

**Salem Public Schools  
Salem School Committee  
Meeting Minutes  
June 21, 2021**

On June 21, 2021 the Salem School Committee held its regular School Committee meeting at 6:30 PM using the Zoom platform.

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

**Members Absent:** None

**Others in Attendance:** Superintendent Stephen Zrike, Assistant Superintendent Kate Carbone, Chelsea Banks, Liz Polay-Wettengel, Deb Connerty, and Duncan Mayer.

**Call of Meeting to Order**

Mayor Driscoll called the meeting to order at 6:32 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. Cruz	Yes
Mr. Fleming	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. Mr. Fleming motioned and Ms. Manning seconded. The Mayor called a roll call vote.

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

Mayor Driscoll            Yes  
Motion carries 7-0

### **Public Comments**

The School Committee Secretary announced that there were no public comments.

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

None

### **Educator's Showcase**

None

### **Report of the Superintendent**

#### **a. Pre-K Update**

Superintendent Zrike introduced Leanne Smith, Principal of the ECC, Assistant Superintendent Kate Carbone, and Director of Community Engagement and Partnerships Emily Ullman. Ms. Carbone then introduced the team, which included Emily Ullman, Linda Farinelli, Leanne Smith and Amy Richardson. Ms. Carbone explained that the model they are proposing is a mixed model. The early education partnership program is opening four pre-k classrooms. This will be intertwined with partners across the city. This will be done with aligned curriculum, professional development, pay equity strategy and an increased access to high quality programs across Salem. In the fall, Salem Public Schools will open 4 classrooms, 2 at Bates and 2 at HMLS, plus 1 additional class at ECC with all fees gone. Also 4 community providers will receive subsidies to include scholarships, teacher pay and other costs. Ms. Ullman outlined the timeline and gave information regarding the lottery form. She added that there is a letter being mailed out to people with children in the age group from the census. This will include 80 additional seats in SPS. Ms. Smith said she is excited to move forward and is looking at curriculum and interviewing teachers. Ms. Farinelli explained that Special Education services will continue and parents may have different options. Dr. Zrike gave the final words regarding the hard work of the team and how quickly they moved to get this done. Mayor Driscoll asked how equity will be controlled for the lottery. Ms. Carbone responded that this lottery is similar to the one conducted for dual language. They will be following the Assignment Policy where ½ will be reserved for low income families and ½ for non-low income. Ms. Ullman said if some parents have already filled out ECC forms, then they already have a seat. If they want to enter the lottery, they can do that too. The Mayor asked if they will go for a longer day and how is this going to work. Ms. Smith explained that the ECC will offer a full day program from 8:30 am-2:30 pm and they will still have ½ day sessions. Ms. Campbell asked about the 50% low income allocation split and how they decided on that? Ms. Carbone said that this is open for discussion if the School Committee would like to change it. Ms. Ullman added that they are following the School Choice Policy. Ms. Campbell suggested investigating another allocation. She would also like to see early language and literacy as the english speakers have. Mr. Fleming said there is a great need for expansion of Pre-K in Salem and this would be beneficial to a lot of families. Ms. Manning asked who the partners were and Ms. Ullman responded that she reached out to all preschool providers in the City. She said there is a bidding process and the names should be released any day now. They will be

awarded before the first lottery is conducted. Dr Pangallo is curious what strategies the Outreach Specialists are using to help reach those communities. Ms. Ullman said they are connecting to parents through agencies like WIC, early intervention and are trying to get the word out. She added that there will be two lotteries, one in June and the second in August. Dr. Pangallo suggested maybe contacting the pediatrician offices. Ms. Nuncio asked what the age requirements were and Ms. Carbone said that the child must be age 4 by August 31st, but there are 3 year olds in the ECC and also in the partners program. Dr. Zrike said he will also add a webinar for families for additional information.

b. Summer Work Update

Dr. Zrike thanked Mr. Monks for his years of service and welcomed Zissis Alepakis as Interim Facilities Director. Mr. Monks gave an update on the construction projects and the first phase of the security update. He added that they will also add cameras to the high school security. They are currently working on the tile project for WHES. He explained that for ongoing projects, there is the ADA funds to make the playground at Saltonstall fully accessible. They are also working with a designer for a feasibility study for a ramp at WHES. In addition, there are smaller HVAC projects, and repairs at the chair lift at the high school. Dr. Pangallo asked about the playground resurfacing, and why they are starting with the Saltonstall. Mr. Monks explained that the needs were assessed from each school and the Saltonstall already had the ADA activities in place.

c. Salem Teachers Union Contract

Dr. Zrike announced that they came to an agreement with the Salem Teachers Union. The Superintendent shared highlights and updates to the contract, which included changes to the workday, an earlier start time for the high school, opportunities for virtual schools, and other benefits with health and safety.

d. Transportation Update

Dr. Zrike gave a transportation update. He explained that immediately following the School Committee vote, he reached out to Union leadership to set up a time to meet with impacted staff. The Union has already met with them last week and Mayor Driscoll, Assistant Superintendent Mary DeLai and Superintendent Zrike have met with them this morning. They raised questions about seniority, buyouts and what opportunities still exist. They will be meeting with the drivers first then with all the monitors. Dr. Zrike added that he will continue to provide the Committee with updates and the Mayor added that they are still committed to helping the employees.

e. Salem High School Redesign Draft Plan

Dr. Zrike explained that this was not going to be discussed tonight, but forwarded his recommendations to the Committee. This will be discussed at the July meeting.

f. District Safety Commission Update

Assistant Superintendent Mary DeLai shared the list of the committee members for the District Safety Commission. She added that the facilitator was Molly Robinson. Lisa Golden began the update by outlining the successes they have had and stated that with changing the name of the

commission, they developed a common understanding of the roles and responsibilities of the district safety and the school safety committees. They have identified the need for the shared language and have enhanced the staff identification program, have adapted the alicia drills, and reflected on lessons learned from the pandemic. Ms. DeLai explained the challenges of the commission - how do you conduct drills during a pandemic, the need for better building access and protocols and for improved practices. Ms. Robinson explained next year's goals - engage, assess, enhance and plan. Mr. Fleming requested identification badges be supplied to the School Committee. Also, Dr. Pangallo asked if there could be a universal CORI, so that parents would not need to supply one for each school.

### **Old Business**

- a. Deliberation and vote on the New Liberty Innovation School Plan

Mayor Driscoll requested a motion to approve the New Liberty Innovation School Plan. Ms. Nuncio motioned and Ms. Manning seconded. The Mayor called a roll call vote.

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

Motion carries 7-0

### **New Business**

- a. The School Committee votes to ratify the *Teacher Memorandum of Agreement* between the Salem Teachers Union and the Salem School Committee for the 2020-21 school year.

Ms. Manning made a motion to ratify the *Teacher Memorandum of Agreement* between the Salem Teachers Union and the Salem School Committee for the 2020-21 school year. Mr. Fleming seconded the motion. A roll call vote was taken.

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

Motion carries 7-0

- b. The School Committee votes to ratify the *Teacher Memorandum of Agreement* between the Salem Teachers Union and the Salem School Committee for the 2021-24 school years.

Dr. Pangallo made a motion to ratify the *Teacher Memorandum of Agreement* between the Salem Teachers Union and the Salem School Committee for the 2021-24 school years. Mr. Fleming seconded the motion. A roll call vote was taken.

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

Motion carries 7-0

- c. The School Committee votes to ratify the *Paraprofessionals and Support Staff Memorandum of Agreement* between the Salem Teachers Union and the Salem School Committee for the 2020-21 school year.

Ms. Manning made a motion to ratify the *Paraprofessionals and Support Staff Memorandum of Agreement* between the Salem Teachers Union and the Salem School Committee for the 2020-21 school year. Mr. Fleming seconded the motion. A roll call vote was taken.

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

Motion carries 7-0

- d. The School Committee votes to ratify the *Paraprofessionals and Support Staff Memorandum of Agreement* between the Salem Teachers Union and the Salem School Committee for the 2021-24 school years.

Mr. Fleming made a motion to ratify the *Paraprofessionals and Support Staff Memorandum of Agreement* between the Salem Teachers Union and the Salem School Committee for the 2021-24 school years. Dr. Pangallo seconded the motion. A roll call vote was taken.

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

Motion carries 7-0

- e. Deliberation and vote on Salem High School Golf Team Out of State Field Trip to Orlando, Florida August 25-30, 2021.

Mr. Fleming made a motion to approve the Salem High School Golf Team Out of State Field Trip to Orlando, Florida August 25-30, 2021. Dr. Pangallo seconded the motion. A roll call vote was taken.

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

Motion carries 7-0

f. Discussion on the Open Meeting Law and Remote Meeting Format

Mayor Driscoll explained that new legislation for Boards to meet has been passed which allows continued remote access. She would like to create a hybrid model of the meetings, that will allow the Committee to meet in person, but still have remote access for the public. She asked the Committee that until we can have a hybrid model available, do we want to continue to meet remotely or in person. Mr. Fleming suggested meeting remotely until a hybrid model is available. Ms. Manning said that she feels that remote has been good for parents and Ms. Campbell brought up that some people may not be vaccinated and not feel comfortable meeting in person. She added we do not want to take the access away from them.

Mr. Fleming made a motion to keep the School Committee meetings remote until a hybrid model is available. Dr. Pangallo seconded the motion. A roll call vote was taken.

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

Motion carries 7-0

## Finance Report

None

## Subcommittee Reports

Ms. Nuncio gave an update on the changes that were made to the policies presented tonight.

a. Policy Subcommittee

- i. Policies for First Reading
  - 4109 Leaves of Absence
  - 5405 Interrogations and Searches
  - 5406 Student Demonstrations and Strikes
  - 5407 Corporal Punishment
  - 5408 Student Discipline

- 5408.01 Discipline of Students with Disabilities
- 5408.02 Exclusion for Non-School Related Concerns
- 5409 School Bus
- 5410 Harassment and Violence
- 5413 School Property
- 5414 Vandalism
- 5415 Bomb Threats
- 5416 Use of Physical Restraint
- 5501 Responsible Use of Technology
- 5702 Availability of In School Programs for Pregnant Students
- 5703 Immunizations of Students
- 5705 Child Abuse and Neglect
- 5706 Communicable Diseases
- 5707 Student Physicals

Ms. Manning made a motion for first reading of the policies listed above. Ms. Nuncio seconded the motion. A roll call vote was taken.

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

Motion carries 7-0

- ii. Policies for Second Reading
  - 4110 Harassment and Violence
  - 4117 Nepotism
  - 4120 Responsible Use of Technology
  - 4201 Position Control
  - 4203 Teachers' Review of Student Files
  - 4204 Employee Evaluation
  - 4205 Professional Growth and Development for Staff
  - 4301 Support Staff Positions
  - 4302 Bus Drivers

Ms. Nuncio made a motion for second reading of the policies listed above. Ms. Manning seconded the motion. A roll call vote was taken.

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

Ms. Nuncio Yes  
Ms. Campbell Yes  
Mayor Driscoll Yes  
Motion carries 7-0

- ii. Policies for Third Reading  
5101 School Age and Attendance  
5102.01 Enrollment of Non-Resident Students/School Choice

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

Ms. Manning Yes  
Mr. Cruz Yes  
Mr. Fleming Yes  
Dr. Pangallo Yes  
Ms. Nuncio Yes  
Ms. Campbell Yes  
Mayor Driscoll Yes  
Motion carries 7-0

#### b. Equity and Inclusion Subcommittee

Ms. Campbell requested the full committee to support the equity statement that has been designed by the Equity and Inclusion Subcommittee. Ms. Manning asked if the committee could explain where this statement would be used. Ms. Campbell explained that we will now have a consistent statement that will be located in as many locations as it can be used.

#### **Equity Statement**

*Equity is a core value within the Salem Public Schools. We support each student's unique path to achieving high standards regardless of ethnicity, race, color, economic status, national origin, age, abilities, religion, parental or immigration status, political beliefs, sex, sexual orientation, language, gender identity, or gender expression.*

*Valuing equity means that we:*

- *reflect and embrace the diversity of our students and families*
- *recognize that systems of oppression marginalize some populations and suppress some voices*
- *bear a collective responsibility to recognize, interrupt, and transform educational inequities*
- *champion access and inclusion for all students/families/staff*
- *allocate resources so that the students/families/staff who need the most get the most*
- *work to be an anti-racist and culturally responsive community*
- *create a more just and equitable world for all of our students*

Ms. Campbell made a motion to support the equity statement for the district and Dr. Pangallo seconded the motion. A roll call vote was taken.

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



Ms. Campbell            Yes  
Mayor Driscoll        Yes  
Motion carries 7-0

c. Building and Grounds Subcommittee

Mr. Fleming reported on the recent meeting the Building and Grounds Subcommittee had with Salem Youth Football regarding the use of Bertram Field and waiving fees.

Mr. Fleming made a motion to allow Salem Youth Football and Cheering the use of Bertram Field on Sundays for 5 games starting September, 2021 to October, 2021, including any possible playoff dates. SYF has agreed to provide Liability Insurance with Salem added as co-insurer on the Policy. Facility rental fees will be waived, but SYF is responsible for custodial fees and a police detail. Ms. Manning seconded the motion. A roll call vote was taken.

Ms. Manning            Yes  
Mr. Cruz                Yes  
Mr. Fleming            Yes  
Dr. Pangallo            Yes  
Ms. Nuncio            Yes  
Ms. Campbell           Yes  
Mayor Driscoll        Yes  
Motion carries 7-0

**School Committee Concerns and Resolutions**

Ms. Manning complimented the committee who developed the Equity statement. Dr. Pangallo asked a question regarding the high school start time and if it would be 7:45 am or will they continue to try to move it to later. Dr. Zrike explained that the schedule for Early College was locked in a year in advance, so it will not be lined up with the schedule. He said they can work on getting that time later, but until then they did not want to interfere with the Early College Program.

Dr. Zrike stated that he wanted to follow up regarding the Pre-K lottery and has asked to add it to the Policy Subcommittee meeting.

Mr. Cruz inquired about the Personnel Reports. Dr. Zrike said he will present this at the next School Committee meeting.

**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. Cruz                Yes  
Mr. Fleming            Yes  
Dr. Pangallo            Yes  
Ms. Nuncio            Yes

Ms. Campbell                Yes

Mayor Driscoll            Yes

Motion carries 7-0. Meeting adjourned at 8:25 p.m.

Respectfully submitted by,

*Nancy A. Weiss*

Executive Assistant to the School Committee & Superintendent

**Approved July 19, 2021**