

**Salem Public Schools
Salem School Committee
POLICY SUBCOMMITTEE
Meeting Minutes
December 3, 2020**

On December 3, 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. Jill Conrad

Members Absent: Mr. James Fleming

Call of Meeting to Order

Ms. Nuncio called the meeting to order at 8:33 am

Ms. Manning reminded the subcommittee that the Equity & Inclusion Subcommittee referred the Dress Code Policy to the Policy Subcommittee for an update. Ms. Manning is in the process of compiling additional information that she will present to the subcommittee at a later meeting date. She asked for clarification on a change to the language and confirmed with Dr. Conrad that this policy was being referred to the School Committee for first reading next week. Ms. Manning also informed the subcommittee that she has been in contact with Mr. Jeff Perotti of DESE regarding the LGBTQ Training for the School Committee. She will update the subcommittee once a date has been finalized.

Approval of Minutes

Mr. Cruz requested a change made to the minutes of November 20, 2020. The secretary confirmed the change has been made. Mr. Cruz made a motion to approve the Policy Subcommittee Minutes of November 20, 2020. Ms. Nuncio seconded. A roll call vote was made.

Ms. Nuncio Yes

Mr. Cruz Yes

Motion carries 2-0

There was a discussion regarding the Annual Report policy. Dr. Conrad stated that this policy was deleted three years ago and if they would like to bring it back, it would need to be reinstated. All the members were in agreement that bringing back this policy would be a good idea, especially since it could be used to look back on for budget purposes and would be a centralized location for information.. Dr. Conrad added that when the Annual Improvement Plan concluded (which was part of the state turnaround plan for SPS), the Strategic Plan was created in 2017. Dr. Conrad suggested

creating a data dashboard that would cover the overall health of the district and would include financial, operational and academic information. She also asked if this would be considered to be a component of an annual report or could it take the place of. Mr. Cruz recommends speaking with Dr. Zrike regarding bringing the Annual Report back.

Dr. Conrad announced that Dr. Zrike will present at the next School Committee meeting the extended Kindergarten Assignment and Dual Language Program registration timeline. She explained that they are proposing pushing the timeline further out to the spring which will allow for additional outreach in the warmer weather because of all the COVID restrictions with indoor events. In addition, Dr. Conrad said for the Dual Language registration, reference of Bentley Charter will be removed since last year was a pilot and they would like to extend it for another year.

Policies Reviewed

Policy 5400 - Student Conduct

Since this policy comes straight from the law, no changes have been requested. Ms. Nuncio made a motion to refer Policy 5400, Student Conduct 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 are awaiting legal review by Attorney Brunt.

Policy 5401 - Hazing

Mr. Cruz asked the question if coaches are currently distributing the appropriate sections of the policy to the teams. Dr. Conrad will follow up with Scott Connolly, Athletic Director. No changes have been requested by the Subcommittee. Ms. Nuncio made a motion to refer Policy 5401, Hazing 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 5401.01 Bullying and Cyber-bullying

Dr. Conrad stated that this policy was recently amended with language that was added regarding staff bullying students. Mr. Cruz explained that he met with students last June after the George Floyd murder. The Student Advisory Council voiced their concerns regarding micro-aggressions and would like to discuss our vision and propose changes. Ms. Nuncio responded that she feels this should be referred to the Equity & Inclusion Subcommittee. Mr. Cruz added that we should have a policy in place for this topic. Ms. Nuncio also suggested that this be discussed with Assistant Superintendent Kate Carbone if it could be covered in a Professional Development training. There was additional discussion regarding language to be added regarding micro-aggressions. The decision was made that since this policy is a definition of the law, language cannot be changed. Mr. Cruz

suggested having a conversation about making this a separate item. It was discussed that this should be referred to the Equity & Inclusion Subcommittee and possibly presented as part of the professional development training.

Ms. Nuncio made a motion to refer Policy 5401.01, Bullying and Cyber-bullying to the School Committee, with changes as noted for first reading. Mr. Cruz seconded the motion. A roll call vote was made.

Ms. Nuncio Yes

Mr. Cruz Yes

Motion carries 2-0

Policy 5222 Parent Notification

Mr. Cruz recommended changing "Salem High School" to "at the high school level". Ms. Manning questioned why Middle and Elementary planned curriculum would change and parents not be notified, but not at the high school level. Discussion by the subcommittee members resulted in change of removing the following language: "If the planned curriculum changes during the school year, to the extent practicable, parents/guardians will be notified of this fact in a timely manner before implementation." Ms. Nuncio made a motion to refer Policy 5222, Parent Notification as amended 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

Dr. Conrad announced that the following policies are awaiting legal review by Vicki Caldwell.

Policy 5224 Animals

Dr. Conrad suggested that this not be reviewed until we hear back from legal counsel since there is an outstanding question regarding who is responsible for the clean up of animals.

Policy 5300 Class Size

No changes have been proposed for this policy. Mr. Cruz made a motion to refer to the School Committee for first reading. Ms. Nuncio seconded the motion. A roll call vote was made.

Ms. Nuncio Yes

Mr. Cruz Yes

Motion carries 2-0

Policy 5402 Tobacco Use

Dr. Conrad noted that this policy does not need to be reviewed since it was recently done.

Policy 5403 Alcohol Use

Dr. Conrad stated that the existing policy has been cleaned up. Mr. Cruz made the motion to refer Policy 5403, Alcohol Use to the School Committee for first reading. Ms. Nuncio seconded the motion. A roll call vote was made.

Ms. Nuncio Yes
Mr. Cruz Yes
Motion carries 2-0

Policy 5404 Drug Use

Mr. Cruz questioned the reference to an MOU in the existing policy language, but that reference does not appear in the proposed revised language. Dr. Conrad announced that there is currently no active MOU with the Police Department. Ms. Manning responded that this MOU has been very helpful in the past and not sure why it was not updated. Dr. Conrad suggested waiting to hear back from counsel before referring to the School Committee.

Dr. Conrad added that she has researched on MASC and was not able to find any policies on active shooters or ALICE training. They focus more on the planning. This will be further discussed later in the next meeting.

Ms. Nuncio made a motion to adjourn the meeting at 10:32 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