

**Salem Public Schools  
Salem School Committee  
Meeting Minutes  
March 1, 2021**

On March 1, 2021 the Salem School Committee held its regular School Committee meeting at 7:00 PM using the Zoom platform.

**Members Present:** Mayor Kimberley Driscoll, Ms. Mary Manning, Ms. Amanda Campbell, Dr. Kristin Pangallo, Mr. Manny Cruz, Ms. Ana Nuncio, and Mr. James Fleming

**Members Absent:** None

**Others in Attendance:** Superintendent Stephen Zrike, Mary DeLai, Liz Polay-Wettengel, Deb Connerty, Duncan Mayer,

**Call of Meeting to Order**

Mayor Driscoll called the meeting to order at 7:03 p.m. Mayor Driscoll read the new Public Participation Policy 6409 and also explained the request for Spanish interpretation for participation.

**Approval of Agenda**

Mayor Driscoll requested a motion to approve the Regular Agenda. Mr. Fleming motioned and Ms. Campbell seconded. The Mayor called a roll call vote.

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

Motion carries 7-0

**Approval of Consent Agenda**

Mayor Driscoll requested a motion to approve the Consent Agenda. Mr. Fleming motioned and Ms. Manning seconded. The Mayor called a roll call vote.

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

Motion carries 7-0

### **Public Comment**

The School Committee Secretary announced that there was 1 public comment request who would like to be recognized to speak.

Kathleen Coates, 51 Hawthorne Street, wanted to provide an informal update on the newly formed Salem Family Council. Ms. Coates stated that the intent of the council is to ensure families have an organized voice in the district and that families' collective needs, concerns, and issues are communicated, addressed by, and resolved before the School Committee and Superintendent regularly and effectively. She added that there are representatives from each school, including representation from SEPAC, the LGBTQ community, and the ECC. She added that the council has both administration, as well as school committee representation in these meetings. Virtual monthly meetings began in December and three have been held so far.

### **Report from the Student Representative**

Duncan Mayer announced to the Committee that tomorrow there will be a Student Experience Group meeting. Mr. Mayer also asked a couple of questions to the Committee. First was are there any updates regarding the vaccine for teachers and what is the plan for returning all students to in-person. Mr. Cruz responded that originally teachers were in Phase 1 of the Governor's plan, but have since been moved to Phase 2 Step 2, since others have been prioritized before teachers. Mr. Mayer also asked if students will be able to stay with online learning if they chose to? Dr. Zrike responded that this would be an option for this school year. They are still in the process of sorting out the 5 day plan and are waiting for the mandates from DESE. He added that DESE is requesting that elementary up to 5th grade be back by April and the middle and high schools will be phased in later in the spring. Mr. Cruz also suggested to Mr. Mayer to set up a time that he and Ms. Campbell could meet with the SAC.

### **Report of the Superintendent**

Superintendent Zrike announced that he would be presenting his entry findings, strategic priorities and goals for the district and also his goals for evaluation. Dr. Zrike explained his goal is to share his findings from his entry plan and to set up strategic priorities for the district. He added that these findings will build off the existing strategic plan (2017-2022) and he is proposing that this serve as a 30 month plan until June 2023. He spoke of the role of equity and its importance in the plan, including his findings from meetings with the community. Dr. Zrike also explained the strategic objectives, strategic initiatives and strategic measures that will be part of the district-level improvement strategy framework. The Superintendent discussed his four strategic priorities, which include the following: Build a robust talent development system for all staff; Strengthen the pre-K to post-secondary experience; Effectively meet the social/emotional and behavioural needs of all students and create a vision for engaging their families; Design and implement data-informed systems that ensure equitable use of resources and accountability for outcomes. The Superintendent shared a draft of his metrics, which many items were findings from the recent School Committee retreat. Dr. Zrike announced there would be two public budget forms on March 8th and March 17th from 6-7:30 pm. Committee

members asked questions, including any plans regarding MCAS assessments. In addition, members voiced concerns regarding the necessity of recruitment for SPS, and gave feedback regarding the work on the high school redesign, afterschool programs with regards to equity and the sports programs.

a. Presentation of Superintendent Goals for Evaluation

Dr. Zrike announced his goals for evaluation are made up of the following: Student learning, professional growth, and district goal. After explaining his goals in more detail, he requested that the Committee delay the vote until the next School Committee meeting so that they could have more time to review them.

b. Carlton Innovation School and New Liberty Innovation School DESE Annual Evaluation

Superintendent Zrike shared the Carlton Innovation School and New Liberty Innovation School DESE Annual Evaluations with the Committee. He explained that this was for informational purposes only.

**Old Business**

None to report.

**New Business**

a. Vote to Accept Superintendent's Entry Findings, Strategic Priorities, and District Goals

The Superintendent requested the month to continue refining the entry findings, strategic priorities and district goals and has asked that the vote for the Superintendent goals for evaluation be tabled until the next meeting.

b. Vote to Accept the Contract for Mary DeLai as Assistant Superintendent for Finance and Employment Engagement

Mr. Fleming stated that before the Committee voted to accept the contract for Assistant Superintendent for Finance and Employment Engagement, there should be a vote on the approval of the new job description and a vote on the appointment of the candidate.

Mr. Fleming made a motion to approve the job description for the Assistant Superintendent for Finance and Employment Engagement as recommended by the Personnel Subcommittee. Ms. Manning seconded the motion. A roll call vote was taken.

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

Motion carries 7-0

Mr. Fleming voiced his concern regarding the process with the lack of a search committee and not involving the public in this decision. Although he does support Ms. DeLai, he feels that the process was handled incorrectly. Several other members added that they understand Mr. Flemings concern, but support the appointment of Ms. DeLai as Assistant Superintendent for Finance and Employment Engagement.

Ms. Manning made a motion to appoint Mary DeLai as Assistant Superintendent for Finance and Employment Engagement. Mr. Cruz seconded. A roll call vote was taken.

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

Motion carries 6-0-1

Mr. Cruz made a motion to accept the contract for Mary DeLai as Assistant Superintendent for Finance and Employment Engagement. Ms. Nuncio seconded the motion. A roll call vote was taken.

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

Motion carries 6-0-1

## **Finance Report**

### **a. Budget Transfers**

Ms. DeLai requested the following Budget Transfer.

FY21 Budget Transfer Request 16 - The Central Office requests the following transfer be made from Legal Services to Contract Services to fund districtwide consulting services.

Mayor Driscoll requested a motion to approve FY21-16 Budget Transfer. Dr. Pangallo made the motion and Mr. Fleming seconded. A roll call vote was taken.

Ms. Manning	Yes
Mr. Fleming	Yes
Dr. Pangallo	Yes
Ms. Nuncio	Yes
Mr. Cruz	Yes

Ms. Campbell                Yes  
Mayor Driscoll            Yes  
Motion carries 7-0

### **Subcommittee Reports**

#### **a. Policy Subcommittee**

Ms. Nuncio clarified that changes that were made to the Budget Transfer Authority policy were not incorporated into the policy presented. It was noted that changes would be made before second reading. Mr. Fleming requested to send this policy to legal council for review.

#### **i. Policies for First Reading 3105 Budget Transfer Authority**

Ms. Nuncio made a motion for first reading of policy 3105 Budget Transfer Authority. Mr. Cruz seconded the motion. A roll call vote was taken.

Ms. Manning                Yes  
Mr. Fleming                Yes  
Dr. Pangallo                Yes  
Ms. Nuncio                Yes  
Mr. Cruz                    Yes  
Ms. Campbell               Yes  
Mayor Driscoll            Yes  
Motion carries 7-0

#### **ii. Policies for Second Reading 2111 Annual State-of-the-Schools Report**

Ms. Nuncio made a motion for second reading of 2111 Annual State-of-the-School Report Policy and Mr. Cruz seconded. A roll call vote was taken.

Ms. Manning                Yes  
Mr. Fleming                Yes  
Dr. Pangallo                Yes  
Ms. Nuncio                Yes  
Mr. Cruz                    Yes  
Ms. Campbell               Yes  
Mayor Driscoll            Yes  
Motion carries 7-0

#### **iii. Policies for Third Reading 5411 Student Dress**

Ms. Nuncio made a motion for third reading of 5411 Student Dress Policy and Mr. Cruz seconded. A roll call vote was taken.

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

Motion carries 7-0

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

Dr. Pangallo announced that there were zero COVID positive pools last week. The Mayor added that this is the first time there were zero new COVID cases for the city since the beginning of October. Mr. Cruz also wanted to acknowledge that March 1st begins the start of Women's History Month.

### **Adjournment**

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

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

Motion carries 7-0. Meeting adjourned at 8:44 p.m.

Respectfully submitted by,

*Nancy A. Weiss*

Executive Assistant to the School Committee & Superintendent

**Approved March 15, 2021**