

**Salem Public Schools  
Salem School Committee  
Meeting Minutes  
March 6, 2023**

On March 6, 2023 the Salem School Committee held its regular School Committee meeting at 7:00 PM using a hybrid model.

**Members Present:** Acting Mayor Robert McCarthy, Ms. Mary Manning, Mr. James Fleming, Ms. Amanda Campbell, Ms. Beth Anne Cornell, Dr. Kristin Pangallo

**Members Present Virtually:** Mr. Manny Cruz

**Others in Attendance:** Superintendent Stephen Zrike, Deputy Superintendent Kate Carbone, Assistant Superintendent Elizabeth Pauley, Ms. Ellen Wingard, Marc LeBlanc, Linda Farinelli

**Call of Meeting to Order**

Acting Mayor Robert McCarthy calls the meeting to order at 7:12pm and requests a call of attendance. She explained the Public Participation Policy 6409 and also explained the availability of Spanish interpretation.

**Attendance**

Acting Mayor Robert McCarthy recognizes the attendance with members absent and joining virtually.

Ms. Campbell	Present
Ms. Cornell	Present
Mr. Cruz	Present Virtually
Mr. Fleming	Present
Ms. Manning	Present
Dr. Pangallo	Present
Acting Mayor Robert McCarthy	Present

**Approval of Agenda**

Acting Mayor Robert McCarthy 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. Cruz	Yes
Mr. Fleming	Yes
Ms. Manning	Yes
Dr. Pangallo	Yes
Acting Mayor Robert McCarthy	Yes

Motion carries 7-0

### **Approval of Consent Agenda**

Acting Mayor Robert McCarthy requested a motion to approve the Consent Agenda. Mr. Fleming motioned an anonymous vote for all three agenda items and Ms. Manning seconded. A roll call vote was taken.

Ms. Campbell	Yes
Ms. Cornell	Yes
Mr. Cruz	Yes
Mr. Fleming	Yes
Ms. Manning	Yes
Dr. Pangallo	Yes
Acting Mayor Robert McCarthy	Yes

Motion carries 7-0

### **Public Comments**

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

Acting Mayor McCarthy notes that this meeting is unable to be broadcasted through SATV however it will be re-broadcasted on Tuesday, March 7, 2023.

Mr. Manny Cruz notes that as of last week, Governor Healey had submitted a supplemental budget to try and take in account the increased costs we are seeing of homelessness in the State and some problems such as universal meals. This budget that has been passed includes emergency shelter line items on some of the funds that would help cover the cost of transportation for districts that are still transporting students to their previous districts as well as new cost using vans for students to Salem State University. Meals across the commonwealth will be free again to students. The Lieutenant Governor, Ms. Kim Driscoll, has a new line item created which is titled minimum aide supplement and this particular funding would go to minimal aid communities.

### **Superintendent's Report**

Dr. Zrike expressed his gratitude to the Carlton Innovation School as well as the Salem High School evacuation that they were faced with last week. Dr. Zrike also notes he would be sharing the special education director candidates tomorrow and there will be a Zoom forum next week for the finalists. The Special Education Director position is an appointment that the School Committee role has. There is a Budget forum being held on March 7, 2023. The Salem High School will be going through accreditations from March 26th through March 28th. There is an ask for the School Committee to be a part of this accreditation process. Thursday night families will be contacted between 6pm-8pm in regards to the attendance policies. Dr. Zrike notes the intention is to try and get students to school more frequently on time everyday. Lastly, the Salem basketball team is moving on to playoffs.

### **Appointment of district physician**

Ms. Jane Morrissey shares with the School Committee that she would like to recommend Dr. Clovene Campbell for renewing her contract as the school physician for Salem Public Schools. She has served in this role for many years, she has been a tremendous asset to the nursing staff

and the administration. Ms. Morrissey welcomes her experience in this role and hopes the School Committee will support her.

Acting Mayor Robert McCarthy requested a motion to approve the appointment of the district physician. Mr. Fleming motioned and Ms. Manning seconded. A roll call vote was taken.

Ms. Campbell	Yes
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Ms. Cornell	Yes
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Mr. Cruz	Yes
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Mr. Fleming	Yes
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Ms. Manning	Yes
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Dr. Pangallo	Yes
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Acting Mayor Robert McCarthy	Yes
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Motion carries 7-0

### **Superintendent's goals**

Dr. Zrike notes he would like for the School Committee to approve his goals for the school year especially since his evaluation occurred at the last meeting. Dr. Zrike's goals consist of the first focus for students to become independent learners or higher. The second focus is to deeply focus on the needs of our multilingual learners. We are working with the Department of Education to see this area of significance. Finally, we are engaging in a strategic planning effort and we hope to have a new plan to drive our decision making by August 2023. Dr. Zrike asked the School Committee for the support and approval for his goals for the school year.

Acting Mayor Robert McCarthy requested a motion to approve. Mr. Fleming motioned and Ms. Manning seconded. A roll call vote was taken.

Ms. Campbell	Yes
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Ms. Cornell	Yes
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Mr. Cruz	Yes
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Mr. Fleming	Yes
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Ms. Manning	Yes
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Dr. Pangallo	Yes
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Acting Mayor Robert McCarthy	Yes
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Motion carries 7-0

### **Assignment & enrollment data trends**

Dr. Zrike notes many students do not show up at the beginning of the school year and to look after October 1st when we submit the numbers to the state. More students are coming in rather than leaving. A lot of homeschoolers and students enrolled in Catholic schools. Dr. Zrike looked at the trends for the last five years so we would see the patterns and trends. The purpose of this was to examine enrollment and assignment patterns across SPS elementary schools. This will help us to better understand the current demographic profiles at each school. The context is the impact of the pandemic and under-enrolled elementary schools and grades except for Carlton and Saltonstall (elementary). Enrollment after school seems to be getting back to pre pandemic numbers. There are highly variable numbers over the last five years.

Ms. Manning asks if we are not counting kids who left after October 1st, if the students who didn't show up until September, how would they be accounted for. How many students are new to the district and how many students are leaving?

Dr. Zrike notes this exercise reflects students who are coming and not leaving. How many students are new to the district and how many students are leaving once the school year starts.

Ms. Campbell notes it is helpful to know when students are leaving so we are aware of the space for when students come in. Number of students enrolled after the first day of school. This does not include pre-k. A quarter of arrivals have been assigned to Horace Mann. Assignment based on Race and Ethnicity. 93% of newly assigned students at Bentley are students of color. 14% . Assignment based on Special Populations. Percentage of students who enrolled after the 1st day by special populations and school assignment - a significantly higher proportion of newly assigned low income students Bates and HMLS are low income.

Dr. Zrike reflections and implications assigned during the school year only to widen the Carlton demographic gap. Bentley School welcomes the highest percentage of students of color during the school year which demographic gap. Important Factors for families as they make school choices for their children - seats available for siblings and proximity to home or availability of bussing. Recommendations to consider - reserving seats at Carlton for low-income families during the school year.

Ms. Campbell notes in the interim it would be helpful to have Bentley separated from Bentley Dual language - it is hard to tell if the Dual language program is working properly. Carlton must see the most turnover and exits after October 1st. Ms. Campbell final thought - home daycare and marketing day programs could be a great resource. The messaging on how far away each school is and gather more information about the welcome center and the walkability.

Ms. Cornell notes the policy objective and how to save seats. Start times play a role in parent's decisions on school choice.

Dr. Zrike - the unevenness of the school day is another factor. Dr. Zrike notes making a decision about school is how easy it is to get to the school. We need to have conversations about looking at neighborhood schools.

Mayor McCarthy notes the walking difference between Bentley Innovation School and the Carlton School is minimal.

Ms. Cornell notes the school start times have an effect on these working families' decisions as well.

### **Student Representative Report**

none

## Old Business

none

## New Business

Deliberation and vote on approval of superintendent's goals

Acting Mayor Robert McCarthy requested a motion to approve. Mr. Fleming motioned and Ms. Manning seconded. A roll call vote was taken.

Ms. Campbell	Yes
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Ms. Cornell	Yes
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Mr. Cruz	Yes
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Mr. Fleming	Yes
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Ms. Manning	Yes
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Dr. Pangallo	Yes
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Acting Mayor Robert McCarthy	Yes
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Motion carries 7-0

Deliberation and vote on approval of district physician's appointment

Acting Mayor Robert McCarthy requested a motion to approve. Mr. Fleming motioned and Ms. Manning seconded. A roll call vote was taken.

Ms. Campbell	Yes
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Ms. Cornell	Yes
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Mr. Cruz	Yes
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Mr. Fleming	Yes
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Ms. Manning	Yes
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Dr. Pangallo	Yes
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Acting Mayor Robert McCarthy	Yes
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Motion carries 7-0

## Finance Report - Capital Requests

Ms. Elizabeth Pauley notes the capital requests made to the city. Priorities made last year, consolidated them and sent them back to the city. Project, cost, and what it is. We consolidated to "new gym floors" "roofs" "hvac" - together the list is significant. a \$2 million request for the SHS. This document should look similar to last years and what we have submitted. The Witchcraft Playground has been a significant priority.

Dr. Zrike notes the Witchcraft Heights Elementary school playground is requiring a major priority.

Ms. Manning asks Ms. Pauley, why not list what is needed for each school?

Ms. Pauley notes the reason this is listed this way in case there are more needs to be addressed.

Mayor McCarthy notes by being broad based with the capital requests you allow a lot more flexibility.

## Subcommittee Reports

Policy for first reading:

**Hall of Fame policy - 5602** - Ms. Cornell proposes to attach 5602 to the Hall of Fame policy and seconded by Ms. Campbell.

Ms. Campbell	Yes
Ms. Cornell	Yes
Mr. Cruz	Yes
Mr. Fleming	Yes
Ms. Manning	Yes
Dr. Pangallo	Yes
Acting Mayor Robert McCarthy	Yes

Motion carries 7-0

**Policy 1507.01 - Public Complaints** - Ms. Cornell motions to approve and Ms. Campbell seconded.

Ms. Campbell	Yes
Ms. Cornell	Yes
Mr. Cruz	Yes
Mr. Fleming	Yes
Ms. Manning	Yes
Dr. Pangallo	Yes
Acting Mayor Robert McCarthy	Yes

Motion carries 7-0

**Policy 1507.02 - Public Complaints** - Ms. Cornell motions for deletion and Ms. Campbell seconded.

Ms. Campbell	Yes
Ms. Cornell	Yes
Mr. Cruz	Yes
Mr. Fleming	Yes
Ms. Manning	Yes
Dr. Pangallo	Yes
Acting Mayor Robert McCarthy	Yes

Motion carries 7-0

**Policy 1507.03 - Public Complaints** - Ms. Cornell motions for deletion and Ms. Campbell seconded.

Ms. Campbell	Yes
Ms. Cornell	Yes
Mr. Cruz	Yes
Mr. Fleming	Yes
Ms. Manning	Yes
Dr. Pangallo	Yes
Acting Mayor Robert McCarthy	Yes

Motion carries 7-0

**Policy 1505 - Parent Information Center** - Ms. Cornell motions for deletion and Ms. Campbell seconded.

Ms. Campbell	Yes
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Ms. Cornell	Yes
Mr. Cruz	Yes
Mr. Fleming	Yes
Ms. Manning	Yes
Dr. Pangallo	Yes
Acting Mayor Robert McCarthy	Yes

Motion carries 7-0

Policies for third reading:

**Policy 6504- Naming of Schools** - Ms. Cornell motions and Ms. Campbell seconded.

Ms. Campbell	Yes
Ms. Cornell	Yes
Mr. Cruz	Yes
Mr. Fleming	No
Ms. Manning	Yes
Dr. Pangallo	Yes
Acting Mayor Robert McCarthy	Yes

6 affirmative 1 negative

**Policy 1506 - School Volunteers** - Ms. Cornell motions and Ms. Campbell seconded.

Ms. Campbell	Yes
Ms. Cornell	Yes
Mr. Cruz	Yes
Mr. Fleming	Yes
Ms. Manning	Yes
Dr. Pangallo	Yes
Acting Mayor Robert McCarthy	Yes

Motion carries 7-0

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

none

### **Adjournment**

Acting Mayor Robert McCarthy requested a motion to adjourn. Mr. Fleming motioned and Ms. Cornell seconded. A roll call vote was taken.

Ms. Campbell	Yes
Ms. Cornell	Yes
Mr. Cruz	Yes
Mr. Fleming	Yes
Ms. Manning	Yes
Dr. Pangallo	Yes
Acting Mayor Robert McCarthy	Yes

Motion carries 7-0. Meeting adjourned at 8:32pm.

Respectfully submitted by,

*Krista Perry*

Executive Administrative Assistant to the School Committee & Superintendent