

**Salem School Committee
Meeting Minutes
February 13, 2020**

A special meeting of the Salem School Committee was held on February 13, 2020 at 5:30 p.m. for the purpose of a change to the 2020-2021 Program of Studies and the selection of the Superintendent.

In Attendance: Mayor Kimberley Driscoll, Ms. Mary Manning, Mr. Cruz, Mr. Fleming, Dr. Pangallo, Ms. Campbell, and Ms. Nuncio;

Mayor Driscoll moved to call the meeting to order at 5:35 p.m. Mr. Fleming motioned and Ms. Manning seconded, the motion carried;

Program of Studies 2020-2021

Mayor Driscoll opened the meeting with a discussion about removing the word required from the course description for Project Adventure. Mr. Cruz discussed the need for more public comment and wants to review the data on students enrolled and who passed. He stated he was not comfortable making a decision without additional information. Mayor Driscoll reminded the Committee we have discussed this item three times and due to time constraints, we cannot delay the decision. Ms. Manning motioned to table the item and Mr. Fleming seconded. There was a roll call vote:

Ms. Manning	Yes
Mr. Fleming	Yes
Ms. Campbell	No
Mayor Driscoll	No
Dr Pangallo	No
Mr. Cruz	Yes
Ms. Nuncio	No

Motion to table the item failed with four not in favor of tabling and three in favor of tabling.

Miss Flynn expressed the importance of the course bringing all the students together. She referred to the course as a team building course. Ms. Manning asked why there wasn't a revision to the course description. There was no follow-up and now the Committee has to vote on it the way it is written. The Mayor stated the course could read as highly recommended. The words required are a miss fit for the course. Mr. Cruz stated he wanted to see the pros and cons before we decide. He researched the data and found that 33% of the kids opt out. Mayor Driscoll reminded everyone we are not removing the course we are only removing the word required. Dr. Pangallo added, if 33% are opting out then removing the word shouldn't have any impact. She felt as though this was a decision made by the high school. They put a lot of time

into this so it's not our place to change it. She wants the high school team to be able to their job.

Ms. Campbell agreed that we have a problem with a course that reads required and only some kids are allowed to opt out. Mr. Fleming disagreed with Dr. Pangallo and stated it was the job of the School Committee. He insisted the students won't select the course if this language is removed. Ms. Manning reminded the committee recommendations were made, to make changes to the description of the course. She followed the process, but nothing was changed. She was also surprised it was on the agenda for tonight. The Mayor reminded her we decided this at the last meeting.

After much discussion the Mayor invited the Interim Principal and Dr. Flores to the table for further clarification. Interim Principal Meier informed the Committee, she does have a draft of a new course description. She realizes she should have gotten it to them sooner and apologized. She went on to say, once she started to review the data on enrollment on the class she was surprised by the number of students not taking the course. This is because of a variety of pathways that would prevent it from fitting in their schedules. So, the students not in the class have found an avenue that fits them or found a place to belong. She informed them of those students who did fail all but four of them where either on an IEP, Flep, Bridge, or 504 students. So, she is speaking for all the kids who don't have the adequacy to seek out a waiver. These kids don't have a voice. These are reason for removing the word required.

The Committee continued to discuss this issue at great length. Mayor Driscoll, expressed her appreciation for the passion for those who expressed their thoughts on this. She also knows the amount of time the high school staff spent on the change. We can always revisit the description of the course. Mayor Driscoll moved to except the change to the program of studies with an amendment that this course reflect the description as recommended by the teachers and the high school principal, with the language highly recommended, and to revisit this prior to the approval of the program of studies the following year. As well as information available on class enrollment with the required language vs highly recommended language. Ms. Manning motioned and Ms. Campbell seconded. A roll call vote was done:

Mr. Fleming	No
Ms. Manning	Yes
Ms. Campbell	Yes
Mayor Driscoll	Yes
Dr. Pangallo	Yes
Mr. Cruz	No
Ms. Nuncio	Yes

Motion passes with five in favor and two opposed.

Superintendent Selection

Mayor Driscoll thanked the parents, staff, and subcommittees for their work on the process of choosing four superintendent finalists. At this time, she would entertain a motion and Mr. Fleming motioned to enter into contractual talks and to come to a consensus, relative to a salary and other aspects of the position with Dr. Stephen Zrike. Ms. Manning seconded.

Mr. Fleming identified reasons for his decision. Some of these reasons included, relevant, he believes he will stay 7-10 years, extensive turnaround experience, and the ability to reach out to students and families.

Ms. Manning supported the decision based on Dr. Zrike's interpersonal relationships, overwhelming feedback in favor of Dr. Zrike, his confidence, sense of humor, and that he is not coming in to make changes.

Ms. Flynn indicated the students overwhelmingly liked Dr. Zrike and found him very approachable.

Ms. Campbell felt his moral compass is what students and teachers need. Teachers need a lot of love.

Dr. Pangallo agreed as well. Found him not afraid to make decisions and takes action. He appeared as honest and culturally responsive.

Mr. Cruz noted consistent feedback, knowledge of systems and processes, feels he will be able to build systems.

Ms. Nuncio concurred with the Committee. She found him to easily articulate his will and vision to build up the greatness of the strategic plan. Very intelligent and pragmatic.

Mayor Driscoll strongly agreed he will be an amazing thought partner, spot on in areas of improvement. Clearly we all see things the same way. He wants the district to be great. She was happy that he wants to be here because he sees good things here. We will begin with offering him the position and go into negotiations.

Mr. Fleming extended a warm thank you to Mrs. Kathleen Smith, Interim Superintendent. The Committee thanked her as well. Mr. Cruz motioned to adjourn and Mr. Fleming seconded. The motion carried and the meeting adjourned at 6:51 p.m.

Respectfully submitted by

Jennifer A. Gariepy

Executive Assistant to the School Committee
& The Superintendent