

**Salem Public Schools
Salem School Committee
Meeting Minutes
March 4, 2024**

On March 4, 2024 the Salem School Committee held its regular School Committee meeting at 7:00 PM using a hybrid model.

Members Present: Mayor Dominick Pangallo, Ms. Mary Manning, Mr. Manny Cruz, Ms. Beth Anne Cornell, Ms. Amanda Campbell, Ms. Veronica Miranda, and AJ Hoffman

Others in Attendance: Superintendent Stephen Zrike, Deputy Superintendent Kate Carbone, Ms. Elizabeth Pauley, Ms. Ellen Wingard, Dr. Kimberly Talbot, Mr. Marc LeBlanc, Ms. Laura Assade, Ms. Jennifer Doucette-Ly, Ms. Jane Morrissey, Ms. Alyssa Irving, and Ms. Eliza Cassella

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. Ms. Cornell motions for approval and seconded by Ms. Miranda.

Ms. Campbell	Present
Ms. Cornell	Present
Mr. Cruz	Present
Ms. Manning	Present
AJ Hoffman	Present
Ms. Miranda	Present
Mayor Pangallo	Present

Approval of Agenda

Mayor Pangallo requested a motion to approve the Agenda. Ms. Cornell motions for approval and seconded by Ms. Miranda . A roll call vote is taken.

Mr. Cruz	Yes
Ms. Manning	Yes
Ms. Cornell	Yes
Ms. Campbell	Yes
Ms. Miranda	Yes
AJ Hoffman	Yes
Mayor Pangallo	Yes

Motion Carries 7-0

Approval of Consent Agenda

Mayor Pangallo requested a motion to approve the Agenda. Ms. Campbell motions for approval and seconded by Ms. Cornell. A roll call vote is taken.

Mr. Cruz	Yes
Ms. Manning	Yes
Ms. Cornell	Yes
Ms. Campbell	Yes
Ms. 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.

Superintendent's Report

- A. Superintendent's Evaluation (Strategy 2.3)
- B. Superintendent's Goals for 2024-25 (Strategy 2.3)
- C. Curriculum Updates (Strategy 1.2 and 3.1)

Student Representative Report

Dr. Zrike confirms we will begin with the Curriculum Updates this evening. Before discussing, Dr. Zrike offers updates on the MSBA moving Salem High School to the next phase in the feasibility phase. This Wednesday there will be a district wide pep rally event. Families will be receiving specific information regarding the upcoming MCAS schedules and when testing will be happening.

Curriculum Updates (Strategy 1.2 and 3.1)

Jane Morrissey, Director of Nursing and Health Services, begins a presentation on Puberty and Personal Hygiene Instruction in Grades 4 & 5. Strategic plan 3.1 which is prioritizing and attending to the mental health and wellness of every student. The School Nurses have led the implementation and physical education teachers have been given personal hygiene lessons during Physical Education class in some schools. The Lessons for 4th grade introduce the concept of puberty with emphasis on physical and social development. The lesson for 5th grade reviews concepts of puberty with emphasis on emotional development including discussion of attraction, sexual orientation, and gender identity. The standards all lessons mapped to the MA DESE Comprehensive Health and Physical Education Curriculum. Practices not covered are decision-making and problem-solving and movement skills. The current format is to have a virtual parent information session in early April and conduct lessons in late April or early May.

Recommendations would be to divide puberty material into two shorter lessons to allow for strategies to promote student understanding such as group activities and role playing. Also, to partner with Physical Education teachers to give Personal Hygiene lessons in Physical Education class and to partner with School Adjustment Counselors and City Connects Coordinators to give Puberty Lessons.

Ms. Miranda asks in terms of personal hygiene what language are we passing down to teachers to use to educate our youngest learners.

Ms. Morrissey confirms in each lesson we are teaching correct anatomy terms and not using slang when discussing body parts or hygiene.

Ms. Alyssa Irving, Middle School Health Teacher, reviews what a trimester of Health looks like for a middle school student. Ms. Irving notes as educators, it is essential that we recognize the importance of health education in shaping their futures. "Students must be healthy to be educated and educated to be healthy." By providing a developmentally appropriate curriculum from kindergarten through the twelfth grade, we can ensure that students receive continuous and comprehensive education tailored to their needs at each stage of their academic journey. The curriculum is designed to adhere to the updated Massachusetts Health Education Frameworks. Students in the 6th to 8th grades will be provided with skill-based units that are aligned with these standards. These units will cover subject areas, including physical fitness, nutrition, bullying prevention, health relationships, personal safety, substance abuse prevention, mental health, and sexual health in 8th grade only.

Ms. Irving notes the high priority practices that we wanted to emphasize this year are decision-making and problem-solving, self management and goal setting, and social awareness, relationships, and communication skills. The gender, sexual orientation and sexual health lesson instruction and discussion covered the following topics: reproductive system, fostering respect for all, understanding and preventing sexually transmitted infections and pregnancy, practicing strong communication, and consent. Ms. Irving notes the vision for the future is to coordinate collaborative planning time to examine new Massachusetts Health Frameworks and identify professional development, and utilize atlas to outline a clear curriculum pathway and alignment with state standards.

Ms. Cassella discusses Integrated Social Emotional Learning starting with research. Social Emotional Learning programs appear to have as great a long-term impact on academic growth as has been found for programs designed specifically to support academic learning. Supportive School and Classroom climates consist of de-escalation for all educators, conduct referral renovation, bullying process overhaul, and culture & climate routines. Supportive Discipline such as evidenced based curriculum. The DESSA Implementation report allows school leaders to identify differences in social and emotional competence across grades. The Referral data helps drive coaching conversations with educators and the data does tell a story that can correlate to the functionality of school buildings. Ms. Cassella notes how the data findings can support teachers and have supportive discipline for all students. Ms. Casella notes there are allocated

minutes across all schools and educators have that time to build community and relationships to gauge where students are at when they enter a classroom.

Student Representative Report

Ms. Natalia Feliz notes the student committee met with Dr. Zrike. Ms. Feliz was able to get 12-15 students to participate from other schools in the district. The next plan is to bring the students to a future meeting and once that has been done, Ms. Feliz and other students will update the rest of the School Committee members.

Old Business

none

New Business

A. Deliberation and vote on approval of superintendent’s evaluation

Mr. Cruz notes there is a rubric that DESE provides so the Vice Chair of the School Committee comes up with an overall rating. This year Dr. Zrike has achieved an overall rating of exemplary. Mr. Cruz reviews some of the comments submitted regarding Dr. Zrike and his evaluation. Mayor Pangallo requested a motion to approve the Agenda. Ms. Campbell motions for approval and seconded by Ms. Cornell. A roll call vote is taken.

Mr. Cruz	Yes
Ms. Manning	Yes
Ms. Cornell	Yes
Ms. Campbell	Yes
Ms. Miranda	Yes
AJ Hoffman	Yes
Mayor Pangallo	Yes
Motion Carries 7-0	

B. Deliberation and vote on superintendent’s annual goals

Mayor Pangallo requested a motion to approve the Agenda. Ms. Campbell motions for approval and seconded by Ms. Cornell. A roll call vote is taken.

Mr. Cruz	Yes
Ms. Manning	Yes
Ms. Cornell	Yes
Ms. Campbell	Yes
Ms. Miranda	Yes
AJ Hoffman	Yes
Mayor Pangallo	Yes
Motion Carries 7-0	

C. Discussion of school naming procedures

Mayor Pangallo requested a motion to approve the Agenda. Ms. Cornell motions for approval and seconded by Ms. Campbell. A roll call vote is taken.

Mr. Cruz	Yes
Ms. Manning	Yes
Ms. Cornell	Yes
Ms. Campbell	Yes
Ms. Miranda	Yes
AJ Hoffman	Yes
Mayor Pangallo	Yes

Motion Carries 7-0

Finance & Operations Report

none

Subcommittee Reports

A. Policies for second reading

Policy 5416 Use of Physical Restraint
Policy 2107 Decisions in Absence of Committee Policy
Policy 2108 Publication of School Committee Rules and Regulations
Relative to the Conduct of Teachers and Students

Ms. Cornell makes a motion to accept Policies 5416, 2107, and 2108 for a second read and Ms. Miranda seconded. A roll call vote is taken.

Mr. Cruz	Yes
Ms. Manning	Yes
Ms. Cornell	Yes
Ms. Campbell	Yes
Ms. Miranda	Yes
AJ Hoffman	Yes
Mayor Pangallo	Yes

Motion Carries 7-0

B. Policies for third reading

Policy 2102 Organization
Policy 2103 Qualifications, Duties and Responsibilities

Ms. Cornell makes a motion to accept Policies 2102 and 2103 for third reading. Ms. Miranda seconded. A roll call vote is taken.

Mr. Cruz	Yes
Ms. Manning	Yes
Ms. Cornell	Yes
Ms. Campbell	Yes
Ms. Miranda	Yes

AJ Hoffman Yes
Mayor Pangallo Yes
Motion Carries 7-0

School Committee Concerns and Resolutions

Adjournment

Ms. Miranda motions to adjourn and seconded by Ms. Cornell.

Mr. Cruz Yes
Ms. Manning Yes
Ms. Cornell Yes
Ms. Campbell Yes
Ms. Miranda Yes
AJ Hoffman Yes
Mayor Pangallo Yes
Motion Carries 7-0

Meeting adjourned at 8:15PM.

Respectfully submitted by,
Krista Perry

Executive Administrative Assistant to the School Committee & Superintendent