

**Salem Public Schools
Salem School Committee
Meeting Minutes
August 21, 2023**

On August 21, 2023 the Salem School Committee held its regular School Committee meeting at 7:00 PM using a hybrid model.

Members Present: Mr. Manny Cruz, Ms. Mary Manning, and Ms. Amanda Campbell

Members Present Virtually: Ms. Beth Anne Cornell and Ms. Veronica Miranda

Others in Attendance: Superintendent Stephen Zrike, Deputy Superintendent Kate Carbone, Assistant Superintendent Elizabeth Pauley, Mr. Marc LeBlanc, Ms. Jennifer Doucette-Ly, Dr. Kimberly Talbot, Ms. Laura Assade, Ms. Ellen Wingard, Ms. Jill Conrad

Members Absent: Mayor Dominick Pangallo and Dr. Kristin Pangallo

Call of Meeting to Order

Mr. Manny Cruz calls the meeting to order at 7:05pm and requests a call of attendance. He explained the Public Participation Policy 6409 and also explained the availability of Spanish interpretation.

Attendance

Mr. Manny Cruz recognizes the attendance with members absent and joining virtually. Ms. Manning motions for approval and seconded by Ms. Campbell.

Ms. Campbell	Present
Ms. Cornell	Present Virtually
Mr. Cruz	Present
Ms. Manning	Present
Dr. Pangallo	Not Present
Ms. Miranda	Present Virtually
Mayor Pangallo	Not Present

Approval of Agenda

Mr. Manny Cruz requested a motion to approve the Agenda. Ms. Manning motions for approval and seconded by Ms. Campbell. A roll call vote was taken.

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

Motion Carries 5-0

Approval of Consent Agenda

Mr. Manny Cruz requested a motion to approve the Consent Agenda. Ms. Campbell motions for approval and seconded by Ms. Manning.

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

Motion Carries 5-0

Public Comment

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

Superintendent's Report

A. Back-to-school update: enrollment, staffing, academics/SEL, facilities, transportation

Superintendent Dr. Zrike begins the back to school update noting our school district values. If we have valued relationships built on empathy and respect, we believe all students will be able to thrive. Dr. Zrike notes the Strategic plan priorities consisting of elevating learning, empowering educators, center belonging, and strengthening our foundation. Four Key drivers of our work consist of establishing a playbook, feedback and observation, high-leverage and evidenced-based instructional practices, and Data Informed Instruction.

Ms. Carbone notes the Teaching & Learning updates including reintroducing consistent homework practices, bolster coaching at the leader level, leader collaboration, and onboarding and supporting educators. The homework guidance is available in the student handbook for assistance.

Dr. Kimberly Talbot notes the academics and multilingual learners. This department theme for this next school year is to relentlessly assess achievement and access to celebrate best practices and disrupt disproportionality. Dr. Talbot notes to embrace standards-based practices, elevate diverse-learner experiences, empower teachers with student work, and engage with high quality resources.

Ms. Manning asks to explain the abbreviated SEI and ELD. Also, how are the 7th and 8th grade math programs working?

ELD stands for English Language Development. SEI stands for Shelter English Immersion. Dr. Talbot notes this year's 8th and 7th graders will continue their math sequence.

Ms. Jennifer Doucette-Ly gives an update on the Special Education department noting capacity

building, building leadership opportunities for staff, special education leadership, and community, student, and transition support.

Ms. Manning asks about what SDW's are? Ms. Doucette-Lyn notes SDW stands for "students with disabilities".

Ms. Campbell notes the expansion of hearing services overlapping with bilingual services.

Ms. Cornell asks more details on how to engage parents on standards based practices.

Ms. Talbot notes that anyone who interacts with parents truly understands all staff are aware of the meaning of standards based practices. Mr. LeBlanc is working with staff so they can explain to parents on how to access report cards and what they mean.

Ms. Ellen Wingard shares updates on Student Services. The main goal for this next school year is increasing time on learning and decreasing out of classroom time. Some highlights are the attendance matters coalition and the Wellness Committee. The student and family support has been taking on a full time nurse manager and we have doubled our capacity with Cartwheel this year. Social and Emotional learning has been a supportive discipline as a response to the mental health law to provide opportunities to staff. Professional development includes de-escalation training for all staff and restorative practices.

Mr. Marc LeBlanc notes the technology updates. The technical support team does a lot of work involving repairing devices and making sure all devices are ready to go. The Data and Applications team will be bringing in Data Studio with a goal to give a snapshot of each student. Attendance and discipline all in one place. The digital learning team has been working on a new technology plan to align with district goals.

Mr. Cruz asks about any consideration towards virtual schools?

Superintendent Dr. Zrike notes there has not been a tremendous need from parents for virtual schools in the Salem district.

Dr. Jill Conrad notes the Human Resources updates. There have been 131 new hires which include 80 new teachers. Highlights include a new online onboarding system and recruitment manager role works as a partner to school leaders. While we do still have vacancies, this is an overall improvement from last year.

Ms. Campbell notes is the 144 transfers a typical amount of transfers?

Dr. Conrad notes the fellowship program and other school leaders with teacher assignments.

Dr. Zrike notes we are at 175 student enrollment increase since last year. Already we are trending higher this time last year. We see substantial increases at the high school as well as the

early childhood center.

Ms. Laura Assade notes all updates regarding the Diversity, Equity, Inclusion and Engagement (DEIE) department. Offered this summer was the home visiting initiative, the community walk and talk as well as the affinity group planning.

Ms. Elizabeth Pauley notes updates on transportation regarding the wayfinder pilot and where's my kid bus tracking app, as well as adding two Salem Public school bus drivers to cover extracurriculars, trips, & student experiences. Facility updates regarding plumbing repairs district wide, sidewalk and curb repairs, new furniture for Collins Middle School and Saltonstall, and painting completed with special focus on Collins Middle School and Saltonstall. There is also a new work order management system set in place and we have plans to increase department messaging. Monthly school walkthroughs with Principals will be executed as well. The MSBA update consisted of a School Building Committee established, deliverables submitted on 7/31/23, and deliverables due by 10/27/23.

B. AFSCME contract tentative agreement

Mr. Cruz gives all updates on the AFSCME contract. Mr. Cruz notes this will be a three year contract. Within this contract you will find we renamed the food services position. The next part of the contract regards step increases and incentives. We want to prioritize the recruitment and grow our own pipelines. There will be a 2.5% increase for the 2024 school year. Based on the creation of the new steps, almost all of the members of AFSCME will increase a step within the next two years. These steps will elevate this unit. Funeral leave will be provided as five days of leave and it is specified on guidelines.

Ms. Manning notes the spirit of the cooperation on both sides and is pleased with the way this is turning out.

Student Representative Report

none

Old Business

none

Finance Report

none

New Business

- a. Deliberation and vote on approval of the disposal of surplus desks

Mr. Manny Cruz requested a motion to approve the disposal of surplus desks Ms. Campbell motions for approval and seconded by Ms. Manning. A roll call vote was taken.

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

Motion Carries 5-0

b. Deliberation and vote on approval of negotiated 3-year contract with AFSCME Local 294

Mr. Manny Cruz makes a motion to approve of the negotiated 3-year contract with AFSCME Local 294. Ms. Campbell motions for approval and seconded by Ms. Manning. A roll call vote was taken.

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

Motion Carries 5-0

Subcommittee Reports

none

School Committee Concerns and Resolutions

Ms. Manning notes she would like to schedule a Building & Grounds Subcommittee.

Adjournment

Mr. Manny Cruz requested a motion to adjourn. Ms. Campbell motions to adjourn and Ms. Manning seconded. A roll call vote was taken.

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

Motion Carries 5-0

Meeting adjourned at 8:59PM.

Respectfully submitted by,

Krista Perry

Executive Administrative Assistant to the School Committee & Superintendent