

**Salem Public Schools
Salem School Committee
POLICY SUBCOMMITTEE
Meeting Minutes
November 20, 2020**

On November 20, 2020 the Policy Subcommittee held its regular meeting using the Zoom on-line meeting platform.

In Attendance: Ms. Ana Nuncio, Mr. Manny Cruz, and Superintendent Stephen Zrike

Ex Officio Members Present: Mary Manning

Others in Attendance: Dr. Jill Conrad and Ms. Rebecca Westlake

Members Absent: Mr. James Fleming

Call of Meeting to Order

Ms. Nuncio called the meeting to order at 9:33 am

Approval of Minutes

Ms. Nuncio asked for minor changes to the Policy Subcommittee Minutes of July 13, 2020. Mr. Cruz made a motion to approve the minutes of July 13, 2020. Ms. Nuncio seconded. A roll call vote was made.

Mr. Cruz Yes

Ms. Nuncio Yes

Motion carries 2-0

Policy 3601 - Student Transportation Services

The discussion began with a review of the number of riders. Ms. Nuncio noted that the bus riders between November and February typically go up. By January there are no empty seats. Ms. Westlake responded that this coincides with the weather. As the weather gets colder, more students will ride the bus. Ms. Westlake commented that she has reviewed the policy and is comfortable with how it is written. Ms. Manning added that she feels that if transportation is a barrier for attendance, the problem may be identified too late. The decision was made that language should be added regarding early warning signs of chronic absenteeism caused by lack of transportation. Additionally, all ELL references will be changed to EL throughout the policy. Dr. Conrad responded that she would add the appropriate wording. Ms. Cruz added that they will revisit the policy if we have new resources.

Mr. Cruz made a motion to approve Policy 3601 - Student Transportation Services as amended. Ms. Nuncio seconded. A roll call vote was made.

Mr. Cruz Yes
Ms. Nuncio Yes
Motion carries 2-0

Policy 5217 - Student Participation

Dr. Conrad explained that she forwarded this policy to Attorney Brunt for her review but has not heard back yet. There may be a concern with First Amendment Rights. Ms. Manning expressed concerns that the language regarding the notification by administration of school sanctioned print or online publications should be less than 5 school days. The Subcommittee agreed to change the language from 5 school days to 3 school days. Dr. Zrike questioned if social media could be considered an online publication and the Committee agreed that if it is a school sanctioned social media account then it would fall under this category. Dr. Conrad will make the changes to the language and resubmit to Attorney Brunt for her review.

Mr. Cruz made a motion to conditional approval. Ms. Nuncio seconded the motion. A roll call vote was made.

Mr. Cruz Yes
Ms. Nuncio Yes
Motion carries 2-0

Policy 5411 - Dress Code Policy

Dr. Conrad explained that the Principals working group met and looked at dress codes from elementary level to grades 6-12. Their recommendations were added to the student handbook. Dr. Zrike feels this should be reviewed at the school level and the student handbook should be more gender neutral. Dr. Zrike added that the LGBTQ Parent group offered to sit with schools to review the language.

The Superintendent also asked questions regarding uniforms and who is responsible for making that decision. At the moment the Bentley is the only school that has a Uniform Policy in place. School Councils have an advisory role in this decision and the leadership team puts forth the policy. The subcommittee was in agreement that this should be handled by the individual schools and to change the language to delete the word "acceptable".

A motion was made by Ms. Nuncio with the proposed language: Each school will be responsible for establishing a dress code or school uniform guidelines that promote inclusivity and are respectful of evolving cultural norms. Mr. Cruz seconded the motion. A roll call vote was made.

Mr. Cruz Yes
Ms. Nuncio Yes
Motion carries 2-0

LGBTQ Training for School Committee Members

Dr. Zrike recommended that School Committee members should participate in LGBTQ training. He suggested a training that is conducted through “safe and supportive schools” by Jeff Perotti of DESE. The Superintendent stated that the LGBTQ group is aware of his program and are supportive of it. Mr. Cruz suggested that we plan to bring this program to the School Committee and in addition, add a race and equity training. Dr. Zrike offered to contact Mr. Perotti and refer him to the vice chair to schedule the training.

Point of Personal Privilege

Mr. Cruz noted that he had previously referred an annual report policy to the committee and wanted to revisit. He added that since this has not been a typical year and Dr. Zrike started a few months ago in the district, he suggested proposing this for next year. Dr. Conrad responded that Dr. Zrike plans on reporting out but she is not sure when.

Next set of Policies to review

Policy 5222 - Parental Notification of Courses Involving Human Sexuality. This was last reviewed October 2015. Dr. Conrad replied that she will forward to Attorney Brunt to review.

Policy 5223 - Student Advisory Committee. This policy was last reviewed August 19, 2019. Mr. Cruz noted that this policy is current and reflects our objective.

Policy 5224 - Animals in School. The subcommittee had a discussion regarding animals in the classroom. This policy will be forwarded to Vicki Caldwell at City Hall for review.

Dr. Conrad will also forward to Attorney Brunt Policy 5400 - Student Conduct, Policy 5401 - Hazing and, Policy 5401.01 - Prohibition of Bullying and Cyber-bullying.

Ms. Nuncio made a motion to adjourn the meeting at 10:53 am. Mr. Cruz seconded. A roll call vote was made.

Mr. Cruz	Yes
Ms. Nuncio	Yes
Motion carries 2-0	

Respectfully submitted by,

Nancy A. Weiss

Executive Assistant to the School Committee