

**Salem Public Schools  
Salem School Committee  
Meeting Minutes  
June 7, 2021**

On June 7, 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, 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 7:03 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 Dr. Pangallo 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 several public comments.

Chelsea Martinez, 190 Bridge Street, asked for her comment to be read. Ms. Martinez voiced her concern for mental health support. She noted that in her class, they had reviewed the yearly budget from past years and next year and realized that CMS was planning to decrease the amount of money spent on Special Education/SEL resources for next year. She opposes this decision and feels that more money needs to be spent on managing the students mental health.

Thais Saldivar Diaz, Jefferson Avenue asked for their comment to be read. They are a Collins Middle School student working on a mental health issues project by reviewing the budget. They felt that since COVID, children's mental health has been rapidly getting worse and they are asking for help fixing this.

Paula Geist, 84 North Street, Danvers, who is the President of AFSCME Local 294 asked to be recognized to speak. Ms. Geist spoke of the Union's concerns regarding the issue of privatization of the SPS Transportation Department. Her concerns include the lack of transparency as to the true cost of privatization, ability for the vendor to provide a sufficient number of monitors and drivers and the financial effect privatization will have on the members of the Transportation Department, many of whom are residents of Salem. Ms. Geist is requesting that the School Committee members do their due diligence to support the students and families of Salem and members of the SPS Transportation Department.

Ann Berman, 1401 Crane Brook Way, Peabody asked to be recognized to speak. Ms. Berman gave a summary of the year and all the challenges it brought. She also thanked the educators for their hard work and commitment to the students of Salem. She ended with wishing everyone a safe and healthy summer.

Tricia Cullen, 41 Walter Street, asked to be recognized to speak. Ms. Cullen spoke in support of the JROTC program.

Jenni Clock, 34 Cedar Street, Marblehead asked for her comment to be read out loud. Mc. Clock wanted to honor all the work by the team at NLIS for all their hard work to develop the Innovation Plan.

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

Duncan Mayer announced that the new student representative for the School Committee will be Hawa Tabayi. Mr. Mayer also gave a presentation regarding the Student Advisory Council budget proposal. Mr. Mayer began the presentation by explaining that this is an equity concern and offering paid positions to student leadership positions, it may alleviate some of the pressure on students who are required to choose a job over student activism. Mr. Mayer then

outlined the responsibilities of each position of the Student Advisory Leaders and the proposed payment requested.

The Committee asked questions regarding why it is necessary to pay the students. The Mayor suggested referring this to the Policy Subcommittee to be discussed in further detail. Mr. Cruz added that some of the Boston Public Schools are paid in these positions. He believes that this should be referred to the Equity Subcommittee for their consideration. Ms. Campbell agrees. Ms. Nuncio asked the question: What is keeping economically disadvantaged students from joining the Student Advisory Council and volunteering to serve as President, Vice-President, Secretary, etc.? She does not believe their reluctance is about compensation. She is concerned that turning these posts into paid positions is a form of monetizing leadership. Ms. Manning would like to be notified of when this meeting will take place. Mr. Fleming suggested that this be discussed in a Committee of the Whole meeting rather than the Equity Subcommittee.

Ms. Campbell made a motion to refer the Student Advisory Council budgeting proposal to the Equity & Inclusion Subcommittee. 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	

### **Educator's Showcase**

None

### **Report of the Superintendent**

#### **a. Recognition of Retirees**

Mayor Driscoll and Superintendent Zrike recognized and thanked retiring educators and support staff. Each was honored with an official City Seal, to commemorate their years of service in the district and thank them for their hard work and dedication to Salem Public Schools. Many retirees were present at the Zoom meeting and several also spoke. Mr. Cruz gave special recognition to Deb Connerty, who served the district for 31 years, most recently as Executive Director of PPS. Mr. Fleming and Ms. Manning also thanked Ms. Connerty and all the retirees for the years of service and dedication.

#### **b. New Liberty Innovation School Plan Renewal**

Dr. Zrike introduced Jen Winsor, Principal of the New Liberty Innovation School. Ms. Windsor thanked Mr. Pierce Woodward, Ms. Amanda Campbell and all the Innovation Committee members for their help with the renewal plan. The outline of the plan was reviewed, including annual goals and plan highlights. It was also noted that the mission statement was rewritten. Some of the plan highlights include strategic changes to (1) Community School model, (2)

Enlarge the internship program, (3) Improve clarity of competency system, (4) Schoolwide portfolio system, (5) Possible expansion to 6th grade, and (6) Infuse all subjects with (a) anti-racist pedagogy and themes and (b) arts. In addition, the vision was shared which reads, "NLIS envisions itself as a community hub that attracts and supports students in a variety of ways." This plan will be presented for a vote at the June 21st School Committee meeting.

Ms. Campbell voiced her support for the plan and Mr. Fleming stated that he was very impressed with the plan. Mr. Cruz added that he believes the plan is very focused and he is also supporting this plan. Dr. Pangallo asked if this would be affected by the high school redesign.

Mayor Driscoll suggested that if anyone has any additional questions, please let Superintendent Zrike know.

c. School Committee Meeting Dates Schedule

Dr. Zrike reported that there was a draft schedule for the 2021-2022 School Committee meeting dates. Ms. Campbell requested a change on the meeting date of 9/20/21 since she has a conflict. The meeting was moved to 9/27/21.

Ms. Campbell made a motion to accept the 2021-2022 School Committee meeting dates with the revision. 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

**Old Business**

None

**New Business**

- a. Deliberation and vote on the request from Salem Youth Football & Cheering to use Bertram Field and to waive fees.

Mr. Miano from Salem Youth Football & Cheering presented their request for use of the Bertram Field. He explained that this request has been submitted every year for Salem Youth Football & Cheering. In the past, this request has been granted where they pay any custodial fees, but the field use fees are waived.

Mr. Fleming made a motion to refer this request to the Building & Grounds Subcommittee. Ms. Manning seconded. A roll call vote was taken.

Ms. Manning	No
Mr. Cruz	Yes

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

Motion carries 6-1

b. Deliberation and vote on approval of an out of state field trip for JROTC Drill Camp.

Mr. Fleming made a motion to approve the out of state field trip for JROTC Drill Camp. Mr. Cruz seconded the motion. A roll call vote was taken.

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

Motion carries 6-1

### **Finance Report**

None

### **Subcommittee Reports**

Ms. Nuncio explained the changes that were made to Policy 4110 Harassment and Violence including language regarding microaggressions. In addition, she explained that there was a title change to Policy 4201 Position Control.

Dr. Pangallo asked if we should keep the administrator's name in the Title IX Coordinator paragraph or just include the title on Policy 4110. In addition, Mr. Cruz and Ms. Campbell suggested using a generic email address rather than a specific person to contact. Ms. Manning responded that they will review this at the next Policy meeting.

#### **a. Policy Subcommittee**

- i. Policies for First 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 first 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 Second Reading
  - 5101 School Age and Attendance
  - 5102.01 Enrollment of Non-Resident Students/School Choice

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
  - 4118 Cellular Phone Use by Employees

Ms. Nuncio made a motion for third reading of policy 4118 Cellular Phone Use by Employees. 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

#### b. Building & Grounds Subcommittee

Mr. Fleming announced that the Building & Grounds Subcommittee had met to discuss several concerns. One is regarding the floor at the high school, which they are awaiting SBA funds. The second is the tilework at WHES, which the Superintendent is working on having the funds restored from the Capital funds.

In addition, there was discussion regarding the request from the JROTC to use a room at the high school for their Marksmanship program. Mr. Fleming reported that the Subcommittee voted 1-1, so he does not have a recommendation at this time. He does however favor that they use the room. Ms. Manning commented that the issue is the placement of the room. She feels that it is located in the busiest part of the school. She would prefer that they move back to their original location of the cafeteria. Ms. Manning added that the program ran for years there and no one knew it was there and there were no complaints. She proposes they make a compromise and suggests that they find another room in another part of the building. She feels that the program should be put on hold until they find a new place for the program. The Mayor added that she feels the building administration should be the one deciding on where the program should be located. Mr. Cruz responded that this program has never been voted on before. He does not want to set a precedent and agrees with the Mayor that the building administration should determine the best location for the program. Dr. Pangallo questioned if this program should occur on school grounds. She would like more information.

Colonel Beaudoin from the JROTC program explained that this is a 52 week a year program and their top priority is safety. He said surrounding communities all have the same program. Ms. Manning said she still has concerns regarding the bigger picture, not just the target practice. Mayor Driscoll stated that she supports the program. Mr. Mayer added that as a student, he has never heard anything negative about the program and only positive. Ms. Campbell also stated that she is in support of this program. Mr. Fleming commented that he feels we should continue the program and have the administration figure out the room. Ms. Nuncio stated that she cannot support having this in the high school. Colonel Beaudoin responded that since school will be out, he would like to use the room through the summer, to help the kids get out of the heat.

Mayor Driscoll stated that she would like to remain status quo and will try to find a way to proceed after July. She would like to allow the program to continue and report back before the start of the school year and allow members time to review additional information. Dr. Pangallo responded again that she cannot support this until she gets more information. Mr. Cruz does not think that this should be voted on. He feels that it should be a conversation when discussing the Program of Studies. Mr. Fleming stated again that he believes the program needs to continue where it is for now and allow the new administration to make a decision. Dr. Zrike responded that he will meet with the new administration and the Sergeant Major and report back to the Committee. The Mayor agreed that it would be best to maintain the program through the summer and report back how it will operate once the new administration is in. She asked the Superintendent to report back before the start of the school year. Colonel Beaudoin offered to show the program to anyone who would be interested to come in.

The Mayor concluded that no vote would be necessary.

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

Ms. Nuncio requested a report of the resource officers in the schools and their roles. Dr. Zrike responded that he has a meeting with the new Police Chief scheduled. He suggested this be discussed at a summer meeting.

### **Adjournment**

Mayor Driscoll requested a motion to adjourn. Mr. Fleming motioned and Ms. Manning 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 9:34 p.m.

Respectfully submitted by,

*Nancy A. Weiss*

Executive Assistant to the School Committee & Superintendent

**Approved June 21, 2021**