

**Salem Public Schools
Salem School Committee
Meeting Minutes
January 18, 2022**

On January 18, 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

Call of Meeting to Order

Mr. Cruz calls the meeting to order at 7:04pm. He explained the Public Participation Policy 6409 and also explained the availability of Spanish interpretation.

Attendance

The school committee secretary called the attendance.

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

6 present, Mayor Driscoll to arrived at 7:10pm

Approval of Agenda

Mr. Cruz requested a motion to approve the Regular Agenda. Mr. Fleming motioned and Ms. Manning seconded. A roll call vote was taken as requested by the school committee secretary.

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

Motion carries 6-0

Approval of Consent Agenda

Mr. Cruz requested a motion to approve the Consent Agenda. Mr. Fleming motioned and Ms. Manning seconded. The consent agenda includes:

1. Approval of minutes from Committee of the Whole meeting on December 20, 2021
2. Approval of Minutes of the Regular School Committee meeting on December 20, 2021
3. Approval of Warrant: 12/23/2021: \$610,406.58; 12/30/2021: \$255,331.43; 1/6/2022: \$213,889.69

Also includes an approval of minutes from the December 20, 2021 Regular School Committee Meeting and the December 20, 2021 Committee of the Whole 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 |

Motion carries 6-0

Public Comments

The school committee secretary read one comment submitted:

Paul Giglio and Jean Brietzke

54 Lawrence Street - Salem, MA 01970

Mr Commissioner who had no problem smiling cheek to cheek hunting down tests for so Teachers and Staff by Monday morning which don't and didn't even require to even show positive or A negative test. I'm seeing posts on different social media platforms about teacher's and nurse's.

Teacher's, Paraprofessionals ,Staff don't put on yellow scrubs , hats, n95 masks ,or face shields as do doctors and nurses some of these hospital's in Massachusetts are equipped. Our teacher's don't get the pay rate of Tom Brady most and almost all comes out of their own pockets who also have families and children they need to feed and keep A roof over their head . So while the Commissioner DESE was so quick to find those Rapid tests for teachers to return to work we to get in those 180 days that could have been made up during April Vacation. We don't live in the 1960's any more .

Have him get these teachers and staff the safety PPE instead of waiting 3 weeks...Dr Stephen Zrike let's get the squeaky wheel turning I have A lot faith in you

Educator's Showcase

Dr. Zrike notes the EDU showcase presentation tonight is from New Liberty Innovation School. He mentions their mid-year graduation happening on Wednesday night. Dr. Zrike opens the student showcase to the New Liberty Innovation School. Principal Jennifer Winsor introduces two of her students (Jade and Kianna - seniors graduating in June 2022) who prepared a presentation to discuss "Race Matters," the collective student voice group that started in summer 2020 in response to world issues, cultural change, and pandemic-associated concerns. The group's intent is to discuss and collaborate opinions freely and respectfully among the student population. The group has adult-led debate to promote healthy-open discussion. They share their work with the partnership of The Equity Imperative.

Mayor Driscoll extends her gratitude for the students sharing their presentation and an overview of the important work they're doing. She opens the conversation for other school committee members to weigh in.

Dr. Pangallo thanks the students for their presentation and notes that she would love to have them return to share the results of the group and the work they're proceeding with. The students share that their group consists of students across the grade levels in their school and they suggest next time, having a younger student's voice would be a great way to showcase everyone is learning. Dr. Pangallo agrees with that idea and thinks the results from the work could help recognize the effectiveness of the work with The Equity Imperative and commitment to equity.

Ms. Manning thanks Jade and Kianna for their presentation and notes she was planning to ask the same question Dr. Pangallo raised. She notes seeing a lot of presentations provided to the school committee over the years and states these two women (the NLIS students) have provided the most "real" presentation with authenticity. She explains the reality of the presentation is superb and she's proud that this work is happening, enjoyed the presentation, and would love to have them return a couple more times before the end of the year.

Ms. Thomas shares that there will be times during the cycle of the work to invite stakeholders to visit NLIS and she will keep their interest in mind as they prepare that in-school work.

Mr. Cruz thanks Jade and Kianna for their presentation and gives another callout from Ms. Campbell to secure work with The Equity Imperative. He brings attention to the student representative and the Student Advisory Council doing work on the issues raised on disparities, student discipline, etc. He shares they're looking for ways to make stronger connections with the other two high schools in the district and it would be fantastic as a stakeholder group to open up the door for collaboration with the SAC.

Ms. Cornell poses a question to Jade and Kianna, wondering if there is a way to modify conversations like this - like middle school students. Kianna notes the factor of maturity being important to have these conversations. Jade disagrees and thinks this is something everyone needs to learn. She shares her experience being at NLIS has taught her educators can cater to students' needs - so for every age group, there will be different strategies to use to develop these conversations and the skills to engage in them. She believes that slowly implementing

these skills will be important to one day have the conversations they shared in their presentation. Ms. Cornell notes having Jade and Kianna heading to Collins to have these conversations with her daughter.

Mayor Driscoll shares how impressive and authentic their presentation is and the importance of peer-to-peer learning especially with conversations that can carry a lot of weight.

Mr. Greene notes the ideas of bringing this work to lower grade levels has been discussed and the development of that is still underway. Ms. Thomas shares the Student Voice Project has a group from Collins where there is already opportunity for this work based on the model developed by NLIS. Ms. Carbone confirms The Equity Imperative is doing the Student Voice Project with all three high schools as well as at Saltonstall and Collins. Teachers have been recruited as mentors for these student groups. She suggests doing a showcase of all groups and their findings.

Mayor Driscoll commends the district for leaning into the work of equity and developing a level of commitment to this work.

Superintendent's Report:

Dr. Zrike shares a word of gratitude for the nurses over the past few weeks. Noting there are no words to share for how much support they provide to their students, families, and colleagues. Their overdrive work and commitment is impressive and to be commended. He notes their input being helpful in preparing the updated guidance being delivered this evening.

COVID update

Dr. Zrike invites Ms. Banks to begin her presentation. She shares her screen with a COVID-19 Update. She notes partnering with the public health advisors and nurses. Updated isolation period and test to return guidance is shared. Noting the change to isolation of 5 days, following Test to Return requires a negative rapid test to "test out" of isolation ahead of day 10. Continue to maximize the use of the DESE testing program. She provides an overview of how the updated change has worked for the student population at CMS since the return of winter break.

She notes the updates and changes to notifications and contact tracing. And the updates to quarantining based on vaccination status, test-to-stay consent, and other factors. A data share showcases the students versus staff numbers in terms of time: before, over, and after the winter break. Dr. Zrike notes the number of staff being out has resulted in having a substitute in the middle and elementary schools, and at the high school students are in the cafeteria for classes due to the lack of staff and the increase in staff being out due to COVID cases.

Ms. Banks shares the next steps including the work of the Family Engagement facilitators to assist with support to consent for testing and access to the vaccination, along with ongoing rapid test availability and distribution. Continuing to look at increasing vaccination rates, and establishing employee vaccination requirements with the work and partnership of the city. She closes noting that the district will continue to reflect and understand the ever-changing systems of DESE and the Department of Public Health.

Dr. Zrike notes that the DESE update is surrounding the end of Test-to-Stay and the start of rapid at-home testing but the district needs to get a handle on understanding the new guidance before making any changes or moving on the suggestion of DESE. He notes Salem is eligible based on their timeline of pool testing since the start of last school year.

Mayor Driscoll notes the appreciation to all the staff who take on so much work and are undertaking the tremendous work. She notes the incredible work being done to ensure in-person learning continues to be possible. She notes the strategies of the City of Salem and the Salem Public Schools ensuring families have access to testing and notes the continued efforts to keep happening along with vaccine increases among the student body and the city employees.

Mr. Cruz notes the vaccination rate dashboard and wonders if in the next update, the demographics could be noted and targeted as the update in addressing the need for vaccination.

Dr. Pangallo extends her gratitude and thanks to all the nurses and the team devoted to implementing vaccine clinics and the continued testing. She notes the school-based vaccination clinics are responsible for about half of kid population vaccines. She encourages anyone watching who was hesitant to get the vaccine to re-visit the information and get the vaccine as they are an incredibly safe and effective tool to mitigate symptoms and potentially shield you from getting the illness.

PK/K registration update

Dr. Zrike introduces the next topic supporting the Pre-K & K registration process with updates. He notes the Early Learning Expo on Thursday 1/20 will begin at 6:30pm and invites anyone interested to join via Zoom. He introduces Kate Carbone as the presenter. Ms. Carbone opens the presentation with an overview of the process for the Early Learning Expo with a brief overview of the agenda. She notes the resources available to families online currently and the information they'll gain at the event. She notes the upcoming events to support families looking to enroll with SPS, both virtual and in-person. She gives an overview of the classroom count between pre-k and kindergarten and then turns over the presentation to Ms. Sayonara Reyes to discuss the timeline for application due dates and notification dates along with the lottery dates for Dual Language and Pre-K. Mr. Andre Fonseca gives an overview of the process for enrollment for the Dual Language Program.

Dr. Zrike identifies an item for a vote and approval from the committee on the shift of the first batch from March 1 to March 21. Mayor Driscoll asks Ms. Carbone if the pre-kindergarten students will be tracked on academic achievement levels to be able to monitor throughout the years as they move into kindergarten and beyond. Ms. Carbone notes the readiness assessment programs that will allow a consistent measure from Pre-K and throughout the years.

Ms. Campbell notes how great the three windows are for the Dual Language Program and asks Mr. Fonseca if there is an impact for available seats knowing some of the factors that may

inhibit the window three students. Mr. Fonseca notes the process decided on was based on the natural immigration trend they've noted along with knowing Category C families are registering almost as soon as registration is available. Ms. Campbell and Mr. Fonseca agree that looking at the batch process for Dual Language Lottery as it pertains to Category C families and enrollment trends is something worth noting.

Ms. Carbone raises the update of the kindergarten class at ECC closing for the coming school year as the enrollment shows it's not needed. Ms. Carbone notes the teacher of the single class has been informed and the district will be accommodating her position elsewhere in the system.

Ms. Manning notes taking another look at the Parent Child home program and the funding we have coming in to see if we can reinstitute some of that. Ms. Manning notes the topic could be saved for budget season but also wonders if including them in the expo next year would make sense, along with the consideration of review of data in regard to PreK classes. She recalls the data formerly showing the success of students who went through the PC+ program had a lasting effect. She notes having discussion around this program in a future meeting.

Enrollment targets for 2022-2023 school year

Dr. Zrike notes the document shared with the School Committee surrounding enrollment targets based on low income demographics. Dr. Zrike completed the report as required to be done on an annual basis using the template created by former employee, Ms. Conrad. He discusses enrollment statistics as noted in the memo on the school district levels. He also highlights enrollment pertaining to the Dual Language program and the pre-kindergarten program. He stops his discussion to open for questions.

Dr. Pangallo wonders if having discussion over schools with target differences, such as BAIS where it's pretty far from the average value versus a school like HMLS. She wonders if a more intense selection process could be considered in evaluating target differences. Dr. Zrike notes it's something needing to look into and not sure if that could happen before the end of this school year. He notes the demographics of the Dual Language Program and the futurecast of enrollment for that program.

Ms. Campbell asks for clarification on the percentages listed on the report for target and staying in line with the average number. Dr. Zrike reviews the documentation and tells Ms. Campbell that he needs to process the question and respond with an answer he can think through.

Ms. Cornell asks if we are correcting the overall demographic percentages with each incoming cohort at Carlton. She wonders if the overall number is necessary in the conversations to be had as a committee. She notes potentially having the wrong number driving the bus. Mayor Driscoll notes fostering balance within the school with respect to moving parts of the school, cohorts, and changes. She shares that while it's not a perfect science, everyone's raising great points to get to the overall goal of looking at the schools that are lopsided in terms of enrollment targets.

Mr. Cruz touches upon the mention of looking at the Dual Language Program in respect to future enrollment. He wonders what happens when expanding pre-k throughout the district and what that means for future enrollment. He notes agreed percentage for enrollment based on low income and not low income and what that looks like down the line with universal pre-k. He questions when to revisit that number. Dr. Zrike responds that it's something to consider for discussion among the school committee.

Ms. Campbell shares figures and consideration around equity and access in regard to enrollment for early childhood experiences. Dr. Zrike asks what percentage systems Ms. Campbell would like to see to make the statement of change in terms of her mention of equity and access. She shares that ideally she would like to see it 80/20.

Ms. Manning agrees with Ms. Campbell's points and would like to dive deeper into this for a future meeting.

Mr. Fleming notes a change in policy would require a vote and bringing it to policy. Mayor Driscoll notes talking about the percentages and having the COW ahead of the concern of a policy change. Ms. Manning asks about a deadline change policy. Discussion is had about the Kindergarten Registration Batches needing a change and a vote to be discussed shortly. Dr. Zrike mentions the enrollment target policy notes the Superintendent sets the targets accordingly with input of the committee and community.

Report from the Student Representative - Hawa Hamidou Tabayi

Mr. Cruz shares students are in the process of planning a retreat to set some of their priorities around campaigns they're building for restorative justice, student rights, and some issues surrounding chronic absenteeism and tardiness. They're looking to have the retreat with the alumni of the Boston Student Advisory Council. Following the retreat, they'll come back and report to the committee. Ms. Hamidou Tabayi also asked Mr. Cruz to share that she will still like to participate in a retreat with School Committee members down the line as an opportunity to share out a little more about what they're working on.

Old Business

None

New Business

Deliberation & vote to declare eight (8) school buses surplus property

Ms. DeLai notes 15 buses that SPS owns and with only 2 drivers and subdrivers, there isn't a need for the capacity of fifteen. After a review, eight buses were identified as being available for trade-in value. She notes the value in putting them in for a bid for revenue to come back to the city. She notes the potential of using the funds to buy smaller vehicles to support the district if needed. Mayor Driscoll requested a motion declaring the eight school buses as surplus property. Mr. Cruz made the motion and Mr. Fleming 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

Deliberation & vote to extend the Batch 1 deadline to March 21, 2022

Mayor Driscoll requested a motion to move the Batch 1 deadline for kindergarten registration from March 1, 2022 to March 21, 2022. Ms. Manning makes a motion to approve the deadline and refer the policy to the Policy Subcommittee Meeting for review of dates being required in the policy. Mr. Cruz 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

Deliberation & vote to accept recommendation to increase the rate of pay for substitutes to \$120/regular day and \$150/extended day

Mayor Driscoll requested a motion to increase the rate of pay for substitutes to \$120/regular day and \$150/extended day. Mr. Fleming made the motion and Ms. Manning seconded. Ms. Manning asks for a refresher on the current pay and Dr. Zrike notes \$100 for regular day and \$130 for extended. No other comments or questions.

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

Finance Report

None

Subcommittee Reports

None were mentioned

School Committee Concerns and Resolutions

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 8:57pm.

Respectfully submitted by,

Jensen Frost

Executive Administrative Assistant to Assistant Superintendent