

Salem Public Schools  
Policy Subcommittee Meeting  
July 7, 2020  
Meeting Minutes

On July 7, 2020 the Policy Subcommittee held its regular meeting using the Zoom on-online meeting platform.

**In Attendance:** Ana Nuncio, Manny Cruz, Mary Manning, Stephen Zrike, Jill Conrad

Ms. Nuncio called the meeting to order at 1:44 p.m.

Dr. Conrad began the discussion about the policies and the updated versions which should have been distributed. Ms. Nuncio requested to finalize the policy 6409 Public Participation at School Committee Meetings. Dr. Conrad reviewed the changes and the updates to policy 6409. Ms. Nuncio announced where they had left off. She summarized we are reviewing a cut off time for people to make comments. She explains the request for comments need to be done ahead of the meeting. She addressed the issue with meetings held remotely that in both scenarios the public needs to sign in. Manny clarified we were deciding how to handle comments made after a cut-off time and we suggested the comments can be part of the record but will not be addressed at the meeting. Ms. Manning asked for clarification on the way the public will access the comment link.

Mr. Cruz updated Dr. Zrike on why this policy is under discussion. He spoke about a retreat and the decisions which were made, and the Subcommittee was tasked to address how the public interacts with the Committee. Therefore, we are reviewing and editing the policy on Public Participation. Dr. Conrad discussed the policy and needing an interpreter. This was another goal which came out of the retreat. Ms. Nuncio requested an interpreter for the meeting versus only for the public comment section. Ms. Manning agreed with this as did Mr. Cruz.

Mr. Zrike asked if the public was allowed to comment what if on the agenda or can they comment on anything. Mr. Cruz explained they can comment on anything it does not need to be on the agenda. Superintendent Zrike also asked about the length of time to comment. He noted that many districts allow 3 minutes. Finally, he spoke about having a mechanism for two-way communication with the public. He explained to be available for the comment would be a positive way to work with the public. At this time, Mr. Cruz shared a document which identifies ways the school committee members work with the public. Prior to this presentation there was a quick discussion about the length of the comment time and interpreting. Dr. Zrike commended the committee for taking interpretation into consideration.

Mr. Cruz explained his presentation which was prepared by BethAnn Cornell. She put together a policy using the Student Advisory Council policy to incorporate means for the School Committee to do more outreach with the public. Mr. Cruz offered to email the suggestions to the members of the group. Dr. Zrike questioned if the Subcommittee has a feeling we will

receive pushback on these changes. Ms. Nuncio stated the pushback is on the second comment. Mr. Cruz explained there are some who think we don't want to hear from them twice. Ms. Manning confirmed the public thinks we are trying to be inconspicuous. Ms. Nuncio further explained these comments are not like a town hall meeting. She wants the public to understand this is our workplace. Mr. Cruz informed Dr. Zrike he can attest his colleagues are often out in the community. Dr. Zrike explained the public only wants us to be accessible. He does agree with Ms. Nuncio that a School Committee meeting is not the place to have a two-way conversation.

Ms. Nuncio motioned to refer Policy 6409 to the School Committee for a second reading. Mr. Cruz seconded. Roll Call Vote:

Ms. Nuncio- Yes

Mr. Cruz-Yes

Motion carried.

Dr. Conrad reminded the Committee we need to finish this meeting prior to 3:30. She displayed Policy 5416 Restraint of Students in the Salem Public Schools. She pointed out a footnote on use of physical restraint. She talked about listing out alternatives to physical restraint. The Committee decided against offering alternatives. Dr. Conrad recommends we take out the footnote. The Committee agreed. Dr. Conrad noted a language change for the Committee to accept.

Dr. Conrad reviewed Policy 4105 Staff Conduct with Students. She explained the Human Capital office does often refer to this policy. She reviewed with former Superintendent Smith and we had decided to keep it. Dr. Zrike expressed concern with social media interaction. The Committee informed him this information is in another policy. Dr. Zrike asked if we had a process in regard to physical restraint. Dr. Conrad assured him there were trainings available to staff. The Committee questioned a section of deletions and Dr. Conrad assured her the attorneys suggested the entire paragraph be eliminated. Ms. Manning agreed once Dr. Conrad explained the reason. Ms. Nuncio had concerns about the last sentence in the first paragraph using the work fraught. Dr. Zrike supports the policy as written. Ms. Nuncio added to insert subject to changing standards versus fraught. Ms. Manning was not fully in agreement in the changes. Mr. Cruz suggested to eliminate the last sentence and the Committee agreed.

Mr. Cruz motioned to advance policy 4105 and 5106 to full committee for a first reading. Ms. Nuncio seconded. Vote by roll-call:

Mr. Cruz: Yes

Ms. Nuncio: Yes

Ms. Nuncio discussed the inability to meet in public. Mr. Cruz explained that until there is a vaccine we will not have in person meetings.

Ms. Nuncio Motioned to approve the June 8 meeting minutes. Mr. Cruz seconded. Vote by roll-call.

Ms. Nuncio: Yes

Mr. Cruz: Yes

Motion Carried.

The Committee discussed another date and time for a meeting. Mr. Cruz discussed the document he shared cannot be discussed unless during a policy meeting. Ms. Nuncio also notified the Committee she needs to update the Equity Committee on the Policy on Public Participation.

The Committee then decided on their next meeting. They set the date of July 13 at 5:00 pm.

Mr. Cruz motioned to adjourn and Ms. Nuncio seconded. Vote by roll-call:

Ms. Nuncio: Yes

Mr. Cruz: Yes

Meeting adjourned at 2:56 p.m.

Respectfully submitted by

*Jennifer Gariepy*

Executive Assistant to the School Committee  
& the Superintendent