

**Salem Public Schools
Salem School Committee
Meeting Minutes
November 2, 2020**

On November 2, 2020 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, Mr. Manny Cruz, Ms. Ana Nuncio, and Mr. James Fleming

Members Absent: None

Others in Attendance: Superintendent Stephen Zrike, Assistant Superintendent Kate Carbone, Ms. Mary DeLai, Dr. Jill Conrad, Ms. Liz Polay-Wettengel, Ms. Chelsea Banks, Mr. Duncan Mayer, Dr. Samantha Meier, Ms. Jennifer Winsor, Ms. Kim McFarlane, Ms. Karyn King Fargo, Mr. Ryan Monks

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. Nuncio seconded. The Mayor called a roll call vote.

Ms. Manning	Yes
Mr. Fleming	Yes
Dr. Pangallo	Yes
Ms. Nuncio	Yes
Mr. Cruz	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. Nuncio seconded. The Mayor called a roll call vote.

Ms. Manning	Yes
Mr. Fleming	Yes

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

Motion carries 7-0

Public Comment

There were no public comments.

Report from the Student Representative

Duncan Mayer reported that the Student Forum for Health & Wellness on October 21st went well and was very successful and the health professionals that participated were very informative.

Report of the Superintendent

Dr. Zrike announced that he would like to honor several students for their academic excellence.

a. MASS Superintendent's Award of Academic Excellence

The first set of awards he presented was the MASS Superintendent's Award of Academic Excellence, which is presented annually. Dr. Zrike introduced the two recipients, Duncan Mayer, a senior at Salem High School and Aniyah Akasha Mimms, a senior at New Liberty Innovation School. Dr. Samantha Meier (SHS Principal) and Ms. Jen Winsor (NLIS Principal), both spoke not only of their academic accomplishments, but of the leadership roles they have both assumed in their schools.

b. National Merit Letter of Commendation

Dr. Zrike next introduced the three recipients of the National Merit Letter of Commendation, Duncan Mayer, Dwight Mayer and Christin Napierkowski. Dr. Zrike explained that these students showed exceptional academic promise and placed in the top 50,000 scorers of more than 1.5 million students who entered the competition.

c. CTE Presentation

Dr. Zrike introduced Dr. Samantha Meier, Principal of Salem High School, Kim McFarlane, CTE Director, and Karyn King Fargo, Internship Coordinator, who gave a presentation to the Committee regarding the Career Technical Education Program.

Dr. Meier stated that this presentation would give an overview of how the CTE Program fits into the SHS model. She explained that foundational to all of their work and to their core values is equity and access for all. Therefore the CTE Program is part of their high quality instruction and follows two different pieces of work, Discovery Pathways and Work-Based Learning. She added that 90% of the students in the CTE Program graduate with both a diploma and discovery pathways endorsement. The CTE Programs at SHS include; Automotive Technology, Building Property and Maintenance, Carpentry, Culinary Arts, Early Education & Care, Electricity, and

Medical Assisting and soon will also offer Programming & Web Development. Ms. McFarlane was then introduced and gave a brief overview of each of the programs, including any hours/credits they earned towards their license and certification.

Dr. Meier explained the CTE After Dark program. She stated that this is a Chapter 74 partnership with Essex Tech. The students that opt in for this receive their core academics at SHS and then go to Essex Tech for their 900+ hours of C74 instruction at the technical school. This partnership also extends to students at Salem Prep and New Liberty.

Ms. McFarlane announced that FY19 they received \$218,000 in Capital Grant money, that was used to purchase equipment and to pay for installation costs for Medical Assisting and Culinary Arts Programs. For FY20 we have received \$100,000 that will go towards opening Programming & Web Development Program at Salem High School. Ms. McFarlane also gave data on enrollment and graduation rates.

Ms. King Fargo explained the Coop and Internship Programs. She added that for 2018-2019 there were a total of 19 students participating and for 2019-March, 2020 there were a total of 33. In addition, there were 47 non-CTE internship students. The fall semester of 2020 there are a total of 37 students participating virtually.

Dr. Meier ended the presentation with an invitation for the School Committee to attend a tour of the CTE Program spaces on Friday, November 2nd.

Mr. Cruz asked questions regarding when the Black Cat Cafe would be reopened and also clarification on the Equity Leaders Internship Program. Ms. McFarland responded that the construction has been taking longer than expected and they hope to be reopened by December and the Equity Leaders will be paid a stipend from the Barr Foundation for participating in the internship. Ms. Nuncio asked if the Web Development Program would be in partnership with North Shore Community College and Ms. McFarlane responded that they are in the process of finalizing that, but a good chance that they will. Additional questions were asked from the Committee.

d. Salem Returns November Plan Follow-Up Presentation

Dr. Zrike announced that Chelsea Banks will be staying with SPS as a COVID Response Fellow thanks to the Barr Foundation's grant.

The Superintendent began his presentation with an update of new data and explained details for the reopening plan. Dr. Zrike highlighted SHS student artwork celebrating STEM week, SMS key conversations with famous SPS alumni regarding growing up with a diverse background in Salem, Bentley Core Values, where students celebrated Hispanic Heritage Month, and Hub Connects that continues to be positive and engaging to students at schools across the district.

Dr. Zrike next reported that there have been a few positive COVID cases in the schools in the past 10 days. Some proactive steps that have been taken with the City of Salem board of health

has been, free voluntary on-site testing for all staff this week, the city has extended testing at their 2 locations through 12/31. Also, Chelsea Banks explained that a SPS dashboard has been set up on our district website to track COVID cases. Although we are seeing an increase in cases in the city, we still remain in the yellow category. She also explained the comparison of family demand data and stated that although some schools' data remain steady, a few did see a slight increase in demand for remote learning (K-2, 6 & 9). Several Committee members asked questions for clarification on several items including the spread of COVID in the schools.

Old Business

None to report.

New Business

None to report.

Finance Report

a. Budget Transfers

Mayor Driscoll requested a motion to approve the transfer in the amount of \$15,000 for Bentley Elementary School's request from contracted services to stipends and instructional supplies. Ms. Manning made the motion and it was seconded by Mr. Fleming. A roll call vote was taken.

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

Subcommittee Reports

Mayor Driscoll asked if there were any Subcommittees that have met and would like to report.

Ms. Campbell announced that the Equity & Inclusion Subcommittee met last week and discussed the team presentation that was made to the full Committee. We also plan to review some policies and district data. Also, Ms. Campbell has met with the LGBTQ Plus Action Committee and has determined from that meeting that there are several items that we would need to refer to the respective sub committee. Ms. Campbell made a motion that the Policy Subcommittee look at training for School Committee members on language inclusivity and gender awareness. Seconded by Dr. Pangallo. A roll call vote was taken.

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

Ms. Nuncio	Yes
Mr. Cruz	Yes
Ms. Campbell	Yes
Mayor Driscoll	Yes

Motion carries 7-0

Ms. Campbell also referred the Dress Code Policy to the Policy Subcommittee to review the policy in the school handbook.

Ms. Campbell has referred to the Equity & Inclusion Subcommittee to review the gender inclusive language and audit the language. In addition, an updated 4th and 5th grade puberty curriculum to be reviewed.

Mr. Fleming announced that the Building & Grounds Subcommittee met and considered the following items, the need for additional custodial support for the high school during COVID period, an update on the Bentley climate control project, update on the capital planning and prior year fund balance. No action was taken on any of these items at this time.

School Committee Concerns and Resolutions

Ms. Manning wanted to congratulate Duncan on the successful Health Forum.

Dr. Pangallo suggested having another meeting before the reopening on November 16th, just to reassess the numbers to be sure it is safe for students and staff to return. Mayor Driscoll said she would work with Dr. Zrike and schedule a meeting if they feel it is necessary. Ms. Campbell noted that the updated DESE map is now released on Thursday afternoons.

Adjournment

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

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

Motion carries 7-0. Meeting adjourned at 9:17 p.m.

Respectfully submitted by,

Nancy A. Weiss

Executive Assistant to the School Committee & Superintendent