

**Salem Public Schools  
Salem School Committee  
Meeting Minutes  
April 4, 2022**

On April 4, 2022 the Salem School Committee held its regular School Committee meeting at 7:00 PM using the Zoom platform.

**Members Present:** Mayor Driscoll, Ms. Mary Manning, Mr. Manny Cruz, Ms. Amanda Campbell, Dr. Kristin Pangallo, Ms. Beth Anne Cornell, and Mr. James Fleming

**Others in Attendance:** Superintendent Stephen Zrike, Assistant Superintendent Kate Carbone, Chelsea Banks, Liz Polay-Wettengel, Marc LeBlanc, Linda Farinelli, Adam Colantuoni, Susan Carmona, Arabelis Luciano, Laura Fernald, Jayren Gomez Martinez, Nashla Batista Rojas, Glenn Burns, Emily Flores

**Call of Meeting to Order**

Mayor Driscoll calls the meeting to order at 7:02pm and requests a call of attendance. She explained the Public Participation Policy 6409 and also explained the availability of Spanish interpretation.

**Attendance**

Mayor Driscoll called the attendance.

Ms. Campbell	Present
Ms. Cornell	Present
Mr. Cruz	Present
Mr. Fleming	Present
Ms. Manning	Not Present
Dr. Pangallo	Present
Mayor Driscoll	Present

**Approval of Agenda**

Mayor Driscoll requested a motion to approve the Regular Agenda. Mr. Fleming motioned and Ms. Cornell seconded. (Ms. Manning enters the meeting) A roll call vote was taken.

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

Motion carries 7-0

### **Approval of Consent Agenda**

Ms. Manning requested a motion to approve the Consent Agenda. Mr. Fleming motioned and Ms. Cornell seconded. A roll call vote was taken.

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

Motion carries 7-0

### **Public Comments**

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

### **Student Showcase**

Dr. Zrike introduces Principal of WHES, Susan Carmona, ML Teacher, Laura Fernald, and Family Engagement Facilitator, Arabelis Luciano. Principal Carmona handed over the presentation to ML Teacher, Ms. Fernald. She mentions working with her students to learn about long ago and now. She shares a presentation about the “Then and Now,” unit. The presentation included pictures of students participating in long ago exploration and an overview of the interactive activity is provided.

Ms. Fernald shares a YouTube video of the students singing a song and acting out various “chores” from “time long ago.” Ms. Fernald notes the students are all beginner ML kindergarten students. Mayor Driscoll asks what the favorite chore they learned about most. Jayren says he enjoyed making the butter. Nashla says she enjoyed churning the butter too.

Mayor Driscoll opens the comments to the rest of the School Committee. Ms. Manning says she enjoyed the variety within the presentation. Ms. Arabelis shares that she is happy to be a part of every bit of learning. Mayor Driscoll thanks the kindergarten students and WHES staff and shares that the meeting will move along and they are welcome to stay or leave if they’d like.

### **Salem High Redesign**

Dr. Zrike shares that this presentation will be an update from the work being done at the high school level. Mr. Burns opens the presentation noting some of the details in this presentation correspond to the goals for the School Improvement Plan and that the redesign is based on unifying all three high schools within the district. The presentation with information about supporting 9th graders to “stay on track.” He moves into discussion about a culture of belonging - this surrounding the idea of students graduating and preparing them for college and career in their post-school journey. He also speaks to attendance, drop-out rate, and suspension percentage. He notes the quality of vocational programming for HS students. Culture of Academic and Career Excellence is shared with the committee and Mr. Burns shares how the

progress in this area is being intertwined between all three high schools. He shares numbers depicting how many students have access to internships and provides an overview of advanced coursework. He provides an overview of the pathway to SSU and NSCC programming. A slide shows the numbers in the form of percentages for students participating in advanced coursework, athletics, and vocational education.

Dr. Flores takes over the presentation noting expectations coming for continued progress with the Redesign Plan. She notes Early College Growth, College Exploration, Summer Learning, College and Career Nights, Upgrades to Vocational work, and the MyCap Program.

Mayor Driscoll opens the floor to comment and questions. Dr. Pangallo mentions the exploratory and early college pathway options noting the comment of letting students make their own informed decisions. She wonders if students have the opportunity to do both to determine their path. Mr. Burns notes consideration for building schedules to allow for students ready to receive a certificate in the vocational program to also be able to take an early college course. He notes freshman level students don't have access to the early college courses but rather recruitment is happening in this year so most students would do exploratory and then come sophomore year would be able to do both vocational classes and early college courses.

Dr. Pangallo also asks about the difference between dual enrollment and early college. Mr. Burns notes the dual enrollment are courses taught at the school and the students receive college credits for the courses per the agreement, whereas the early college courses are part of the pathway with specific programs and prescribed courses based on college partnerships. Discussion about college credits at the HS level and future credit transfers is had.

Mr. Cruz provides context surrounding the state's initiative of Early College opportunities and the intent it has to reach first generation college students within the demographic of students of color, LatinX, and the like. Mr. Cruz wonders if there is an opportunity for the School Committee to visit the Career Fair in respect to the CTE programs and be able to talk and explore the opportunities and availability of CTE resources.

Dr. Zrike notes the work done by SHS with the redesign plan and notes the assets of the high school being significant. He mentions the numbers prove the work being done but also notes there is room for improvement and growth and he knows SHS is working diligently on building the experiences for student growth. He also notes access for ML students and working hard to make sure ML students have access to early college opportunities. He notes conversations surrounding this work are happening and big steps are coming to deliver on the district's promise to the student body.

Mayor Driscoll shares gratitude for the presentation and also notes the work completed in the year to strengthen experiences. She asks if Mr. Burns knows the number of students engaged in a paid versus unpaid internship. Mr. Burns notes he can get accurate numbers and Dr. Flores notes most of the internships are paid internships via Read Trust Grant, through NSMC, and through Co-Op with Talbot Electric.

Dr. Pangallo notes financial aid workshops with parents and wonders if financial aid is covered with students. Mr. Burns notes the content being delivered in Crew Blocks but mentions it's not as comprehensive as it needs to be. Currently LEAP has workshops and there are some after school workshops available; but he notes more work needs to be done to provide access and information to students. He notes a future opportunity is preparing students ahead of senior year.

#### **Update on SPS logo, core values, and tagline**

Dr. Zrike notes the background context leading to tonight's presentation with the process, noting feedback from the school community and consistent themes that helped shape the core values of the district. The core values note: Belonging (rooted in the equity statement), Equity (noting this work is driving the district and noting now social justice and inclusivity, lastly Opportunity (providing students personalized experiences through joyous academic success to curb their post-secondary plans. He continues the presentation to note the next steps are putting the core values to practice and translating these values into the culture of school. With noting the core values, came the need for an updated logo and tagline. After the initial review of the logos presented to the committee, work was completed to better align the logo to the core values.

Ms. Cornell shares gratitude for the process for collecting community input and offering an appropriate responsive approach to the work in finding the right ending.

Mr. Cruz shares that he absolutely loves it and if an endorsement is needed - he's giving it. He notes the tagline shares the values of the district, and the logo update has taken the feedback conversations into consideration to offer a final place for the logo.

Dr. Pangallo concurs with her colleagues and questions about the color choices. Ms. Polay-Wettengel notes this logo is specific to the district and schools will continue to have their school logos. She mentions the red and black are traditional to the Salem culture and the blue is just a contrasting color that worked best with the color options provided during the creation of the logo.

Ms. Manning notes she enjoys the tagline and also had questions about the color. She shares appreciation for the work done on this logo.

Mr. Fleming notes coming a long way from December 20, he notes applause for changing the figures from "stick figures" to more realistic figures.

#### **Memo re: Student Advisory Committee**

Dr. Zrike calls attention to the requested information surrounding the Student Advisory Committee and request for information about other districts in respect to scholarship information, along with information about clubs and programs offering scholarships.

Dr. Zrike also notes a previous presentation to the SC from Jim Perroti and notes his return to SPS tomorrow for a training with principals, assistant principals, and directors.

## **Report from the Student Representative - Hawa Hamidou Tabayi**

There is no Student Representative Report.

### **Old Business**

Mayor Driscoll notes a former topic surrounding the return to in-person meetings, hybrid meetings, etc.

Dr. Pangallo notes interest in returning but ensuring access to the public to be able to join virtually as an option.

Mr. Cruz agrees. He wants to be sure the district has access to equipment for a hybrid model.

Ms. Manning notes being in Chambers and mentions hosting an in-person subcommittee meeting ahead of the regular school committee meeting. She notes if schools are back to business in person she is ready to make the transition and return to in-person as well.

Mr. Fleming notes having a hybrid method with the transition of the committee to being in-person.

Ms. Cornell agrees with all the above and Mr. Cruz's decision to make a decision today.

Ms. Campbell notes updating the public participation policy to neaten up the language about public participation. She also notes being more cognizant about staff who would be presenting and having an understanding of not only attendees having the hybrid remote option, but also having school district personnel the opportunity to join virtually as well.

Mr. Cruz agrees with Ms. Campbell having the option for staff and their remote participation. He also notes his personal experience on decision making to return to in purpose was in connection to access to the vaccine as well.

Mayor Driscoll shares an overview of what she hears from the committee, noting the committee agrees to have a hybrid model for participants, panelists, and committee members based on a variety of reasons that may arise.

Plan for 4/25 being a hybrid meeting. Mr. Fleming suggests taking a look at the Open Meeting Law and changes that were suspended during COVID and how that looks in the return.

### **New Business**

Deliberate and vote to accept & support Superintendent's recommendations on SPS core values, logo and tagline. Mayor Driscoll requests a motion. Mr. Fleming makes a motion, Mr. Cruz seconded. A roll call vote is made.

Ms. Campbell                      Yes

Ms. Cornell                        Yes

Mr. Cruz                            Yes

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

Motion carries 7-0

## Finance Report

Mayor Driscoll requests a motion to approve the FY22 Budget Transfer Request for Teaching and Learning. The Teaching and Learning Department requests the following transfer be made from various accounts to Regular Day Instructional Supplies to fund the purchase of core instructional materials.

Mr. Fleming makes a motion and Ms. Manning seconded. Dr. Pangallo notes the large sums being transferred. Ms. Carbone provides a brief overview noting the pandemic has halted some of the spending in various budget lines and the instructional supplies line will now pay for various instructional materials.

A roll call vote was taken.

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

Motion carries 7-0

Mayor Driscoll requests a motion to approve the FY22 Budget Transfer Request for The Special Education Department. The Special Education Department requests the following transfer be made from Special Education Tuition-Private to In-District Special Education Transportation to fund in-district special education transportation vendor expenses.

Ms. Manning makes a motion and Mr. Cruz seconded. Ms. DeLai notes the transfers here are moving from transportation salaries to transportation services and this was considered and accounted for at the start of the school year.

A roll call vote was taken.

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

Mayor Driscoll            Yes  
Motion carries 7-0

Mayor Driscoll requests a motion to approve the FY22 Budget Transfer Request for the Business Office. The Business Office requests the following transfer be made from various accounts to Reg Day Pupil Transportation for Regular Ed transportation costs.

Ms. Manning makes a motion, Mr. Fleming seconded. Ms. DeLai notes again, the move in funding is supporting the contracted funding with transportation as we are no longer supporting transportation salaries as we don't have transportation salaries as was the case. Mr. Fleming asks for clarification about the budget transfer and Ms. DeLai explains the original planned funding occurred before the transition of transportation.

A roll call vote was taken.

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

Motion carries 7-0

Mayor Driscoll requests a motion to approve the FY22 Budget Transfer Request for The Athletic Department. The Athletic Department requests the following transfer be made from GEN FUND Transportation to Ath/St Act Contracted Service to be used for Athletic transportation expenses.

Mr. Fleming makes a motion, Ms. Manning seconded.

A roll call vote was taken.

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

Motion carries 7-0

## **Subcommittee Reports**

### ***Policies for second reading***

#### ***3601 Student Transportation Services***

Ms. Cornell makes a motion, and Ms. Manning seconded. Ms. Cornell notes taking recommendations from colleagues for families to be able to petition for ridership if they don't match the criteria for transportation. She shares suggested language that's been added to the policy since first reading.

A roll call vote was taken.

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

Motion carries 7-0

### ***1102 Advertising in the Schools***

Ms. Cornell makes a motion and Mr. Cruz seconded. Dr. Pangallo raises concern of a sentence being incomplete and context in question is raised. Mayor Driscoll requested Ms. Cornell to withdraw her motion, review the policy at the subcommittee meeting and return it to the agenda for 2nd reading once cleaned up.

### ***Discussion regarding Policy 6502 Student Advisory Committee***

Ms. Cornell turns over the policy discussion to Ms. Campbell for context surrounding the creation of the language of this policy.

Ms. Campbell notes there has been discussion previously and she is hoping to obtain an idea of where colleagues are at to determine if we can move this policy forward.

Mr. Cruz notes by-laws for the Student Advisory Committee in terms of the required work of the students and suggests referencing these by-laws in the policy. He notes talking about this policy at length at a previous meeting and hopes to receive feedback today to be able to move forward with this policy in terms of student feedback and moving the policy along for the appropriate readings.

Ms. Campbell notes having received feedback from students when this suggested language was originally created. Mr. Cruz asks if that conversation included by-laws references. Ms. Campbell provides an overview of the inclusion of by-laws and the conversation that was had. Mr. Cruz notes an after-meeting action to provide by-laws information to the full committee.

Ms. Manning notes confusion surrounding the policy being passed over to the chair of the Equity Subcommittee, and wonders about additional information coming to light from the equity committee without discussion to the Policy Subcommittee meeting. Ms. Manning asks if there was additional information surrounding by-laws worked on after the initial proposal was sent to policy, why haven't they been provided an update?

Mayor Driscoll clarifies the Policy Subcommittee was working on the language based on the creation and discussion with Equity and student work.

Ms. Campbell provides an overview of the Student Advisory Committee and how students receive the roles within the committee and the process of election, and the work completed. She notes four officer positions are elected by the students. Mr. Cruz provides more context surrounding the voting process and also notes that he and Ms. Campbell serve as liaisons



between the SAC and the School Committee. Ms. Campbell also provides information regarding the difference in scholarship in terms of roles and responsibilities of students serving on the board.

Ms. Manning asks about how students are chosen and why students are chosen to serve as advisors. Mr. Cruz provides clarification about that process starting with advisors showing interest in becoming an advisor. Ms. Manning asks who then appoints the advisor. Mayor Driscoll passes this to Dr. Zrike questioned if the process of choosing an advisor for SAC is the same or different from that of other clubs. Dr. Zrike notes that he could speculate a response but doesn't want to mislead anyone and could report back with that information.

Mr. Fleming notes the advisory committee electing their own officers, but he wants to know who picks the advisory committee. Mr. Cruz notes Ms. Campbell's reference to the by-laws which they have membership designated to specific student groups and within the by-laws they ask for representation from SPHS, NLIS, and they have 4 at-large seats that any student can run for. Some student groups (ex. class officers, etc.) are represented within the group. He notes once these seats are fulfilled they come together to determine how they will select the positions of the officers. Mr. Fleming asks how they get there. Ms. Manning notes the 4 at-large seats and wonders how students get those, she questions if there is a vote.

Ms. Campbell notes a function by which some seats are strongly recommended, noting the reference Mr. Cruz makes to by-laws, and a separate function where any student at all who has interest can be a part of it and just need to attend two meetings to be a part of the club. She notes every seat has potential to be filled by any student of interest. She notes this being similar to art club where anyone could be a part of it and they can then run for officer.

Ms. Manning asks what the 4 at-large seats are. Mr. Cruz clarifies it's the chair, vice chair, secretary, and treasurer. Mr. Cruz revisits the by-laws noting they are not new and were initiated by the first group of students back in 2019 who went to the School Committee looking for Youth Voice. He notes the importance of connecting as a committee with the SAC to better build a relationship. He notes the students aren't hiding their work, there's importance in coming together as a committee to connect with the SAC to see the work and engage with the students in regard to their work.

Mr. Fleming recognizes Dr. Zrike looked at other schools and how they compensate their SAC members and he would like to hear from him. Dr. Zrike shares two other committees provide scholarships to their SAC council, one is Boston Public Schools and the other is Haverhill Public Schools. He doesn't know the amount and mentions he could look into that further. He asks if they are designated chairman, vice chairman, or are they available to all members on the advisory committee. Dr. Zrike believes they are just available to the officers of the advisory committee.

Mayor Driscoll suggests having a COW to further discuss this, perhaps include student voices and get this moving to become a policy.

Ms. Campbell mentions it's been brought to policy and has been under discussion at policy. She notes at a certain point there won't be any more information to give to support the desire for this policy. She shares that though it may not get a unanimous vote, it's a conversation that keeps happening and at some point it needs to move for first reading.

Mayor Driscoll notes hearing from student voices would be an important piece to the discussion as currently, the only two members who have directly talked with students are Ms. Campbell and Mr. Cruz. Ms. Campbell notes Duncan presenting to the committee in June, the Equity Subcommittee has had students come to the full committee as well, so she notes there's been a lot of conversation around this policy. She recognizes a joint meeting would be great to bridge the gap between the committee and the SAC. Mayor Driscoll notes depending on which subcommittee you sit on, you may not have been informed or engaged in previous conversations so having a COW would be helpful.

Dr. Pangallo concurs with Ms. Campbell, she also notes a joint meeting would be great but shares she isn't sure the influence that meeting would have on taking the policy up given all the reporting that's been done. She mentions wanting to move both items forward. Mayor Driscoll clarifies it would take the policy subcommittee putting something forward at the next meeting. Dr. Pangallo notes understanding that.

Ms. Manning recognizes being on the Policy Subcommittee and not being ready to put something forward for first reading. She notes she doesn't have all the information the folks do. She notes not having information and never having conversations with students about this. She notes there are clearly good things going on; but they're going on between the SAC, their advisors, and the liaisons. She notes the remainder of the committee is being asked to vote but she isn't comfortable without having more information. She notes it's very closely connected and having a meeting with the students is needed.

Dr. Pangallo mentions not being a liaison to the SAC, sitting on the Equity Subcommittee she has discussed it more but hasn't had any additional interactions with the students. She notes the presentation last spring included the anticipation of a scholarship in show of appreciation based on the work they put in. She mentions Duncan put in a lot of work.

Ms. Campbell notes that this already sits with policy and it's been there for three months. She recognizes it's just sitting there but at some point it needs to be referred to. She notes she doesn't want students feeling a burden of building a relationship with the school committee, building a process to connect with the school committee, all while justifying a scholarship that many of us feel is a great representation of the appreciation of their work. She mentions there have been multiple occurrences of bringing documentation to the table without a resolution and at some point, a decision needs to be made.

Mayor Driscoll recognizes the process of a policy moving for first reading and notes it's not where the policy is currently. She notes the use of language surrounding the discussion of this policy and recognizes there are differences in opinion all while every member values students and student work within the district.

Mr. Cruz notes context surrounding the process. He notes a request from the equity subcommittee to the policy subcommittee that there not be any changes made to language so that equity can present the conversation at the COW. He notes the changes in chair and at the last policy subcommittee meeting with the new chair, it was the first time it came before her, she was filled in and discussion about moving it to first reading was had. Ultimately the decision was to bring this to discussion tonight to gauge if a COW would be needed for further discussion or if it could move forward to first reading based on folks wanting information to further support engagement and discussion. He notes at this point, furthering the discussion in a COW would be best and recognizes the process of policy requiring three readings so in scheduling a COW, that should be taken into consideration. He notes hearing the work from the students happens often when the Student Representative attends meetings and provides a report to the committee. He notes moving forward with a COW to include students should be approached delicately as some language could be misconstrued or misinterpreted.

Ms. Cornell notes wanting to put this up for first reading this evening and did not want to move this to a COW coming out of the subcommittee meeting because the policy is already written. She notes if the equity committee wanted to propose a COW to provide further information, then they could, which sounds unnecessary at this point. She mentions in terms of “kicking it back to policy,” isn’t needed as the policy is written and whatever the next step is - if that means a COW to deliberate again - she’s not in favor of this as the chair of Policy. Mayor Driscoll reiterates needing to move the policy for first reading which we don’t have. Ms. Cornell notes her understanding recognizing that Mr. Cruz and Ms. Manning was not in favor of moving it for first reading. She notes being happy to request a motion to move this for first reading at the next policy subcommittee meeting but if it’s going to be held up by a COW, that’s based on the committee’s decision.

Ms. Manning notes there’s plenty of time to get this situated so a COW won’t be a delay. She shares her concern that Hawa reports out; but the report is based on topics, there isn’t detailed reporting. She recognizes the students are probably working very hard but she isn’t aware of the actual work happening. She notes this is a big vote as other high school students are not receiving a scholarship for participating in an activity. She mentions it being a major change and she’s not ready to vote because she couldn’t share projects the SAC are working on.

Mr. Cruz clarifies based on Ms. Cornell noted he was opposed to pushing this forward for first reading. He notes making a recommendation based on the conversation at policy, to bring it to the full committee to discuss what the future of this policy looks like. He notes if we wanted to bring this to first reading, she could entertain a motion and we could do that. He notes likely having a split vote but we are at a decision point; and moving it to policy to put for first reading seems like the next step. Mayor Driscoll notes unless there’s a motion for a COW, that would be the course of action.

Ms. Manning makes a motion to schedule a COW for further discuss Policy 6502 Student Advisory Committee with students from SAC, Mr. Fleming seconded.

A roll call vote was taken.

Ms. Campbell	No
Ms. Cornell	No

Mr. Cruz	Yes
Mr. Fleming	Yes
Ms. Manning	Yes
Dr. Pangallo	No
Mayor Driscoll	Yes

Motion carries 4-3

#### **School Committee Concerns and Resolutions**

None

#### **Adjournment**

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

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

Motion carries 7-0. Meeting adjourned at 9:43pm.

Respectfully submitted by,

*Jensen Frost*

Executive Administrative Assistant to Assistant Superintendent