

**Salem Public Schools
Salem School Committee
POLICY SUBCOMMITTEE
Meeting Minutes
December 10, 2020**

On December 10, 2020 the Policy Subcommittee held its regular meeting using the Zoom on-line meeting platform.

In Attendance: Ms. Ana Nuncio and Mr. Manny Cruz

Ex Officio Members Present: Mary Manning

Others in Attendance: Dr. Stephen Zrike and Dr. Jill Conrad

Members Absent: Mr. James Fleming

Call of Meeting to Order

Ms. Nuncio called the meeting to order at 8:35 am

Approval of Minutes

Ms. Nuncio made a motion to approve the Policy Subcommittee Minutes of December 3, 2020. Mr. Cruz seconded. A roll call vote was made.

Ms. Nuncio Yes

Mr. Cruz Yes

Motion carries 2-0

Ms. Manning stated to the subcommittee that the LGBTQ Committee has sent their recommendations for the dress code policy. Also, she has met with Mr. Jeff Perotti of DESE regarding the LGBTQ Training for the School Committee.

Policies Reviewed

Policy 5102.02 - Children of Full-time Staff Members

Dr. Conrad stated that this policy requires an annual review. Mr. Cruz noted that the language was changed at the last review regarding reference to full time staff and that this is an attractive benefit for staff. Ms. Manning requested clarification on the language. Mr. Cruz asked if we could promote this policy since we have been experiencing declining enrollment. Dr. Zrike responded that this would not fall under Chapter 70. Dr. Conrad added that because this is a School Committee policy the students are not coded under School Choice, but as Salem residents. Dr. Conrad also stated that they have received requests from city employees in the past, but this policy is currently only for school staff. Dr. Zrike added that he would like to open this to the city employees, but that decision is up to the School Committee. Ms. Manning pointed out several issues. One issue is that we are

already losing families that do not receive their 1st choice school and move to a private school or school choice elsewhere and also, she thinks that it could be an issue for parents to work in the same school district that their child attends. Mr. Cruz said that he is open to adding an amendment to open the enrollment to city employees and also for part time school staff (ex. paras).

Ms. Nuncio made a motion to approve the policy with changes as proposed and has referred Policy 5102.02, Children of Full Time Staff Members to the School Committee for first reading. Mr. Cruz seconded. A roll call vote was made.

Ms. Nuncio Yes

Mr. Cruz Yes

Motion carries 2-0

Policy 5109 - Emergency Closings

Dr. Conrad explained that this policy was updated in June 2019, but was never sent to the School Committee because of an ongoing ALICE discussion. Ms. Manning stated that she feels that this policy should be addressing all emergency closings and not just weather related ones. Dr. Conrad stated that she would follow up with the legal counsel if any legal references have been done and will discuss at the next meeting.

Policy 5224 - Animals in School

Dr. Conrad explained that she has received a response from legal regarding the language in question regarding cleaning up after the animal. It currently reads in the policy that SPS is not responsible for cleaning up after animals. Mr. Cruz moved to strike the language "including but not limited to". Ms. Nuncio made a motion to approve the policy with the change made and referred Policy 5224, Animals in School to the School Committee for first reading. Mr. Cruz seconded. A roll call vote was made.

Ms. Nuncio Yes

Mr. Cruz Yes

Motion carries 2-0

Dr. Conrad announced that the following policies have received legal review and she has incorporated the necessary changes.

Policy 5300 - Class Size

Dr. Conrad stated that she has made the necessary legal changes since first reading. It is currently under review for second reading at the December 21st School Committee meeting.

Policy 5403 - Alcohol Use by Students

Dr. Conrad explained that legal counsel has updated legal references and changed some language. Legal counsel has suggested that Alcohol, Drug and Tobacco be incorporated into one policy as many districts have already done. Dr. Conrad noted that this policy has already been approved in

first reading and revisions have now been made to the language. Ms. Nuncio made a motion to approve the policy as amended and has referred Policy 5403, Alcohol Use by Students to the School Committee for second reading. Mr. Cruz seconded. A roll call vote was made.

Ms. Nuncio Yes

Mr. Cruz Yes

Motion carries 2-0

Policy 5404 Drug Abuse Policy

Dr. Conrad stated that legal counsel has recommended combining this policy with the Alcohol and Tobacco policies. Mr. Cruz feels that if all three policies were combined, then it would make it very long. Ms. Nuncio favors keeping them separate policies. Dr. Conrad said that she has updated the language with the necessary changes. A question came up regarding the wording and if this policy also pertains to outside guests of the students. The Subcommittee discussed different scenarios where the policy could be in question. Ms. Nuncio made a motion to approve the policy as amended and to refer Policy 5404, Drug Abuse to the School Committee for first reading. Mr. Cruz seconded the motion. A roll call vote was made.

Ms. Nuncio Yes

Mr. Cruz Yes

Motion carries 2-0

Emergency Planning Policy (ALICE)

Dr. Zrike stated that he would prefer going with a general generic policy. He feels that it is the responsibility of the Superintendent and the team for planning. Dr. Conrad added that she has reviewed the MASC Emergency Plans. It was decided that this should be scheduled to be reviewed further at the next Policy Subcommittee meeting.

Ms. Nuncio made a motion to adjourn the meeting at 10:07 am. Mr. Cruz seconded. A roll call vote was made.

Mr. Cruz Yes

Ms. Nuncio Yes

Motion carries 2-0

Respectfully submitted by,

Nancy A. Weiss

Executive Assistant to the School Committee