

**Salem Public Schools
Salem School Committee
Meeting Minutes
November 20, 2023**

On November 20, 2023 the Salem School Committee held its regular School Committee meeting at 7:00 PM using a hybrid model.

Members Present: Mayor Dominick Pangallo, Ms. Mary Manning, Mr. Manny Cruz, Ms. Beth Anne Cornell, Dr. Kristin Pangallo, Ms. Amanda Campbell and Ms. Veronica Miranda

Others in Attendance: Superintendent Stephen Zrike, Deputy Superintendent Kate Carbone, Ms. Elizabeth Pauley, Ms. Natalia Feliz, Dr. Kimberly Talbot, Mr. Christopher O'Donnell, and Mr. Marc LeBlanc

Others in Attendance Virtually: Ms. Laura Assade

Call of Meeting to Order

Mayor Pangallo calls the meeting to order at 7:00 p.m. and requests a call of attendance. He explained the Public Participation Policy 6409 and also explained the availability of Spanish interpretation.

Attendance

Mayor Pangallo recognizes the attendance with members absent and joining virtually. Dr. Pangallo motions for approval and seconded by Ms. Cornell.

Ms. Campbell	Present
Ms. Cornell	Present
Mr. Cruz	Present
Ms. Manning	Present
Dr. Pangallo	Present
Ms. Miranda	Present
Mayor Pangallo	Present

Approval of Agenda

Mayor Pangallo requested a motion to approve the Agenda. Dr. Pangallo motions for approval and seconded by Ms. Cornell. A roll call vote is taken.

Mr. Cruz	Yes
Ms. Manning	Yes
Dr. Pangallo	Yes
Ms. Cornell	Yes
Ms. Miranda	Yes
Ms. Campbell	Yes

Mayor Pangallo Yes

Motion Carries 7-0

Mr. Cruz makes a motion to take item number five out of order which is the Student Showcase. Seconded by Ms. Campbell. A roll call vote is taken.

Mr. Cruz Yes

Ms. Manning Yes

Dr. Pangallo Yes

Ms. Cornell Yes

Ms. Miranda Yes

Ms. Campbell Yes

Mayor Pangallo Yes

Motion Carries 7-0

Approval of Consent Agenda

Mayor Pangallo requested a motion to approve the Consent Agenda. Dr. Pangallo motions for approval and seconded by Ms. Miranda. A roll call vote is taken.

Mr. Cruz Yes

Ms. Manning Yes

Dr. Pangallo Yes

Ms. Cornell Yes

Ms. Miranda Yes

Ms. Campbell Yes

Mayor Pangallo Yes

Motion Carries 7-0

Mr. Cruz makes a motion to remove Item C. from the Consent Agenda and table this agenda item at this time :

C. Approval of Salem High School Basketball Team to Orlando, FL from 12/19/23-12/23/23

Dr. Pangallo seconded the motion. A roll call vote is taken.

Mr. Cruz Yes

Ms. Manning Yes

Dr. Pangallo Yes

Ms. Cornell Yes

Ms. Miranda Yes

Ms. Campbell Yes

Mayor Pangallo Yes

Motion Carries 7-0

Student Showcase - Carlton Innovation School

Student presenters are Kamila Canela, Anneke Corrigan, Tony Jimenez, Max Rosenthal, Sedona Shaw, Apollo Siharath, and Bjorni Sula and discussed the Math Workshop at Carlton School.

Students note the workshop should look like all students are learning and trying their best. The math schedule looks like a warm up, mini lesson, centers, exit tickets, and debrief. Students also note that if the teachers and students both follow through with their own jobs they will learn.

The math activator is used for students to face challenging math problems. Individual Fluency

work helps students practice their math skills using dice, number chart paper, rulers, and folders. Mini- lessons offer learning targets for each student as well. The workshop menu offers two students group menus that will rotate. This menu includes partner games or independent practice. Another aspect is teacher take home where students are assigned to work with a specific math teacher. “ST” math expectations are staying in your own space, keeping voice off, raising your hand if needing any help, and keep trying but never give up. Exit tickets are for students using chromebooks as well as paper and pencil to solve math problems. The exit tickets are useful for the teachers to know how well a student is doing on a scale. Math interviews were completed with several math teachers and students to ask what was being taught and what the student has learned.

Public Comment

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

Superintendent’s Report

Superintendent Dr. Zrike notes the Hall of Fame induction event and acknowledges the Salem High football team playing on Thanksgiving Day and on Thursday, November 30th Salem High football team will be playing in the Super Bowl at Gillette Stadium. Dr. Zrike also mentions Ms. Kim Parker was recognized as teacher of the year and will be recognized at a ceremony in April at Bentley College.

A. Athletics Advisory Committee Report and Recommendations (Strategy 3.3)

Ms. Cornell notes Mr. Rich Thornett will be presenting the Athletics Advisory Committee initiatives that were decided on as a committee. Mr. Thornett, Athletics Advisory Committee Chair, presents this report and recommendations. The goals of this committee are to engage more Salem children into athletics, develop a strong student connection to schools and the community, and create relations between city and district athletics programs to better leverage resources and support a strong Salem athletics community. The main mission is to increase diversity of athletes and engage more Salem children in recreational athletics. Side effects of broadening participation will improve student mental and physical health, student academic performance, student engagement and school culture, and promote equity and inclusion.

Some retention and funding data noted were that Salem High School has been a frequent focus of attention in Salem, in part for sharply declining enrollment over the last 20 years. The school lost an average of 29 students each year after the 2006 academic year, down to its recent low of 803 students enrolled in 2021-22. The vision is to foster inclusive practices to engage and invest in high needs and traditionally underrepresented populations toward elevating their participation in athletics and improving the quality of their athletics experiences. The guiding principles notes include equitable participation, tracking key metrics, community feedback, and building systems, processes, and documentation. Mr. Thornett notes the four strategic initiatives. Number one being to partner with and grow city and community programs, two being to unify and grow district programs, number three to lower barriers to participation in district programs, and lastly initiative four to upgrade facilities and optimize their use. Mr.

Thornett again notes the work is just beginning. There is a vision but now we have to see it through. There needs to be collaboration across all schools, management of many concurrent concerns and projects, advocacy for student-athlete program needs, and community outreach

Ms. Cornell notes many of the initiatives that Mr. Thornett reviewed really involves much organization and coordination so what she would like to suggest is that the School Committee is ongoing and along with the support of the city as well. The coordination of our youth programs, city and school will help kids get engaged. Ms. Cornell would like to suggest this be an ongoing committee under the Superintendent.

Mayor Pangallo notes he would like to see more staff engaged from the city side on this new committee as well.

B. Finance Update (Strategy 4.1)

Ms. Elizabeth Pauley presented the FY24 budget update to the committee. The main budget priorities were to ensure resources are allocated equitably, promote stakeholder engagement, and plan for and begin the transition away from ESSER. Ms. Pauley shares an overview summary noting 67% of funds allocated to schools, largest school allocations were a total of 36% . Salem High School: 19%, Collins Middle School: 10%, and Witchcraft Heights Elementary School - 7%. Overall, the budget appears where it is expected to be at this point in the school year. Personnel is almost 80% of our budget. We currently have 1,052 employees. 880 full time employees and 160 new hires.

Ms. Camilia Salazar reviews the new ongoing budget monitoring tools we have in place for this year. Open architect dashboard, monthly reports and budget check-in meetings, new real-time spending tool, and monthly payroll analysis. The real time spending tool is a real time amount available for each budget line. This tool also breaks down what the actual purchases are and the staff member can see the contracted services or not.

Ms. Pauley notes the transportation costs which are being monitored and watched closely. Overall, we are expecting a 5% increase regarding Special Ed and Homeless Transportation costs. Both of these budget lines will be watched closely. This year we have noticed a greater number of move-ins; fewer move-outs and a higher percentage of new students in need of services. There has been an increase regarding utilities as well. Ms. Pauley notes the considerations to keep in mind which are closely monitoring Special Education costs, monitoring other major cost drivers including Utilities, and finalizing plans for unspent ESSER funds

Student Representative Report

Ms. Feliz notes the only update as of right now is a possible zoom meeting scheduled for next week with the School Committee members.

Old Business

none

New Business

none

Finance & Operations Report

none

Subcommittee Reports

none

School Committee Concerns and Resolutions

Ms. Beth Anne Cornell makes a motion to amend a resolution for the Superintendent to make 11/30/23 a half day for the Salem High School so they are able to attend the Super Bowl at Gillette Stadium. Mr. Cruz amends Ms. Cornell’s resolution to support Salem High participating in the Super Bowl. Dr. Zrike recommends dismissing the Salem High School at 11:15am which is exactly a half day of school so the football team is able to be transported down to Gillette in time to participate in the Super Bowl.

- Ms. Cornell Yes
- Mr. Cruz Yes
- Ms. Manning Yes
- Dr. Pangallo Yes
- Ms. Miranda Yes
- Ms. Campbell Yes
- Mayor Pangallo Yes

Motion Carries 7-0

Mr. Cruz also requests a moment of silence for Cynthia Buonfiglio.

Adjournment

Ms. Manning makes a motion to adjourn. Seconded by Ms. Miranda.

- Ms. Cornell Yes
- Mr. Cruz Yes
- Ms. Manning Yes
- Dr. Pangallo Yes
- Ms. Miranda Yes
- Ms. Campbell Yes
- Mayor Pangallo Yes

Motion Carries 7-0

Meeting adjourned at 9:35PM.

Respectfully submitted by,

Krista Perry

Executive Administrative Assistant to the School Committee & Superintendent