

**Salem Public Schools
Salem School Committee
Meeting Minutes
February 27, 2023**

On February 27, 2023 the Salem School Committee held its regular School Committee meeting at 7:00 PM using a hybrid model.

Members Present In-Person: Mr. Manny Cruz, Dr. Kristin Pangallo, Ms. Beth Anne Cornell, Mr. James Fleming, Ms. Mary Manning

Members Present Virtually: Ms. Amanda Campbell

Members Absent: Acting Mayor Robert McCarthy

Others in Attendance: Superintendent Stephen Zrike, Deputy Superintendent Kate Carbone, Assistant Superintendent Elizabeth Pauley, Liz Polay-Wettengel, Ms. Ellen Wingard, Dr. Ruben Carmona, Mr. Marc Leblanc, Ms. Linda Farinelli

Call of Meeting to Order

Mr. Cruz calls the meeting to order at 7:08 pm and requests a call of attendance. He explained the Public Participation Policy 6409 and also explained the availability of Spanish interpretation.

Attendance

Mr. Cruz recognizes the attendance with members absent and joining virtually.

Ms. Campbell	Present Virtually
Ms. Cornell	Present
Mr. Cruz	Present
Mr. Fleming	Present
Ms. Manning	Present
Dr. Pangallo	Present
Acting Mayor McCarthy	Not Present

Approval of Agenda

Mr. Cruz requested a motion to approve the Agenda. Mr. Fleming motion and Ms. Manning seconded. A roll call vote was taken.

Ms. Campbell	Yes
Ms. Cornell	Yes
Mr. Fleming	Yes
Ms. Manning	Yes
Dr. Pangallo	Yes

Mr. Cruz Yes
Motion carries 6-0

Approval of Consent Agenda

Mr. Cruz requested a motion to approve the Consent Agenda. Mr. Fleming motioned and Ms. Cornell seconded. A roll call vote was taken.

Ms. Campbell Yes
Ms. Cornell Yes
Mr. Fleming Yes
Ms. Manning Yes
Dr. Pangallo Yes
Mr. Cruz Yes
Motion carries 6-0

Public Comments

Ann Berman, Salem Teachers Union, 1401 Cranebrook Way, is here to comment on the proposed calendar for the 23-24 school year. Ms. Berman notes that the start of the school year is currently set to before Labor Day which is a violation of Salem Teachers Union Collective Bargaining Union. Ms. Berman notes after looking at the proposed calendar, a few items were bothersome. No pay for the paraprofessionals right before the holiday season. Also, the missed days of school in the autumn months, there are seven scheduled days of no school before the 80th day of school. Ms. Berman also notes the hourly employees would not be getting paid during the previously mentioned seven days off. With this proposed calendar, staff would have to return to Salem no later than October 31st which is challenging during the Halloween festivities in Salem. With this proposal, the last day of school would be around June 13th depending on snow days and we felt this was a fair proposal. Ms. Berman proposes to amend the calendar before the final vote.

Ms. Barbara McLernon, Paraprofessional Chair, 25 Sunset Drive, notes he would like to speak on behalf of the hourly employees and the parents who are impacted by the Halloween holiday. Last year, Mr. Fleming was concerned about our para employees. Yet here we are still having the same conversations regarding the Halloween holiday. Ms. McLernon states the check received on November 24th would include having Veteran's day off. Two days off at the end of October would be costly for children in daycare. Ms. McLernon would like the School Committee to reconsider the end of October school days off and only have an early release on October 31st so families and paraprofessionals are not negatively impacted.

Mr. Sean Gallagher, 40 Belleview Ave, notes he is here to ask the School Committee to consider naming the Salem High School basketball court in Larry McIntire's name. Mr. Gallagher notes Mr. McIntire passed in 2020 and it is time for the City of Salem to memorialize Mr. McIntire. Mr. Gallagher notes we are focused on renaming the court itself. Mr. Mack elevated the girls basketball programs throughout the state. Mr. Gallagher notes he established many parks throughout the city of Salem which allowed kids to take part in activities. Mr. Gallagher notes

Mr. Mack would always put Salem students and families first before any profits. Mr. Gallagher notes in addition to his commitment to the students and families of Salem, MA, Mr. Mack was fully committed to infrastructure.

Robert Caswell, previously Salem High School Athletic Director, would like to note that Mr. Larry McIntire was a great help to the Salem High School and helped with the cost of the basketball court with no cost to the city. Salem kids always came first. Mr. McIntire was a great man and loved the city of Salem.

Superintendent's Report

Superintendent Dr. Zrike notes he would like to wish our students and families a happy Dominican Independence Day. Dr. Zrike notes a few weeks ago Ms. Wingard spoke to everyone in regards to the Cartwheel program to assist in the mental health task force. Ms. Wingard is here tonight with an update on this subject.

Mental Health Task Force Recommendations and Updates

Ms. Ellen Wingard notes the review work and recommendations from the Mental Health Task Force. SEL & Mental Health Defined - SEL - social-emotional learning (SEL) is a process whereby young people and adults build strong, respectful. Comprehensive SEL and Mental Health Supports in Salem Resources - large cadre of certified counselors, high quality, evidenced-based SEL curriculum, time in student schedules for explicit instruction and community building. Year-round professional learning. Mental Health Supports in Salem Programs - SBIRT screening and intervention, Hawthorne Program, Health curriculum, individual. Collaboration with local mental health service organizations have been very helpful

Ms. Wingard notes the family communication recommendations to create culturally inclusive opportunities for families to gather, learn, and share experiences. Communicating available resources to families is just as important. Professional Development Updates - currently mental health and learning PD series for all staff. Future - expand restorative justice training opportunities to include tier 1, tier 2, tier 3, Trauma and RJ, and Race and RJ. Next Steps will be a progress update with a large task force in March.

Ms. Wingard truly feels that prevention and early intervention is key. Ms. Wingard also notes when a child feels the sense of belonging and joy, it makes a difference. Focus on how we care for all kids first and then acute care.

Superintendent's Evaluation

Mr. Cruz notes six members provided an evaluation. Overall he was rated as proficient and across the standards under the DESE tool. Areas of strength lead with integrity and kindness. Dr. Zrike sets strong goals and two way communications. One of the most accessible community leaders. Significant investment, increased access to all family backgrounds. Dr. Zrike brought core values, tremendous work ethic, and willingness to understand his role. He sees the big picture but will listen to the details. Mr. Cruz also notes another member states that Dr. Zrike has been exemplary in his role and very focused on students' social and emotional health.

The superintendent received an overall proficient rating across the evaluations from committee members.

New Business - Deliberation & vote for SY 23-24 school calendars

Dr. Pangallo notes it is important to listen to the voices of all the stakeholders when we are hearing and when we are making our decisions about the calendars that the process we've followed did seek out opinions from families, from students and from staff. Addressing the language in the future is something we should do as a committee.

Mr. Cruz makes a motion to take voting on the school calendars out of order. Motion made by Dr. Pangallo and seconded by Ms. Manning. A roll call vote is taken.

Ms. Campbell	Yes
Ms. Cornell	Yes
Mr. Fleming	No
Ms. Manning	Yes
Dr. Pangallo	Yes
Mr. Cruz	Yes

5 votes affirmative and 1 in the negative

Deliberation and vote on approval of Salem High School JROTC to Halsey Health & Public Safety Academy on 3/10/23. Motion made by Mr. Fleming and seconded by Ms. Cornell.

Ms. Campbell	Yes
Ms. Cornell	Yes
Mr. Fleming	Yes
Ms. Manning	No
Dr. Pangallo	Yes
Mr. Cruz	Yes

5 votes affirmative and 1 in the negative

Deliberation and vote on approval of superintendent's evaluation. Motion made by Mr. Fleming and seconded by Ms. Manning.

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

Motion carries 6-0

Deliberation and vote on approval of the 23-24 school calendar for Bates, Collins, ECC, HMLS, Salts, WHES. Motion made by Ms. Manning and seconded by Dr. Pangallo.

Mr. Fleming would like to note that he is the only School Committee member who voted to start the school year before Labor Day. This is not a new issue and this has been discussed very strongly years ago. To take care of staff who lost money and dependent on the lateness of the start and who would have a say in it.

Dr. Pangallo notes in the future having the same schedule for all schools would be very helpful to the parents of the students.

Ms. Campbell	Yes
Ms. Cornell	Yes
Mr. Fleming	No
Ms. Manning	Yes
Dr. Pangallo	Yes
Mr. Cruz	Yes

5 votes affirmative and 1 in the negative

Deliberation and vote on approval of the 23-24 school calendar for the Salem High School & Salem Prep High School. Motion made by Dr. Pangallo and seconded by Ms. Manning.

Mr. Cruz notes for the record again that the committee is not precluded from taking any further action. There has been an MOU proposed. The vote does not preclude us from having continued meetings with the STU.

Ms. Campbell	Yes
Ms. Cornell	Yes
Mr. Fleming	No
Ms. Manning	Yes
Dr. Pangallo	Yes
Mr. Cruz	Yes

5 votes affirmative and 1 in the negative

Deliberation and vote on approval of the 23-24 school calendar for New Liberty Innovation School. Motion made by Dr. Pangallo and seconded by Ms. Manning.

Ms. Campbell	Yes
Ms. Cornell	Yes
Mr. Fleming	No
Ms. Manning	Yes
Dr. Pangallo	Yes
Mr. Cruz	Yes

5 votes affirmative and 1 in the negative

Deliberation and vote on approval of the 23-24 school calendar for Carlton Innovation School.
Motion made by Dr. Pangallo and seconded by Ms. Manning.

Ms. Campbell	Yes
Ms. Cornell	Yes
Mr. Fleming	Yes
Ms. Manning	Yes
Dr. Pangallo	Yes
Mr. Cruz	Yes
Motion carries 6-0	

Student Representative Report

Ms. Feliz was unable to attend the meeting tonight due to a volleyball game.

Old Business

JROTC marksmanship program follow-up

Ms. Cornell notes the suspension of the marksmanship program predates my time on the school committee but we have had robust conversations about it. Ms. Cornell reads the statement the Policy subcommittee had developed:

“It is the recommendation of the Policy Subcommittee that the superintendent authorize the JROTC to continue its operation of an air rifle marksmanship range at Salem High School, as mandated by the Marine Corps. While we recognize the inherent tension between in-school marksmanship training and the continued stress and fear caused by gun violence in schools, this program is a mandatory fixture in the JROTC curriculum. Failure to support any one element of the Marine Corps JROTC program will result in probationary measures taken against the Salem High School unit, which the School Committee has already voted to support.

As a policy subcommittee, we have done our due diligence, researching Marine JROTC standards, meeting with instructors Lt. Col. Thomas Grace and Sgt Maj John W. Sumner, and touring the Salem High School facilities. We have considered the option of moving the program off-site, but logistical and transportation obstacles make this onerous for students and staff. Additionally, we have determined that the marksmanship range and program does not violate any School Committee policy, city ordinance, or state law.

We have met with the Superintendent to communicate our concerns regarding the placement of the range, which he will communicate with his team at the high school when identifying space.

Before the range is operational, a Marine Corps representative will evaluate the space to ensure that it complies with all Marine Corps mandated safety specifications. All marksmanship

training will take place outside of school hours, and JROTC unit leaders Grace and Sumner will provide annual reports to the School Committee regarding this and other unit activities.

The Policy Subcommittee will revisit this issue should state or city regulations regarding air rifles be amended in the future.”

Ms. Cornell again notes that the recommendation is that they resume the program but need to identify a range.

Mr. Cruz calls for court order and explains to Mr. Fleming the question was asked and Ms. Cornell is to answer as she is the chair of the Policy subcommittee. Mr. Cruz asks for Dr. Zrike to offer the committee any updates on this subject moving forward.

Finance & Operation Update

Ms. Pauley notes there has been one public budget forum that was held on February 15th. There is another budget forum scheduled virtually for March 7th. Finance subcommittee meetings will be held in March as well. There is a staff forum also scheduled on March 7th as well.

Subcommittee Reports

New policy for the Hall of Fame. - Ms. Cornell notes the Policy subcommittee drafted for this policy outlining and who oversees the Hall of Fame. This will be brought up as a first read at the next School Committee meeting on Monday, March 6th.

Policy with no substantial changes:

Policy 1602 - Election of School Councils

Policy for first reading

Policy 1507 - Public Comment

Ms. Cornell notes this Policy should state Public Complaints, not public comment. Mr. Cruz notes due to this error on the agenda - this first reading will be taken up at the next school committee meeting.

Policies for second reading:

Policy 6504- Naming of Schools -

Motion made by Ms. Cornell. Seconded by Ms. Manning.

Ms. Campbell	Yes
Ms. Cornell	Yes
Mr. Fleming	No
Ms. Manning	Yes
Dr. Pangallo	Yes
Mr. Cruz	Yes

5 votes affirmative and 1 in the negative

Policy 1506 - School Volunteers . Motion made by Ms. Manning and seconded by Ms.Cornell.

Ms. Campbell	Yes
Ms. Cornell	Yes
Mr. Fleming	Yes
Ms. Manning	Yes
Dr. Pangallo	Yes
Mr. Cruz	Yes
Motion carries 6-0	

School Committee Concerns and Resolutions

Dr. Pangallo notes Policy 6504, please address revision that needs to be made on the last page of policy.

Adjournment

Mr. Fleming motioned to adjourn. Seconded by Ms. Cornell.

Meeting adjourned at 9:26pm.

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

Motion carries 6-0

Respectfully submitted by,

Krista Perry

Executive Administrative Assistant to the School Committee and Superintendent