

**Minutes of the Regular Session  
of the Salem School Committee  
Monday, March 3, 2025  
Rm. 227, 29 Highland Ave.  
Hybrid Meeting**

**Members Present:** Mayor Dominick Pangallo, Vice Chair Cruz, Amanda Campbell, AJ Hoffman, Mary Manning and Veronica Miranda

**Others in Attendance:** Superintendent Stephen Zrike, Deputy Superintendent Carbone and Assistant Superintendent Pauley

**Members Absent:** Beth Anne Cornell

**Call of Meeting to Order**

Mayor Pangallo called the meeting to order at 7:00 pm and informed the public that the docket contains the public participation procedure and how to access Spanish interpretation.

**Approval of Agenda**

Member Miranda made a motion to approve the agenda. Member Campbell seconded. A roll call vote was taken.

Member Campbell voted YES

Member Cornell ABSENT

Vice Chair Cruz voted YES

Member Hoffman voted YES

Member Manning voted YES

Member Miranda voted YES

Mayor Pangallo voted YES

Motion passed with 6 votes in favor and 1 absent.

**Public Comment**

There were no public comments.

**Approval of Consent Agenda**

1. Approval of Minutes of Regular School Committee meeting held on February 24, 2025
2. Approval of FY25 Warrants:
  1. 02/27/2025 - \$392,473.86

Member Campbell made a motion to approve the consent agenda. Member Miranda seconded. A roll call vote was taken.

Member Campbell voted YES

Member Cornell ABSENT

Vice Chair Cruz voted YES  
Member Hoffman voted YES  
Member Manning voted YES  
Member Miranda voted YES  
Mayor Pangallo voted YES  
Motion passed with 6 votes in favor and 1 absent.

### **Student Representative Report**

Student Representative Qualkenbush said that at the Student Advisory meeting held earlier in the day, the students discussed the new high school space. Some students advocated for a softball or baseball field, environmentally friendly school, construction process, bigger and open spaces for sunlight in the building, more traditional art such as painting, drawing and photography spaces. Mayor Pangallo had attended the meeting as well. Student Representative Qualkenbush added that the Monday meetings were no longer mandatory but everyone was encouraged to attend. Superintendent Zrike spoke about the “change project” which supports newcomers, multilingual students and special education students to ensure they have equitable access to programs, classes and opportunities. Student Representative Qualkenbush said that the students discussed this matter in terms of having more translators in classes and will be discussing other ways in future meetings.

### **Superintendent’s Report**

Superintendent Zrike announced the basketball game on March 4th at Salem High School (SHS). A new grading system called JumpRope that SHS currently uses will be rolled out. Member Manning provided an update about the Safety Committee. Member Manning said that the Safety Committee meets monthly and is composed of principals, assistant principals, school resource officers, representatives from the Fire Department and the Charter Academy, Buildings and Grounds Director, Assistant Director of Special Education, Director of Nursing, Superintendent, Deputy Superintendent, Director of Diversity, Equity, Inclusion and Engagement, Executive Director of Student Supports, representatives from the YMCA, LEAP for Education and the Boys and Girls Club, Director of After-School Programs, representatives from Food Services and the Transportation departments, Director of Communications and a safety consultant. Member Manning said that the staff at the front desk of the school buildings have been given scripts and training. Member Manning added that all doors that could be locked with a safe lock have had it installed over February break. Member Manning also mentioned the new initiative for anonymous reporting called Say Something which has no cost associated with it. A button will be installed in all the chromebooks for students in Grades 4-12. Students and staff will be trained. Member Manning mentioned that Lisa Golden IS an integral part of the safety initiatives. Superintendent Zrike added that this initiative was recommended by the Attorney General’s Office as part of a comprehensive response to school safety.

#### **1. Superintendent’s Evaluation**

Vice Chair Cruz provided an overall assessment of the evaluation. Vice Chair Crfuz added that once this portion of the evaluation is complete, the next step would be to set up goals for the Superintendent. For the second year in a row, Superintendent Zrike achieved

the rating of exemplary across all four of the standards from the Massachusetts Department of Elementary and Secondary Education (DESE) rubric used for evaluation by the School Committee members. Vice Chair Cruz provided some of the School Committee members' comments from the evaluations.

**2. Communications Update**

Chris O'Donnell, Director of Communications, provided a presentation. In response to Member Manning, Mr. O'Donnell provided some updates on athletics.

**3. Massachusetts School Building Authority (MSBA) Update**

Superintendent Zrike said that based on the feedback at the last School Committee, there will be some changes to the education plan and the space summary which will be presented at the March 17<sup>th</sup> School Committee meeting. Superintendent Zrike added that SHS staff input will be gathered the next day about spaces that might not be needed or can be adjusted in order to better control the cost involved. This feedback will also be reflected in the presentation at the March 17<sup>th</sup> School Committee meeting.

**4. Finance and Operations Report**

Assistant Superintendent Pauley said that this week is National School Breakfast Week and mentioned the activities and special food items at the schools. A dinner program was launched at Collins Middle School earlier in the evening and 63 meals were served.

**1. Budget Transfers**

Assistant Superintendent Pauley explained the budget transfer request of \$262,035.87 which is done to ensure that the current FY25 ends in balance. There are still three cost centers which are being reviewed to see if there are any funds that can be transferred out of their accounts and this will be presented at the next School Committee meeting. In response to Mayor Pangallo, Assistant Superintendent Pauley said that the district currently rents a stage for events but buying a stage will save the district money for future years.

**Subcommittee Reports**

**1. Finance Subcommittee**

No report at this time.

**2. Personnel Subcommittee**

No report at this time.

**3. Building and Grounds Subcommittee**

No report at this time.

**4. Curriculum Subcommittee**

No report at this time.

5. **Policy Subcommittee**  
No report at this time.

### **Motions and Resolutions**

1. **Superintendent's Evaluation**

Member Campbell made a motion to accept the Superintendent Zrike's evaluation with the rating of exemplary. Member Miranda seconded. A roll call vote was taken.

Member Campbell voted YES

Member Cornell ABSENT

Vice Chair Cruz voted YES

Member Hoffman voted YES

Member Manning voted YES

Member Miranda voted YES

Mayor Pangallo voted YES

Motion passed with 6 votes in favor and 1 absent.

Superintendent Zrike said that he was humbled by the comments and gave credit to all the administrators, teachers, staff and students. Superintendent Zrike said that he loved working with the students in Salem and that there is still a lot of work to do but that the district has the right of group of people and together, progress is being made. Superintendent Zrike thanked the union partners and the School Committee.

2. **Budget Transfers**

Member Cambell made a motion to approve the budget transfers. Member Manning seconded. A roll call vote was taken.

Member Campbell voted YES

Member Cornell ABSENT

Vice Chair Cruz voted YES

Member Hoffman voted YES

Member Manning voted YES

Member Miranda voted YES

Mayor Pangallo voted YES

Motion passed with 6 votes in favor and 1 absent.

3. **Policy 5214.01 Graduation Requirements and Competency Determination - Third Reading**

Member Cambell made a motion to approve Policy 5214.01 Graduation Requirements and Competency Determination for third reading. Member Miranda seconded. A roll call vote was taken.

Member Campbell voted YES

Member Cornell ABSENT  
Vice Chair Cruz voted YES  
Member Hoffman voted YES  
Member Manning voted YES  
Member Miranda voted YES  
Mayor Pangallo voted YES  
Motion passed with 6 votes in favor and 1 absent.

**4. Policy 5215.01 Directory of Information on Students - Second Reading**

Member Campbell made a motion to approve Policy 5215.01 Directory of Information on

Students for second reading. Member Miranda seconded. A roll call vote was taken.  
Member Campbell voted YES  
Member Cornell ABSENT  
Vice Chair Cruz voted YES  
Member Hoffman voted YES  
Member Manning voted YES  
Member Miranda voted YES  
Mayor Pangallo voted YES  
Motion passed with 6 votes in favor and 1 absent.

**Announcements**

Mayor Pangallo said that together with Superintendent Zrike, a meeting with the City Clerk and the members of the Board of Registrars of Voters was held to talk about the process of moving voting out of the schools and if that was not possible, providing space in the schools that could be secured so that the public cannot access the rest of the building during election days. Mayor Pangallo expressed optimism at seeing progress in this area. Superintendent Zrike said that he attended a meeting with North Shore Alliance of GLBTQ Youth (NAGLY) last Friday with Mayor Pangallo at the invitation of Member Hoffman. They had a chance to meet with students, parents and teachers. Feedback was received on how to best support the LGBTQ+ community.

**Adjournment**

Member Campbell made a motion to adjourn at 8:03 pm. Member Miranda seconded. A roll call vote was taken.  
Member Campbell voted YES  
Member Cornell ABSENT  
Vice Chair Cruz voted YES  
Member Hoffman voted YES  
Member Manning voted YES  
Member Miranda voted YES  
Mayor Pangallo voted YES  
Motion passed with 6 votes in favor and 1 absent.

Respectfully submitted by,

***Shirley Dorai***

Executive Assistant to the School Committee & Superintendent