

**Salem Public Schools
Salem School Committee
Meeting Minutes
March 18, 2024**

On March 18, 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, AJ Hoffman

Others in Attendance: Superintendent Dr. Stephen Zrike, Deputy Superintendent Kate Carbone, Assistant Superintendent Elizabeth Pauley, Ellen Wingard, Dr. Kimberly Talbot, Laura Assade, Jennifer Doucette-Ly and Carlos Arias Reyes

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 Veronica Miranda.

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

Mary Manning asks for a moment of silence for three Salem Public School staff members who were involved in the SPS district for several years. Marie Cronan, teacher at middle and high school, John Kapnis who was very involved in the SPS community, and Ruth Walsh, business office clerk for 40 years.

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.

Approval of Consent Agenda

Member Manning requests to remove Item C from the Consent Agenda for a separate vote.

Member Campbell approves the motion and seconded my Member Cruz.

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	

- A. Approval of the Salem High School JROTC to Camp Outdoor Odyssey in Boswell, PA from 4/25/24 - 4/28/24

Manny Cruz	Yes
Mary Manning	No
Beth Anne Cornell	Yes
Amanda Campbell	Yes
Veronica Miranda	Yes
AJ Hoffman	Yes
Mayor Pangallo	Yes
Motion carries 6 in the affirmative 1 in the negative	

Member Cruz makes a motion for reconsideration on Items A and B on the Consent Agenda.

Member Campbell approves the motion and seconded by Member Cornell.

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	

Student Showcase - Salem High School

Odell Education, dedicated to fostering creativity and critical thinking for your scholars, affords the most freedom to utilize common instructional materials and build in entry points for all learners. There are many optional lessons for teachers to choose from based on a scholars' abilities and interests. Salem High School students speak on their personal experiences. Readings are more engaging, daily lessons are connected to larger tasks, real time feedback on developing skills, the writing process is more clear and the revision process has helped me grow as a writer, and the readings are complex and the work is pushing me to develop original ideas.

Member Cornell and member Manning note the language used by all four scholars from the Salem High School that presented and are overall very impressed with this student showcase presentation.

Superintendent's Report

- A. Update on SPS Diversity, Equity, Inclusion and Engagement Efforts (Strategy 4.1)
- B. Salem's Participation in MA's Inter-District School Choice Program for 2024-25 (Strategy 4.1)

Laura Assade notes a department overview regarding the Salem Public Schools Diversity, Equity, Inclusion and Engagement efforts. This office is committed to cultivating a sense of belonging in the climate of our schools, district, and the broader community. The department will demonstrate that a more inclusive school district and academic excellence are not mutually exclusive. The priority focus is empowering educators, center belonging, and strengthening our foundation. The Parent Information Center wants to reevaluate services offered to parents through the center...including being more public facing. Family engagement goals to provide quality professional development opportunities & empowering the team to work with key educators in their buildings. Language access goals are to work with our Coordinator of Translation & Interpretation to ensure that we continue to be in service of students and families.

Laura Assade notes the Educator Engagement goals which are connecting educators to in house and out of district education resources as well as Student Support & Engagement goals including collaborating with Academics team to support evaluation of curriculum for bias. Laura Assade notes the Kindergarten Family Expo meet and greet where families can attend and register their children on site. The Home Visit Program offered three training sessions, up to 3 visits per educator which could be done during or after school hours. Also the Affinity Group Meet-ups which held 5 monthly district group sessions and held 3 school based Mini Affinity group sessions. Some enrollment trends have a few Preschool & Pre-K spots open and the high school enrollment continues to grow. The Parent Information Center and the Family Engagement Team enrolled between 20-25 new students for SY24/25.

Looking ahead, some goals and plans noted such as building and strengthening diversity recruitment teams, expanding our reach and pipelines, continuing to build school leader capacity to recruit and retain staff of color. Future plans will be to continue to work with the Human Resources Director on Recruitment & Retention, Professional Development of modules for educators by department.

Student Representative Report

Ms. Natalia Feliz notes that standards based grading needs to be improved and looked into. This can be confusing for students who work towards a 4 and don't receive that grade. Perhaps letter grading or 100% grading.

Old Business

none

New Business

Finance & Operations Report

none

Subcommittee Reports

A. Policies for third reading

Policy 5416 Use of Physical Restraint

Policy 2107 Decisions in Absence of Committee Policy

Policy 2108 Publication of School Committee Rules and Regulations

Beth Anne Cornell moves to accept policies 5416, 2107, and 2108 for a third reading. Amanda Campbell seconded the motion and also would like to note a change to Policy 5416 in the information notes section which will be changed to the correct term. Member Campbell flagged this minor change to Member Cornell.

School Committee Concerns and Resolutions

Member Miranda makes a public request to change her title from Ms. to Member. If we can make that change to her name plate and maybe publicly open up some dialogue on this subject. Mayor Pangallo notes this will be taken care of.

Mayor Pangallo notes that this past Saturday there was a productive School Committee retreat where the assignment policy was discussed. This was a productive conversation and there are some areas for improvement. There was also an agreement for more feedback from the community.

Adjournment

Mayor Pangallo makes a motion to adjourn and seconded by Member Campbell.

Meeting adjourned at 8:40PM.

Respectfully submitted by,

Krista Perry

Executive Administrative Assistant to the School Committee & Superintendent