

**Salem Public Schools  
Salem School Committee  
Meeting Minutes  
May 17, 2021**

On May 17, 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, Ms. Amanda Campbell, Dr. Kristin Pangallo, Ms. Ana Nuncio, and Mr. James Fleming

**Members Absent:** Mr. Manny Cruz

**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. Ms. Nuncio motioned and Ms. Campbell seconded. The Mayor called a roll call vote.

Ms. Manning	Yes
Dr. Pangallo	Yes
Ms. Nuncio	Yes
Ms. Campbell	Yes
Mayor Driscoll	Yes

Motion carries 5-0

**Approval of Consent Agenda**

Mayor Driscoll requested a motion to approve the Consent Agenda. Dr. Pangallo motioned and Ms. Manning seconded. The Mayor called a roll call vote.

Ms. Manning	Yes
Dr. Pangallo	Yes
Ms. Nuncio	Yes
Ms. Campbell	Yes
Mayor Driscoll	Yes

Motion carries 5-0

## **Public Comments**

The School Committee Secretary announced that there was one public comment.

Debra Turner, 1 Cherry Street, who requested her comment be read. Ms. Turner explained that she has 5 children in SPS and wanted to thank the staff for keeping a cohesive plan for the children who needed to/chose to stay remote. In addition, she wanted to thank for the opportunities to keep the students and families engaged and involved with their schools and peers. She continued with thanking the School Committee for allowing remote participation for public comment. She requested if it was possible to keep remote access to the meetings after restrictions are lifted. In addition, Ms. Turner voiced a concern regarding the survey that was sent to students regarding the high school schedule.

In addition, there was a request for a Spanish interpretation for a public comment.

Yamily Byas, 100 Loring Avenue explained that she currently has a 3 year old child at the ECC. She said that it has been very challenging for her since when he was enrolled, there was only availability for the afternoon session. She is interested in what plans are being made for full day sessions. Dr. Zrike responded that they are currently investigating plans for 4 year old

## **Report from the Student Representative**

Duncan Mayer explained that the Student Advisory Council is drafting a budget proposal to be presented to the School Committee detailing how they think money should be allocated for the future at the high school level with stipends for internships and co-ops. They are also hoping to work on developing a student handbook that is more in line with student needs. In addition, they will be connecting with the administration at the high school with regards to the discipline policy in the handbook and draft a proposal with the students' perspective.

Mr. Fleming entered the meeting at 7:15 pm.

## **Educator's Showcase**

### **a. Acknowledgement of Marta Garcia**

Dr. Zrike introduced Marta Garcia, who is an EL teacher at Witchcraft Heights Elementary School. Ms. Garcia has been chosen by DESE as a semi-finalist for Massachusetts Teacher of the Year.

### **b. Educators Appreciation Mural - Anna Dugan**

The Superintendent introduced Anna Dugan, who recently was recognized for her educators appreciation mural she created. This mural can be seen on the retaining wall at 309-311 Highland Avenue. She explained that this mural was created in honor and appreciation of the teachers and educators of Salem. The mural is sponsored in part by the Salem Public Art Commission, Centercorp Retail Properties, Inc. and Town Fair Tire Co,

## **Report of the Superintendent**

Superintendent Zrike announced that they recently had an audit by the Department of Education for Special Education compliance and civil rights compliance. Dr. Zrike introduced Assistant Superintendent Kate Carbone and Deb Connerty, Executive Director of PPS, who presented the results.

### **a. Report of the Findings from Tier Focus Monitoring (TFM)**

Deb Connerty began the presentation with a report of the findings from Tier Focus Monitoring (TFM). Ms. Connerty explained that there was also a review of EL, but that report is not final yet. This report (TFM) was previously referred to as CPR and is conducted every 3 years. The data reviewed includes Pre-K through the High School program. Ms. Connerty added that districts are placed in one of two cohorts and are assigned specific components for review. Ms. Connerty stated that there was a full day on-site record review. Ms. Carbone explained that the civil rights compliance portion was all done remotely and they did not need a site visit. She stated that they were reviewed on specific criteria, which focused on all students having access to academic counseling, that EL and students with disabilities have access to all programs and services that are offered in the district and that curriculum is teaching to grade level standards and that there are procedures in place to support students' learning gaps. Ms. Connerty also explained that there was a survey that was sent by email to all families with disabilities and they received 74 responses. Although specific comments could not be shared due to confidentiality, overall all the responses were positive. Ms. Connerty added that the final results of the report show that there were zero findings. She stated that the next assessment will begin in 2 years and the next on-site review will be in 3 years.

Several School Committee members congratulated Ms. Connerty on a job well done.

Superintendent Zrike introduced Chelsea Banks who provided a COVID update. Ms. Banks announced that they held a successful vaccination clinic at the Saltonstall School which consisted of 218 people and 160 students. There will be another clinic for the second shot on June 5th also at the Saltonstall. Ms. Banks added that in addition to their clinic, Salem State University will have clinics Tuesday and Thursday for ages 12 and up. Ms. Banks outlined the changes to the guidance from the Governor and DESE that were announced today and additional announcements are scheduled for May 29th and June 15th. They are still waiting for the MIAA announcement regarding any changes to the guidelines for high school sports. End of year activities, including graduation and outdoor prom, will be announced soon.

Dr. Zrike gave an update on the high school redesign and high school schedule proposals. He announced that there will be a parent forum this week on Wednesday, May 19th from 6:30-7:30 pm on zoom. He added that there have not been any additional questions regarding the budget and some of the things that are currently included are compensation for student leadership stipends. Dr. Zrike is also developing a plan to allocate stimulus funds, which includes Pre-K expansion, academic, social and emotional intervention/support and examining the length of day at some of the schools. In addition, he informed the Committee that there will be a meeting regarding the City budget on Wednesday, June 2nd where he will be presenting the school

budget. Several Committee members voiced their concerns and also support regarding the student stipends. Ms. Nuncio brought forth the item of equalizing the pay for the Family Engagement Facilitators. Dr. Zrike responded that there will be additional conversation before the start of the next school year regarding all the items mentioned. The Mayor mentioned that a meeting will be scheduled to discuss the stipends.

### **Old Business**

#### **a. Deliberation and vote on the Proposed FY22 Salem Public Schools Budget**

Mayor Driscoll requested a motion of the vote of the proposed FY22 Salem Public Schools budget in the amount of \$66,597,919, which represents a 3.6% increase. Mr. Fleming asked for the vote to be separated by personnel line and non-personnel line.

Mr. Fleming made a motion to approve the Personnel Line of the budget in the amount of \$52,753,911. Ms. Manning seconded. A roll call vote was taken.

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

Motion carries 6-0

Mr. Fleming made a motion to approve the Non-Personnel Line of the budget in the amount of \$13,844,007. Ms. Manning seconded, under discussion. Mr. Fleming asked if the non-personnel line of the budget included funding for current bus drivers and maintenance for the buses. Dr. Zrike responded that it did.

A roll call vote was taken.

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

Motion carries 6-0

Mayor Driscoll requested a motion of the approval of the entire proposed FY22 Salem Public Schools budget in the amount of \$66,597,919. Mr. Fleming motioned and Ms. Manning seconded. A roll call vote was taken.

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

Mayor Driscoll            Yes  
Motion carries 6-0

### **New Business**

- a. Deliberation and vote to allow Mary Manning to serve at interim capacity as a member of the Policy Subcommittee

Ms. Nuncio reported that Mr. Cruz will be taking some time off for paternity leave with the birth of his daughter. It has been requested that Ms. Manning serve in an interim capacity as a member of the Policy Subcommittee until Mr. Cruz returns.

Ms. Nuncio made a motion to allow Mary Manning to serve in an interim capacity as a member of the Policy Subcommittee. Ms. Campbell seconded the motion. A roll call vote was taken.

Ms. Manning            Yes  
Mr. Fleming            Yes  
Dr. Pangallo            Yes  
Ms. Nuncio            Yes  
Ms. Campbell            Yes  
Mayor Driscoll            Yes  
Motion carries 6-0

### **Finance Report**

Mayor Driscoll requested the following budget transfers.

FY21 Budget Transfer Request 28 - The Salem High School requests the transfer from Fringe Stipends to Contract Services to fund the CTE Partnership After Dark Program at Essex North Shore Technical High School in the amount of \$30,000.

Mr. Fleming made the motion and Ms. Nuncio seconded. A roll call vote was taken.

Ms. Manning            Yes  
Mr. Fleming            Yes  
Dr. Pangallo            Yes  
Ms. Nuncio            Yes  
Ms. Campbell            Yes  
Mayor Driscoll            Yes  
Motion carries 6-0

FY21 Budget Transfer Request 30 - The transfers requested are to offset projected deficits, address critical project needs and replenish instructional supplies and materials that were depleted during the current year in the amount of \$470,500.

Mr. Fleming made the motion and Ms. Campbell seconded. A roll call vote was taken.

Ms. Manning            Yes

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

Motion carries 6-0

### **Subcommittee Reports**

Dr. Pangallo asked several questions regarding how an IEP and 504 Plan are affected by the two policies and additional questions regarding the enforcement of continuous attendance for students with housing issues. Ms. Manning offered to look at the policies again at the next Policy subcommittee meeting to answer some of Dr. Pangallo's questions. Mayor Driscoll asked Dr. Pangallo if she was comfortable moving forward with first reading and to return with answers to her questions for the next meeting. Dr. Pangallo responded she was.

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

##### **i. Policies for First Reading**

5101 School Age and Attendance

5102.01 Enrollment of Non-Resident Students/School Choice

Ms. Nuncio made a motion for first reading of policy 5101 School Age and Attendance and 5102.01 Enrollment of Non-Resident Students/School Choice. Ms. Manning seconded the motion. A roll call vote was taken.

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

Motion carries 6-0

##### **ii. Policies for Second Reading**

4118 Cellular Phone Use by Employees

Ms. Nuncio made a motion for second reading of policy 4118 Cellular Phone Use by Employees. Ms. Manning seconded the motion. A roll call vote was taken.

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

Motion carries 6-0

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

Mr. Fleming commended Ms. Connerty on a job well done with the Tier Focus Monitoring audit. Ms. Nuncio congratulated Ms. Marta Garcia for her nomination as semi-finalist for Massachusetts Teacher of the Year.

### **Adjournment**

Mayor Driscoll requested a motion to adjourn. Mr. Fleming motioned and Ms. Campbell seconded. A roll call vote was taken.

Ms. Manning                Yes

Mr. Fleming                Yes

Dr. Pangallo                Yes

Ms. Nuncio                Yes

Ms. Campbell                Yes

Mayor Driscoll                Yes

Motion carries 6-0. Meeting adjourned at 8:42 p.m.

Respectfully submitted by,

*Nancy A. Weiss*

Executive Assistant to the School Committee & Superintendent

**Approved June 7, 2021**