

**Salem Public Schools
Salem School Committee
Meeting Minutes
April 29, 2024**

On April 29, 2024 the Salem School Committee held its regular School Committee meeting at 7:00 PM using a hybrid model.

Members Present: Mayor Dominick Pangallo, Manny Cruz, Mary Manning, Beth Anne Cornell, Amanda Campbell, Veronica Miranda, and AJ Hoffman

Others in Attendance: Superintendent Dr. Stephen Zrike, Assistant Superintendent Elizabeth Pauley, Ellen Wingard, Dr. Kimberly Talbot, Laura Assade, Jennifer Doucette-Ly, Marc LeBlanc, and Christopher O'Donnell

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. Beth Anne Cornell motions for approval and seconded by Amanda Campbell.

Manny Cruz	Present
Mary Manning	Present
Beth Anne Cornell	Present
Amanda Campbell	Present
Veronica Miranda	Present
AJ Hoffman	Present
Mayor Pangallo	Present

Approval of Agenda

Mayor Pangallo requested a motion to approve the Agenda. Beth Anne Cornell motions for approval and seconded by Amanda Campbell . A roll call vote is taken.

Manny Cruz	Yes
Mary Manning	Yes
Beth Anne Cornell	Yes
Amanda Campbell	Yes
Veronica Miranda	Yes
AJ Hoffman	Yes
Mayor Pangallo	Yes
Motion carries 7-0	

Public Comment

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

Manny Cruz moves to close the public hearing and is seconded by Veronica Miranda. A roll call vote is taken.

Manny Cruz	Yes
Mary Manning	Yes
Beth Anne Cornell	Yes
Amanda Campbell	Yes
Veronica Miranda	Yes
AJ Hoffman	Yes
Mayor Pangallo	Yes
Motion carries 7-0	

Approval of Consent Agenda

Mayor Pangallo requested a motion to approve the Agenda. Beth Anne Cornell motions for approval and seconded by Amanda Campbell. A roll call vote is taken.

Manny Cruz	Yes
Mary Manning	Yes
Beth Anne Cornell	Yes
Amanda Campbell	Yes
Veronica Miranda	Yes
AJ Hoffman	Yes
Mayor Pangallo	Yes
Motion carries 7-0	

Superintendent's Report

Superintendent Dr. Zrike notes the recent Dominican Republic trip he attended along with SPS staff. This trip was beneficial and there were important contacts made at the ministry of education. After making these contacts we would now know who the best resource would be to gather information regarding students and families who are coming from the Dominican Republic. Now we have the relationships and knowledge of how to plan this trip for more educators in the future.

A. FY25 Budget Discussion and Follow-up

Dr. Zrike and Elizabeth Pauley begin the FY25 Budget Discussion noting the four core priorities for the Salem Public School strategic plan. There were additional emails received from the community with their input. Email input suggestions were preserved by ECC P.E. teacher position, funding additional ECC requested paras, creating additional opportunities for students to learn Spanish in elementary schools, providing and updating with monitoring bus times via phone apps and the status, and lastly considering new lockers. The in person input discussed was requesting to clarify the number of new positions that are actually new and the other existing positions funded

by ESSER. As well as a request to clarify the average class sizes by grade level and school. During the public budget hearing on April 23rd, the public comments included class size, compensation for educators, prep time for teachers, request to invest in Parent-Child-Plus and early learning programs, request to restore Reading Specialist at Carlton, and rethink the elimination of a music teacher role (re-assign to the district).

The updated budget request responses for FY25 are preserving the PreK Specialist Teacher at the Early Childhood Center, preserving the .5 Reading Specialist at Carlton, clarify all the new positions, and providing additional information about class sizes such as K-8 grade level and school averages and high school average class size is 22.5. Elizabeth Pauley notes the Personnel and Non-Personnel expenses. Elizabeth also is requesting from the School Committee the approval for the recommended budget for FY25 in the amount of \$80,158,896.50. This amount includes an appropriation of \$74,592,616 (a 4.83% increase), relies on reserves and one-time funds, and will advance strategic priorities and district values. Assuming this budget is approved by the School Committee, the next steps will be to send this budget to the City of Salem for the City Council to review and at the same time the State will release its budget as well. Dr. Zrike notes all of the district school leaders were attending virtually in case there were any additional questions or feedback.

B. Communications - Athletics and Alumni Engagement

Chris O'Donnell notes the updates on expanding the athletics and alumni engagement throughout the district. Two new website pages have been created for Salem High School Athletics, Salem Middle School Athletics, and Salem High School Alumni in the NCAA. These web pages will help SPS promote community athletics leagues of Salem. Salem Public School District is committed to championing and encouraging student involvement with the community athletics leagues of the City of Salem. Chris also notes the new alumni web page that was created to connect using LinkedIn and Facebook pages. A new link has also been created to allow alumni to become guest speakers. There is also an option for alumni to share their most recent news and/or to join the Salem High School Alumni Mailing List to be up and running by the end of Summer 2024. Chris also notes having google alerts the district is able to find out which Salem alumni have made honor rolls at their colleges. Future plans will be a newsletter and a prominent alumni page with updates. This is consistent with the SPS strategic plan as far as belonging and community engagement.

Dr. Zrike notes that intramural volleyball is thriving right now and right now at Collins 33% of students are participating in organized sports. A lot of our coaches are teachers and it is very encouraging to see.

Manny Cruz notes in regards to "the call to alumni web page" perhaps it may be best to have an additional sign up for a sign up board for folks to engage with service to the district. Also, using this page for professional opportunities to students.

Mary Manning notes we have students who excel in music, drama, and art and at times this can be overshadowed by the want to get students on fields. We need to be looking beyond athletics and think bigger.

BethAnn Cornell notes there has been no shortage of publicity or pride regarding music and arts in this district and there has been support and publicity regarding athletics within the last 10-15 years. BethAnn does agree with Mary on having more opportunity and struggling with equity and engagement in all programs for all students. BethAnn notes adding a drop down menu for the community to engage in coaching, etc.

Amanda Campbell notes looking into the Boston's Women's Professional Soccer team for partnership with Salem Public Schools as well.

Manny Cruz notes adding a more visible tab that states "engagement" rather than it being added on the bottom of the "departments" section on the web page.

Lastly, Dr. Zrike makes a recommendation to move agenda items regarding School Configuration to the next School Committee meeting scheduled on May 6th.

Student Representative Report

none

Old Business

none

New Business

A. Deliberation and vote on FY25 budget

Mayor Pangallo requested a motion to approve the Agenda. Beth Anne Cornell motions for approval and seconded by Veronica Miranda. A roll call vote is taken.

Manny Cruz	Yes
Mary Manning	Yes
Beth Anne Cornell	Yes
Amanda Campbell	Yes
Veronica Miranda	Yes
AJ Hoffman	Yes
Mayor Pangallo	Yes
Motion carries 7-0	

Finance & Operations Report

none

Subcommittee Reports

- Finance Subcommittee
- Personnel Subcommittee
- Building & Grounds Subcommittee

- Curriculum Subcommittee

Amanda Campbell notes an update from the recent Curriculum subcommittee meeting stating class rank and this is a discussion for the full School Committee to have. Class rank will be on a future May School Committee meeting and the Salem High Community will be notified of this discussion.

- Policy Subcommittee

A. Policy for no substantive changes:

- Policy 2109 - Chain of Command - Member Cornell makes a motion to accept and Member Miranda seconded the motion. A roll call vote was taken.

Manny Cruz	Yes
Mary Manning	Yes
Beth Anne Cornell	Yes
Amanda Campbell	Yes
Veronica Miranda	Yes
AJ Hoffman	Yes
Mayor Pangallo	Yes
Motion carries 7-0	

B. Policies for first reading:

- Policy 2110 - Administrative Reports
- Policy 2200 - Administrative Personnel Positions
- Policy 5103 - Control Choice Student Assignments

Member Cornell makes a motion to accept and Member Miranda seconded the motion. A roll call vote was taken.

Manny Cruz	Yes
Mary Manning	Yes
Beth Anne Cornell	Yes
Amanda Campbell	Yes
Veronica Miranda	Yes
AJ Hoffman	Yes
Mayor Pangallo	Yes
Motion carries 7-0	

School Committee Concerns and Resolutions

Member Cornell notes an update on the Committee of the Whole meeting. The discussion was to discuss the renaming of schools and/or parts of schools. We all agree there needs to be a process to clarify to the community and to ask the community for their feedback. The

appropriateness and meaning of names. This community survey will help to develop a clear process and then the Policy subcommittee can create a Policy to clarify the process regarding this matter.

Mary Manning asks for a moment of silence for long time Salem Public employee, Theresa Miaskiewicz, who epitomized rigor however showed much kindness as well.

Adjournment

Member Campbell makes a motion to adjourn and seconded by Member Miranda.

Meeting adjourned at 8:20PM.

Respectfully submitted by,

Krista Perry

Executive Administrative Assistant to the School Committee & Superintendent