food delivery times to not conflict with classes. This gives high school students more time to pick up food. She discussed the delivery of chrome books to kids in Pre-k through 5. She added that they will be supporting families with the use of devices. She pointed out the documents that were provided to families. She will also reach out to families about low-cost internet for those families who need it. She has also ordered hot spots and is waiting for them to arrive. She included guidance for staff to help build additional skills for teachers to navigate google classroom. The Mayor thanked Ms. Carbone for the updates.

Ms. Nuncio asked about families with multiple children to receive more than one chrome book. Ms. Carbone stated if needed then they should reach out to the principal. Ms. Nuncio appreciated and commended the district for providing information in multiple languages. Dr. Pangallo thanked everyone and knows it's an enormous amount work and that it provides equity for all our students. Mr. Cruz thanked the team for all their work and asked about the timeline for teachers to get supplies and the PD for teachers to set this up. Kate spoke to Professional Development. The secondary teachers have already been using these platforms but at the lower levels she is offering Professional Development in a systematic way not all at once.

Ms. Manning asked why teachers needed to list what was needed while picking up their belongings. She asked if they were not able to go to their rooms. Superintendent Smith addressed this by stating we are trying to protect staff and Kristin Shaver added that they were trying to determine how many were coming and were trying to avoid having too many people in the building. Manny agreed with Mary. However, after this explanation he is more clear on this now as well.

Old Business

The Mayor moved on to old business. Dr. Pangallo commended Liz Polay-Wettengel for her work with communications. The families are appreciative of this.

New Business

The Mayor moved on to new business. She asked Ms. Shaver about budget transfers and Ms. Shaver stated there were none at this time.

Mayor Driscoll moved on to the approval of third reading of the following policies:

5205 Honor Roll and/or Recognition Programs
5212 Evaluation of Instructional Programs
5216 Student Awards and Scholarships
5219 Teaching About Alcohol, Drugs, Tobacco, and Vaping

Ms. Nuncio motioned to approve the third reading and Ms. Campbell seconded. Motion carried.

Subcommittee Reports

Mr. Fleming announced the building and grounds met and reviewed the Betram Field additions and the cost will be lowered by one million dollars and hope to be ready for football season.

Public Comment

Four comments from Mr. Steve Kapantis and he was struggling to get into the meeting but we were able to get him into the meeting.

Mr. Shertock thanked the food service department for the detailed work they have done. He is honored to work with them.

Jeff Milar commented about the communication being exemplary and thank you.

Lori Miranda as a high school teacher at Salem High School wanted to thank the administrative team and the superintendent for their help during this trying time. She misses her students and looks forward to being in school.

Ms. Campbell pointed out a comment from Mr. Kampantis regarding roll call votes. The Mayor apologized for the technical issues. She explained that we are trying to keep it secure. The votes just need to be clear but if people prefer the roll-call we can certainly do this.

School Committee Concerns or Resolutions

Mr. Cruz shared that the red cross is still seeking donations.

The Mayor asked for an update on Kindergarten enrollment. Jill confirmed we are on track to complete the kindergarten enrollment. Notices will be sent out by May 1st.

Ms. Nuncio asked if there was any more information from Ms. Connerty about counseling that students receive from school. Ms. Manning added it was for students who receive counseling from outside agencies. Ms. Connerty said they are reaching out and are doing this remotely.

Mr. Monks thanked his custodial team for their hard work during this pandemic. The Mayor also thanked Ryan and his team.

The Mayor requested a motion to adjourn. Mr. Fleming motioned and Ms. Manning seconded.
Motion carried to adjourn at 8:44 pm.

Respectfully submitted by,

Jennifer A. Gariepy

Executive Assistant to the School Committee
& the Superintendent

Meeting Materials

Minutes of the Regular School Committee meeting held March 23, 2020
5205 Honor Roll and/or Recognition Programs
5212 Evaluation of Instructional Programs
5216 Student Awards and Scholarships
5219 Teaching About Alcohol, Drugs, Tobacco, and Vaping