

**Salem Public Schools  
Salem School Committee  
Meeting Minutes  
February 22, 2021**

On February 22, 2021 the Salem School Committee held its regular School Committee meeting at 7:00 PM using the Zoom platform.

**Members Present:** Mayor Kimberley Driscoll, Ms. Mary Manning, Ms. Amanda Campbell, Dr. Kristin Pangallo, Mr. Manny Cruz, Ms. Ana Nuncio, and Mr. James Fleming

**Members Absent:** None

**Others in Attendance:** Superintendent Stephen Zrike, Assistant Superintendent Kate Carbone, Mary DeLai, Chelsea Banks, Liz Polay-Wettengel, Deb Connerty, Duncan Mayer, Beth Beaulieu, Emily Ulman, Joe Hicks, Kate Milano, Kristen Swanson, Leanne Smith, Regan Frayler, and Ryan Bela

**Call of Meeting to Order**

Mayor Driscoll called the meeting to order at 7:04 p.m. Mayor Driscoll read the new Public Participation Policy 6409 and also explained the request for Spanish interpretation for participation.

**Approval of Agenda**

Mayor Driscoll requested a motion to approve the Regular Agenda. Mr. Fleming motioned and Ms. Manning seconded. The Mayor called a roll call vote.

Ms. Manning	Yes
Mr. Fleming	Yes
Mr. Cruz	Yes
Dr. Pangallo	Yes
Ms. Nuncio	Yes
Ms. Campbell	Yes
Mayor Driscoll	Yes

Motion carries 7-0

**Approval of Consent Agenda**

Mayor Driscoll requested a motion to approve the Consent Agenda. Dr. Pangallo motioned and Mr. Fleming seconded. The Mayor called a roll call vote.

Ms. Manning	Yes
Mr. Fleming	Yes
Mr. Cruz	Yes
Dr. Pangallo	Yes

Ms. Nuncio	Yes
Ms. Campbell	Yes
Mayor Driscoll	Yes

Motion carries 7-0

### **Public Comment**

The School Committee Secretary announced that there was 1 public comment request who would like to be recognized to speak.

Donna Fritz, 57 Summit Street, shared feedback from her children regarding attending school 2 days a week in person and 3 days remotely. All three children were asked the same questions and offered their perspectives from elementary, middle, and high school. She ended with thanking the Committee for their hard work in bringing the community together.

### **Report from the Student Representative**

Duncan Mayer announced to the Committee that the Student Advisory Council is following up from the last meeting regarding mental health. He added that he has had conversations with Dr. Zrike and Dr. Meier regarding having a group of students who will be discussing policies from the student perspective and offer improvements. Dr. Zrike and Dr. Meier are in the process of reaching out to teachers and gathering a diverse group of students.

### **Report of the Superintendent**

a. Student Spotlights - 5th Grade Social Studies Curriculum Summary  
Assistant Superintendent Kate Carbone introduced teachers Kate Milano, Kristen Swanson, Principal Leanne Smith and students Ryan Bela and Regan Frayler who shared their reflections of the 5th grade social studies curriculum at the WHES.

b. Presentation on Current Events and Civics Education in SPS  
Assistant Superintendent Kate Carbone explained that in response to Ms. Nuncio's request there will be an overview regarding Current Events and Civics Education in SPS. Ms. Carbone introduced Beth Beaulieu, District Social Studies Coach, Joe Hicks, grades 9-12 Social Studies/History Coach, and Emily Ullman, Director of Family Engagement & Community Partnerships. Ms. Ullman explained that they are in the process of developing a current events response team that will respond internally and externally to significant current events happening locally, nationally or globally. She also gave examples of how recent current events such as the Capital attack and the Inauguration were handled. In addition, she explained how the Dominican Republic Independence Day was shared in helping students understand our civic responsibility. Ms. Beaulieu spoke next regarding the new framework that was introduced in June, 2018. She explained that this framework has a new renewed focus on civic life in a democracy. She also explained what the 8 guiding principles are and the 7 practice standards and how they are used to plan the curriculum. Mr. Hicks spoke about the planning that goes into the Civics Education curriculum at the high school level. Questions were asked by the Committee members including if the other 2 high schools would be included and Ms. Carbone explained that Mr. Hicks would be working with them regarding the curriculum and civic

projects. The Mayor added that this pairs up nicely with community service efforts for the high school students.

c. Draft of Superintendent's Entry Findings, Strategic Priorities, and District Goals

Dr. Zrike announced that this was created from feedback he received from the recent School Committee retreat and will be discussed and voted on at the next School Committee meeting.

d. Recommendation of Priority Re-enrollment of Students Withdrawn Due to the Pandemic

Dr. Zrike explained his recommendation of giving priority of re-enrollment to students who withdrew due to the pandemic. He said that this was discussed at the Committee of the Whole meeting on February 17, 2021 and the Committee has supported his recommendation. He noted a few changes that were made since their discussion. He explained that since this is not a policy change, a vote was not necessary.

e. Student COVID Testing Update

Dr. Zrike introduced Chelsea Banks who gave an update of the student testing. Ms. Banks announced that Salem Public Schools has been matched through the state program with Project Beacon. She said that testers and coordinators are in place to help support students with the testing and also manage the consents, rosters and ensure that all the test data is organized correctly. She explained that the next step is for families to complete the consent form to give permission for the student to participate. Ms. Banks also gave a brief overview of how the state program with front-end pool testing works. Ms. Banks also gave updates on important deadlines for families that are interested in returning to in-person learning. She stated that any family interested in switching learning models must inform the school by February 26th. After that date, in person seats cannot be guaranteed until after April vacation.

Superintendent Zrike explained that the return to in-person learning 5 days a week is dependent on many factors, one being the vaccine becoming available to staff. He also said that he is recommending that the Athletics Fall 2 Season, including football, volleyball, and boys and girls track be played, but cheering has been moved to the spring season. He announced that all athletes will be COVID tested before the start of practice on Thursday. Both Dr. Zrike and Mr. Fleming thanked the athletic department for putting together such comprehensive COVID protocols for the past and the upcoming sports season. Ms. Manning asked a question regarding the new guidelines from the state on bus transportation. Dr. Zrike responded that they will be following the new guidance as far as limitations being lifted on bus transportation for students. He added that they would be reaching out to parents this week.

f. Recommendation to Redefine the Business Manager Role and Hire Mary DeLai as Assistant Superintendent for Finance and Employment Engagement

Dr. Zrike announced that he is making a recommendation to permanently hire Mary DeLai as Assistant Superintendent for Finance and Employment Engagement. This will also be discussed and voted on at the next School Committee meeting.

**Old Business**

None to report.

**New Business**

None to report.

**Finance Report****a. Budget Transfers**

Ms. DeLai requested the following Budget Transfers.

FY21 Budget Transfer Request 14 - The district wide music department requests the following transfer from transportation (HS Student Activities) to instructional supplies to replace or repair music program equipment in the amount of \$4,600.

FY21 Budget Transfer Request 15 - Salem High School requests the following transfer from Contract Services to Stipends to compensate employees for staffing the High School Community Office hours program in the amount of \$15,000.

Mayor Driscoll requested an omnibus motion to approve FY21-14 and FY21-15 Budget Transfers. Mr. Cruz made the motion and Ms. Manning seconded. A roll call vote was taken.

Ms. Manning	Yes
Mr. Fleming	Yes
Dr. Pangallo	Yes
Ms. Nuncio	Yes
Mr. Cruz	Yes
Ms. Campbell	Yes
Mayor Driscoll	Yes

Motion carries 7-0

**Subcommittee Reports****a. Policy Subcommittee**

Ms. Nuncio made a motion to table the first reading for policy 3105 Budget Transfer Authority. Ms. Manning seconded the motion. A roll call vote was taken.

Ms. Manning	Yes
Mr. Fleming	Yes
Dr. Pangallo	Yes
Ms. Nuncio	Yes
Mr. Cruz	Yes
Ms. Campbell	Yes
Mayor Driscoll	Yes

Motion carries 7-0

i. Policies for First Reading  
2111 Annual State-of-the-Schools Report

Ms. Nuncio made a motion for first reading of 2111 Annual State-of-the-School Report Policy and Ms. Manning seconded. A roll call vote was taken.

Ms. Manning	Yes
Mr. Fleming	Yes
Dr. Pangallo	Yes
Ms. Nuncio	Yes
Mr. Cruz	Yes
Ms. Campbell	Yes
Mayor Driscoll	Yes

Motion carries 7-0

ii. Policies for Second Reading  
5411 Student Dress

Ms. Nuncio made a motion for second reading of 5411 Student Dress Policy and Ms. Manning seconded. A roll call vote was taken.

Ms. Manning	Yes
Mr. Fleming	Yes
Dr. Pangallo	Yes
Ms. Nuncio	Yes
Mr. Cruz	Yes
Ms. Campbell	Yes
Mayor Driscoll	Yes

Motion carries 7-0

ii. Policies for Third Reading  
3504.01 Emergency Plans  
5109 Emergency Closings  
5222 Parental Notification of Courses Involving Human Sexuality  
5401 Hazing  
5713 Emergency Medical and Safety Plans

Ms. Nuncio made a motion for third reading of the above mentioned policies. Mr. Cruz seconded. A roll call vote was taken.

Ms. Manning	Yes
Mr. Fleming	Yes
Dr. Pangallo	Yes
Ms. Nuncio	Yes
Mr. Cruz	Yes
Ms. Campbell	Yes

Mayor Driscoll                Yes  
Motion carries 7-0

### **School Committee Concerns and Resolutions**

Dr. Pangallo wanted to acknowledge the work the Policy Subcommittee did on the Dress Code Policy.

### **Adjournment**

Mayor Driscoll requested a motion to adjourn. Mr. Fleming motioned and Mr. Cruz seconded. A roll call vote was taken.

Ms. Manning                Yes  
Mr. Fleming                Yes  
Dr. Pangallo                Yes  
Ms. Nuncio                Yes  
Mr. Cruz                    Yes  
Ms. Campbell               Yes  
Mayor Driscoll            Yes

Motion carries 7-0. Meeting adjourned at 8:48 p.m.

Respectfully submitted by,

*Nancy A. Weiss*

Executive Assistant to the School Committee & Superintendent

**Approved March 1, 2021**