

**Salem Public Schools  
Salem School Committee  
Meeting Minutes  
June 5, 2023**

On June 5, 2023 the Salem School Committee held its regular School Committee meeting at 7:00 PM using a hybrid model.

**Members Present:** Mayor Dominick Pangallo, Ms. Mary Manning, Mr. Manny Cruz, Ms. Amanda Campbell, Ms. Beth Anne Cornell, Dr. Kristin Pangallo, Ms. Veronica Miranda

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

**Call of Meeting to Order**

Mayor Pangallo calls the meeting to order at 7:00pm and requests a call of attendance. He explained the Public Participation Policy 6409 and also explained the availability of Spanish interpretation.

**Attendance**

Mayor Pangallo recognizes the attendance with members absent and joining virtually.

Ms. Campbell	Present
Ms. Cornell	Present
Mr. Cruz	Not Present
Ms. Manning	Present
Dr. Pangallo	Present
Ms. Miranda	Present
Mayor Pangallo	Present

**Approval of Agenda**

Mayor Pangallo requested a motion to approve the Agenda. Ms. Campbell motioned and Ms. Manning seconded.

Ms. Cornell	Yes
Ms. Manning	Yes
Dr. Pangallo	Yes
Ms. Campbell	Yes
Ms. Miranda	Yes
Mayor Pangallo	Yes
Motion Carries 6-0	

Mayor Pangallo makes a motion to take item V. Recognition of FY23 retirees out of order. Ms. Cornell makes a motion and is seconded by Ms. Campbell.

Ms. Cornell	Yes
Ms. Manning	Yes
Dr. Pangallo	Yes
Ms. Campbell	Yes
Ms. Miranda	Yes
Mayor Pangallo	Yes

Motion Carries 6-0

### **Approval of Consent Agenda**

Mayor Pangallo requested a motion to approve the Agenda and go back to the scheduled agenda items listed. Ms. Manning motioned to approve and Dr. Pangallo seconded.

Ms. Cornell	Yes
Ms. Manning	Yes
Dr. Pangallo	Yes
Ms. Campbell	Yes
Ms. Miranda	Yes
Mayor Pangallo	Yes

Motion Carries 6-0

### **Public Comment**

Ms. Lynne Mullen, Salem High School, In June of 1987, Salem Mayor Tony Salvo and Superintendent of Schools Hank O'Donnell advanced a proposal to adopt Chapter 194 of the Acts of 1986, a measure that enabled cities and towns to set up a scholarship account for graduating seniors, funded through voluntary donations made by local residents on their tax bills. The City of Salem's Scholarship & Education Committee oversees both the Scholarship Fund, "to provide educational financial aid to deserving city residents," and the Education Fund, "to provide supplemental educational funding for local educational needs or to provide funding for existing adult literacy programs." The committee is composed of residents appointed by the Mayor and confirmed by the City Council, as well as a designee of the Superintendent. Its members monitor the funds' balances, engage in efforts to increase donations to the funds, and evaluate applications for awards from the funds. Since 2003 the committee has awarded nearly \$80,000 in scholarships to Salem students graduating from Salem High School, Salem Academy Charter School, and other schools. Scholarship amounts vary from year to year, based on the number of applications. The 2023 Salem Scholarship Fund Application is now open! The application is due by 11:00 a.m. Friday June 16, 2023.

Applicants must be residents of Salem and a graduating high school senior.

Applicants must have been accepted to an accredited institution.

Applicant must submit the following with their application:

- (1) Copy of Financial Aid Acknowledgment and Award letter.
- (2) Copy of official High School transcript.
- (3) Written statement, 500 words maximum (see application form for more details).

More information can be found on the Scholarship & Education Fund Committee on the Salem.com website.

### **Recognition of FY23 retirees**

Superintendent Dr. Zrike notes his appreciation for all the work for this year's retirees and their dedication to our schools. Ms. Kate Carbone notes the names of the FY23 retirees: Carol Cimino, Julie Costa, Agnes Fouhey, Marlene Lunt, Paula Masella, Nancy Meacham, Rosalie Nealon-O'Connell, Lauri Panneton, Amy Richardson, Sandi Santanello, Carlos Silva, Gail Titus, Annete Vitello, Joan Innaconne.

Ms. Campbell notes how grateful she is for their years of service to Salem Public Schools. Mayor Pangallo gives thanks to all of the retirees recognized.

### **Student Showcase - Salem High School**

Ms. Jackie Burns presents Women of Science. Members included are Tilda Rieder, Cora Dawson, and Thais Saldivar Diaz. This is a competition involving 23 teams of high school women competing in four science and engineering events. Knowledge bases in biology, chemistry, math, physics, etc. Salem High School is one of only two urban schools who participated in the competition. Overall finish was 12th out of 23 teams and the highlight was 6th in the Baby Save Engineering Event. A typical STEM worker earns two-thirds more than those employed in other fields. Some of the highest-earning STEM occupations have the lowest percentages of women workers.

Dr. Pangallo asks if the students formed relationships with other students. At the robotic competition the high school students were able to meet other students.

### **Superintendent's Report - Honor recipients of the Read Trust Excellence in Teaching Science Awards**

Ms. Kate Carbone notes we have all four recipients present. Recipients who contribute to our science efforts and to recognize science teaching.

Mr. Michael Lister acknowledged Ms. Rachel Fee. A true supporter and collaborator. She is willing to do whatever it takes to get the job done. She is not afraid to take risks and make learning exciting.

Ms. Liz Rogers acknowledged Janet and Nygely who are engaging hands-on science at the Bentley Innovation School.

Mr. Burns acknowledged Martin Valdez who demonstrates expert knowledge. Mr. Valdez distinguishes himself and adjusts his lessons as needed.

Dr. Zrike notes he would like to congratulate all of the graduates across the district. Dr. Zrike also would like to acknowledge June is Pride month and we have raised the pride flag across all of our schools. Dr. Zrike expresses his gratitude to the City Council for their support on our school budget. We are grateful for Capital resources for the upcoming school year.

#### **A. Curriculum, Instruction and Assessment Update - Summer programming update**

Ms. Kate Carbone introduces Ms. Taylor MacDonald with a focus on summer programs. The review will be Salem Public School's 2023 Summer Programs. The priorities, offerings and community partners, and student enrollment and recruitment. Equity statement to allocate resources so that the students/ families/ staff who need the most get the most. Summer priorities such as close academic gaps, increased sense of belonging, and opportunities for students to connect with peers. There are 12 program offerings this summer serving PK-12 and serving over 700 students. Multilingual Summer Academy, Salem YMCA summer academy, and extended year services for special education students. High School programs for this year include summer connects, LEAP Summer Work, and NLIS Summer Enrichments. Outcomes for such programs include student retention, leadership development, credit recovery, student retention, workforce development, relevant experience, and workforce development. Ms. MacDonald notes high school students will also be paired up with a Salem University mentor to explore a field the high school student is interested in. Two additional programs for grades 9-12 are the extended year services special education and extended year salem prep. Outcomes to maintain and develop academic and social skills as well as workforce skills. City Connects Coordinators began recruitment April 3rd. The High School Programs is leading the recruitment for the Not Yet Academy. Ms. Carbone notes Ms. MacDonald is interested in bringing all of the SPS staff together leading the Zoom meetings to make sure we have coordinated support in order to run all of these programs effectively and meet students' needs. Dr. Zrike notes 25% of our students are enrolled in a summer program. There are not many districts that offer as many summer programs.

Mayor Pangallo asks if any of these summer programs are new this year or a continuation of the past? Also, how are the enrollment numbers set?

Ms. MacDonald notes the new summer program is the 21st century program. The funding is from the federal government and high school students who are interested in education work with a teacher. Enrollment numbers set are based on the grants.

Ms. Campbell asks if Ms. MacDonald has connected with the Early Pathways club to connect students? Also, how has staffing been working out for the summer school programs?

Ms. MacDonald works closely with Mr. Sousa from the CTE program at the high school. Ms. Carbone notes staffing has been a challenge for the past couple of years. For now, we are looking to open up recruitment for teachers outside the district. We are well staffed for this year with the exception of one program, the ELSA program.

Dr. Pangallo asks about the programs regarding the younger students and how quickly they fill up. Is this something we should expand further since they filled up so quickly?

Ms. MacDonald notes the City Connects Coordinator reviewed all of their data to see which students and families the summer programs would be a great fit for. City Connects targeted the

families who needed the most. Right now the waitlist is not very long. Ms. Carbone notes our experience is to over enroll.

Ms. Cornell asks Dr. Zrike are there other districts who engage the community partners in this way? Dr. Zrike notes there are but not many. Some of the gateways do have more funding they receive through DESE. This blended model is pretty unique. Ms. Carbone agrees. This is our contribution and we are focused on our families that have the greatest need and we try to make it rich and exciting with our offerings.

Ms. Manning asks if any of the students who stay beyond the graduation age in the Special Ed program if the extended program applies to these students? Ms. Doucette-Ly notes the students do participate in robust summer programs for these transitional programs.

### **Homework guidance**

Ms. Carbone notes as a team we have been looking into our Homework Policy and for our district to create guidelines. Ms. Richardson did write a homework policy and we have asked our educators for their feedback and we did bring this to the Curriculum subcommittee as well. Ms. Carbone explains the district homework guidance policy that she and her team created. This serves as guidance for grades 1-12. Just one document to reference. Homework should support school learning, provide opportunities for practice, and this is not used to introduce new content. Nightly reading at any grade level. Homework should play a gradual role to support academic skills and time management. Homework can have a positive impact on student achievement. In terms of equity, we wanted to hold a high bar and not hold practices that were not achievable. More action components are geared towards teachers and grading feedback. Some assigning guidelines such as no homework on weekends and during holidays as well as assigning large projects before vacations. Maintaining a bar and having expectations. Still need to collaborate with Salem High School to get a homework example in place.

Mayor Pangallo asks who helped develop this homework guidance draft. Ms. Carbone notes this was developed by Ms. Amy Richardson along with Dr. Zrike and the Curriculum subcommittee.

Ms. Cornell asks if there is any discussion about increasing home work at the high school level? Ms. Carbone has not necessarily been a part of the conversation but high school is where it is most relevant. We are trying to prepare our students for college and career.

Dr. Pangallo notes we would like to intend the minutes of homework for each grade to be per night. Would this be recorded in ASPEN? Ms. Carbone notes our portal is open so parents can access their children's grades. Mr. Leblanc confirms google classroom would be the best avenue to assess students' grades. We are hoping to open parent access for non grade assessment.

Ms. Miranda asks from the parent perspective what we can do as a district to pull the parent in beforehand? Do we have any events coming up over the summer to engage parents in a positive way? Ms. Carbone notes it is about building relationships with students first but our schools do

plan upcoming welcoming activities in the fall such as open houses and welcome back to school for families. Dr. Zrike notes the Back to School bash as well.

### **Student Representative Report**

none

### **Old Business**

none

### **New Business**

- a. Deliberation and vote on 2023-2024 School Committee meeting schedule

Ms. Campbell motions and Ms. Miranda seconded. Dr. Pangallo notes the highlighted dates are the changed dates from the previous version.

Ms. Cornell	Yes
Ms. Manning	Yes
Dr. Pangallo	Yes
Ms. Campbell	Yes
Ms. Miranda	Yes
Mayor Pangallo	Yes

Motion Carries 6-0

### **Finance Report**

- a. Budget Transfers - Ms. Pauley notes the request to make year end transfers. Many transfers are under \$15,000. This is for the School Committee to approve to move money to accounts that need the funding to end our year in balance. All of the school principals FY23 requests have been approved. In moving this money, we have still left schools strong in the support needed.

Ms. Campbell moved to approve and seconded by Ms. Miranda.

Ms. Cornell	Yes
Ms. Manning	Yes
Dr. Pangallo	Yes
Ms. Campbell	Yes
Ms. Miranda	Yes
Mayor Pangallo	Yes

Motion Carries 6-0

### **Subcommittee Reports**

Policies for first reading

**Policy 5103** - Controlled Choice Student Assignment Policy

Ms. Cornell makes a note to receive the right version into the School Committee packet.

Ms. Cornell makes a motion to hold off on Policy 5103 but would like to accept Policy

6409 for a first reading.

**Policy 6409** - Public Participation at School Committee Meetings/Public Hearings -

Moved by Ms. Cornell and seconded by Ms. Campbell.

Ms. Cornell	Yes
Ms. Manning	Yes
Dr. Pangallo	Yes
Ms. Campbell	Yes
Ms. Miranda	Yes
Mayor Pangallo	Yes

Motion Carries 6-0

Policies for second reading

**Policy 4103** - Staff Health & Safety - Ms. Cornell motions to approve and Ms. Manning seconded.

Ms. Cornell	Yes
Ms. Manning	Yes
Dr. Pangallo	Yes
Ms. Campbell	Yes
Ms. Miranda	Yes
Mayor Pangallo	Yes

Motion Carries 6-0

Ms. Campbell notes the Equity & Engagement Subcommittee met before the School Committee meeting to discuss the following two topics; the Equity policy audit and the LGBTQ+support for students. Additional partnerships to help support the LGBTQ community.

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

Dr. Pangallo welcomes Mayor Dominick Pangallo to his first official School Committee meeting.

### **Adjournment**

Mayor Pangallo requested a motion to adjourn. Ms. Cornell motions to adjourn and Ms. Campbell seconded the motion.

Ms. Cornell	Yes
Ms. Manning	Yes
Dr. Pangallo	Yes
Ms. Campbell	Yes
Ms. Miranda	Yes
Mayor Pangallo	Yes

Motion Carries 6-0

Meeting adjourned at 9:02PM.

Respectfully submitted by,

*Krista Perry*

Executive Administrative Assistant to the School Committee & Superintendent