

**Salem Public Schools
Salem School Committee
EQUITY & INCLUSION SUBCOMMITTEE
Meeting Minutes
August 25, 2021**

On August 25, 2021 the Equity & Inclusion Subcommittee held its regular meeting using the Zoom on-line meeting platform.

In Attendance: Ms. Amanda Campbell, Ms. Ana Nuncio, Dr. Kristin Pangallo

Others in Attendance: Mary Manning, Superintendent Stephen Zrike, and Assistant Superintendent Kate Carbone

Call of Meeting to Order

Ms. Campbell called the meeting to order at 3:07 pm

Dr. Pangallo made a motion to approve the minutes of June 10 , 2021. Ms. Nuncio seconded the motion. A roll call vote was taken.

Ms. Nuncio Yes

Dr. Pangallo Yes

Ms. Campbell Yes

Motion carries 3-0

Ms. Campbell explained that this meeting was to discuss recognition for the Student Advisory Council. While doing research, she found that a lot of districts recognize their SAC members with scholarships. Ms. Campbell would like to discuss what is the best way to to acknowledge and recognize the work that the SAC does. The question was brought up what if they do not need a scholarship? They want to make sure it is equitable. Ms. Nuncio stated that she feels a scholarship is better than giving them a payment. Ms. Campbell spoke with the student rep and said they are happy with the scholarship and feel it's a good compromise. She noted that a scholarship does not just need to be used for 2-4 yr college. It should work for all post secondary endeavors. Ms. Campbell brought up that while the chair attends all the School Committee meetings and does a lot of work, how do the other positions also get recognized? Dr. Pangallo suggested we do scholarships in different allocations depending on the amount of work they put in.

Ms. Campbell suggested drafting what amount they think is appropriate and how it can be used and then recommending it to the full committee. Dr. Zrike suggested that whatever the decision, it should be reviewed by legal counsel. He added that this should be specific to the SAC and does not want to extend it to other extracurricular activities. He would also like to see a delineation of responsibilities. Ms. Campbell confirmed that this would be for those who have specific roles in SAC and not just participating. Ms. Nuncio is concerned that if the goal is to

have a voice, do we still need to compensate them. Ms. Campbell clarified that originally it was compensation for time served but now it is scholarship for specific responsibilities and roles. Dr. Pangallo asked if there was a common sum with other districts for the scholarships. Dr. Zrike responded that he saw other districts receiving gift cards for some students who served on time-bound specific committees. Ms. Campbell and Dr. Zrike said they would research other districts and the amounts that they were awarded. Ms. Campbell feels that the chair should get a different amount with the amount of time they spend going to the School Committee meetings. For instance, the chair would receive Y amount and the 4 others would receive X amount. The committee agreed.

The committee drafted language and scholarship amounts pertaining to the officer's positions. A question was raised on if they served 2 years would they receive 2 scholarships and would they receive it at the completion of their senior year? Dr. Pangallo asked what if a student is not going to college or the military but wants to start entrepreneurship? Also, what if someone steps down during the year? Would they receive an amount that would reflect a percentage of the year they served? The committee agreed that these questions should all be presented to legal council.

It was decided that the scholarships could be used for post secondary endeavors such as college/university expenses, entrepreneurships, vocational training and/or a career in the military.

There was conversation regarding what if someone is taking a gap year. Can they still receive the scholarship? Dr. Pangallo also suggested reviewing the SAC bylaws so we would know how many officers there are and how the scholarship should be allocated.

Ms. Campbell stated that she will email legal counsel for their review of what was discussed today and once we hear back, we can start to schedule another meeting to discuss feedback.

Dr. Zrike noted that he is bringing Matt Rodriguez from The Equity Imperative to a COW meeting on 9/1/21 from 5:15-6:30 to give an overview of the work he will be doing with the district.

Dr. Pangallo made a motion to adjourn the meeting at 4:06 pm. Ms. Nuncio seconded. A roll call vote was taken.

Ms. Nuncio Yes

Dr. Pangallo Yes

Ms. Campbell Yes

Motion carries 3-0

Respectfully submitted by,

Nancy A. Weiss

Executive Assistant to the School Committee