

**Minutes of the Regular Session
of the Salem School Committee
Monday, March 17, 2025
Rm. 227, 29 Highland Ave.
Hybrid Meeting**

Members Present: Mayor Dominick Pangallo, Vice Chair Cruz, Amanda Campbell, Beth Anne Cornell, Mary Manning and Veronica Miranda

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

Members Absent: AJ Hoffman

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 Cornell made a motion to approve the agenda. Member Campbell seconded and it was so VOTED. Motion passed unanimously.

Public Comment

Ben Chertok, Music Coordinator, Salem Public Schools

Mr. Chertok said that March is Music in our School Month. The high school groups have been competing all over the state. Mr. Chertok reported that the percussion ensemble was doing very well and were recently promoted to a new class where they are being very competitive. They are currently in second place in their division. The junior color guard composed of Grades 4-7 students received a silver medal this past weekend. The senior color guard composed of Grades 7-12 students is currently in first place in their division prepping for their championships on March 29th at Salem High School. Collins Middle School Drama Club will present Frozen, Jr. this weekend. Mr. Chertok continued that Salem Public Schools (SPS) will be hosting "All City Concerts: Jazz/Chorus/Band/Orchestra" on March 26th and 27th. Superintendent Zrike thanked Mr. Chertok for his leadership and continued growth of the music programs.

Approval of Consent Agenda

1. Approval of Minutes of Regular School Committee meeting held on March 3, 2025
2. Approval of Minutes of Special School Committee meeting held on March 11, 2025
3. Approval of Overnight Field Trip to Brewer, Maine for SHS Music Department from August 22-25, 2025
4. Approval of FY25 Warrants:
 1. 03/06/2025 - \$690,733.71

2. 03/13/2025 - \$606,259.11

A correction on the agenda was made to reflect that the overnight field trip was for the Salem High School Girls Varsity Volleyball team to compete in Brewer, Maine.

Vice Chair Cruz made a motion to approve the consent agenda. Member Miranda seconded and it was so VOTED. Motion passed unanimously.

Student Representative Report

Student Representative Qualkenbush said that the student advisory group are going to be announcing their Monday crew meetings on Monday as part of the announcements at school. They also spoke about using the screens around the school to let students know what was discussed at the meetings.

Superintendent's Report

Superintendent Zrike announced the musical programs taking place at the schools, receipt of the teacher diversification grant, tuition reimbursement, relocation funds as well as acceptance into the registered teacher partnership grant from the state for creating an apprenticeship model which is in the exploratory phase with Salem State College. Superintendent Zrike that part of his goals includes better organization of the recruitment pipelines. There is also a new remote interpretation opportunity where the district was able to purchase devices through a grant for live video interpretation. There will be a walk-through for the Bentley dual language program with the School Committee on March 25th. Superintendent Zrike said that visits to other high schools will be planned so that the School Committee can see some examples of the buildings.

1. Superintendent's Goals

Superintendent Zrike described his goals and sought feedback from the School Committee. Mayor Pangallo said that the vote will be taken at the next meeting so that members can review and speak with Superintendent Zrike about the goals. Member Campbell suggested including the Spanish program in the goals. Vice Chair Cruz said that legislation around educator diversity calls for a three year strategic plan for recruitment and that this should be included as part of the evidence. Vice Chair Cruz also stated that the legislation also states that a Diversity Advisory Council to the Superintendent and School Committee needs to be set up to develop the plan.

2. Massachusetts School Building Authority (MSBA) Update

- 1. Education Plan**
- 2. Space Summary**
- 3. MSBA's Accelerated Repair Program (ARP) to Replace Roof and Add Heat Pumps at Carlton and Horace Mann**

Superintendent Zrike introduced Ms. Margaret Minor Wood, Anser Advisory, Owner's

Project Manager, Ms. Kim Carter from QED Foundation, educational consultant on the SHS Building Project. Ms. Wood said that the preliminary design program was submitted to the MSBA in the fall. Ms. Wood briefly spoke about the education plan and space summary. Ms. Wood said the variance document identifies the spaces that differ from the MSBA template. Ms. Wood stated that the City would probably get 50% or slightly less reimbursement on every square foot of the template. Special education, career and technology education are usually outside the template as they are unique to each district. Ms. Wood further explained other spaces at Salem High School (SHS).

Superintendent Zrike said the current career and technical education program and classroom spaces at the high school are large. Superintendent Zrike is working with SHS Principal Burns to trim some of the spaces based on projected enrollment figures. Superintendent Zrike said that the high school was built for 2,000 students but the enrollment is much less now. Ms. Wood said about 35,000 square feet was taken out of the school plan recently. Ms. Wood added that the square footage of the building drives the cost of the building. A smaller building will also mean less operating costs such as energy to maintain the building.

In response to Vice Chair Cruz, Superintendent Zrike said that the CTE program has already expanding and there is ongoing discussion but that it would be difficult to receive approval for more because almost three quarters of the student population is projected to be in CTE programs at SHS. Vice Chair Cruz asked for information about the waitlist of Salem students for Essex North Shore Agricultural and Technical School as compared to the school's total waitlist.

In response to Member Manning, Ms. Wood said that some of the classrooms at SHS are too small. In response to another question from Member Manning regarding the auditorium, Ms. Wood said that the Building Committee voted for an auditorium with 690 seats and the black box because it is based on the needs of the school and not the City. There was more discussion about this matter for clarification. Member Cornell raised the matter of glass interior walls and Ms. Wood said that this will be discussed further. Member Manning requested an update from the Building Committee at the School Committee meetings. There were comments that the Building Committee meeting minutes provide a lot of information. School visits were also discussed. Ms. Wood said that the space summary is subject to change. In response to Mayor Pangallo's inquiry about the daycare space not appearing in the plan, Superintendent Zrike said that it is going to be classroom instead of a full daycare and that the Horace Mann Laboratory School which is on the same campus has the capacity for this program. In response to another question from Mayor Pangallo, Superintendent Zrike said the high school is currently used as a district storage space but there are different options that could be considered including keeping the Solarno Center at SHS.

Superintendent Zrike said that the district is participating in repair projects at the
Carlton
Innovation School and the Horace Mann Laboratory School. Elizabeth Golden, MSBA

Liaison, provided more information on the repair project at the Bates School initiated last year and the proposed new repair projects at the Carlton Innovation School and the Horace Mann Laboratory School. The Salem City Council had approved it last week. A vote from the School Committee is now needed. The deadline for submission is March 21, 2025.

3. Finance and Operations Report

Assistant Superintendent Pauley said that further budget transfer requests for FY25 will be brought to the School Committee when it is ready.

Subcommittee Reports

1. Finance Subcommittee

Member Manning explained the budget development process for this year.

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 Goals

This matter was tabled for the next meeting.

2. Three year contract (July 1, 2024 - June 30, 2027) for Deputy Superintendent, Kate Carbone

Vice Chair Cruz said that this contract includes a 4% salary increase and that Ms. Carbone has been a tremendous partner in the district. Vice Chair Cruz thanked Ms. Carbone for all her contributions and for continuing to work for Salem Public Schools.

Vice Chair Cruz made a motion to approve the three year contract (July 1, 2024 - June 30, 2027) for Deputy Superintendent, Kate Carbone. Member Manning seconded and it was so VOTED. Motion passed unanimously.

3. Education Plan and Space Summary

Vice Chair Cruz made a motion to acknowledge the receipt of the education plan and

space summary. Member Campbell seconded and it was so VOTED. Motion passed unanimously.

4. Authorizing the Superintendent to submit to the Massachusetts School Building Authority the Statement of Interest Form for the Carlton Innovation School located at 10 Skerry Street, Salem, MA

Mayor Pangallo read the following statement:

Resolved: Having convened in an open meeting on March 17, 2025 prior to the SOI submission closing date, the School Committee of Salem, in accordance with its charter, by-laws, and ordinances, has voted to authorize the Superintendent to submit to the Massachusetts School Building Authority the Statement of Interest Form dated March 21, 2025 for the Carlton Innovation School located at 10 Skerry Street, Salem, MA - 01970 which describes and explains the following deficiencies and the priority category(s) for which an application may be submitted to the Massachusetts School Building Authority in the future: replacement, renovation or modernization of school facility systems, such as roofs, windows, boilers, heating and ventilation systems, to increase energy conservation and decrease energy related costs in a school facility (Priority 5). The HVAC system at the Carlton Innovation School consists of two (2) gas-fired boilers, one (1) chiller, six (6) roof top units and multiple unit ventilators throughout the building. These units are all beyond their useful life, are failing, and in need of replacement. The roof is over 23 years old, in poor condition with multiple holes and failing patches causing leaks into the building, and is overdue for replacement; and hereby further specifically acknowledges that by submitting this Statement of Interest Form, the Massachusetts School Building Authority in no way guarantees the acceptance or the approval of an application, the awarding of a grant or any other funding commitment from the Massachusetts School Building Authority, or commits the City of Salem to filing an application for funding with the Massachusetts School Building Authority.

Vice Chair Cruz made a motion to authorize the Superintendent to submit to the Massachusetts School Building Authority the Statement of Interest Form for the Carlton Innovation School located at 10 Skerry Street, Salem, MA. Member Miranda seconded. A roll call vote was taken.

Member Campbell voted YES

Member Cornell voted YES

Vice Chair Cruz voted YES

Member Hoffman ABSENT

Member Manning voted YES

Member Miranda voted YES

Mayor Pangallo voted YES

Motion passed with 6 votes in favor and 1 absent.

5. Authorizing the Superintendent to submit to the Massachusetts School Building Authority the Statement of Interest Form for the Horace Mann Laboratory School located at 79 Willson Street, Salem, MA

Mayor Pangallo read the following statement:

Resolved: Having convened in an open meeting on March 17, 2025 prior to the SOI submission closing date, the School Committee of Salem, in accordance with its charter, by-laws, and ordinances, has voted to authorize the Superintendent to submit to the Massachusetts School Building Authority the Statement of Interest Form dated March 21, 2025 for the Horace Mann Laboratory School, 79 Willson Street Salem, MA - 01970 which describes and explains the following deficiencies and the priority category(s) for which an application may be submitted to the Massachusetts School Building Authority in the future: replacement, renovation or modernization of school facility systems, such as roofs, windows, boilers, heating and ventilation systems, to increase energy conservation and decrease energy related costs in a school facility (Priority 5). The HVAC system at the Horace Mann Laboratory School includes two (2) gas-fired boilers, one (1) chiller, eleven (11) roof top units and multiple unit ventilators throughout the building. Both boilers have had extensive repairs, and all rooftop digital display screens are obsolete (McQuay Rooftop Units). The roof at the Horace Mann Laboratory School is over 23 years old and is in very poor condition. There are multiple areas of wet insulation which is noticeably spongy and soft when walking on the roof. Replacement is of the highest priority due to numerous roof leaks; and hereby further specifically acknowledges that by submitting this Statement of Interest Form, the Massachusetts School Building Authority in no way guarantees the acceptance or the approval of an application, the awarding of a grant or any other funding commitment from the Massachusetts School Building Authority, or commits the City of Salem to filing an application for funding with the Massachusetts School Building Authority.

Vice Chair Cruz made a motion to authorize the Superintendent to submit to the Massachusetts School Building Authority the Statement of Interest Form for the Horace Mann Laboratory School located at 79 Willson Street, Salem, MA. Member Miranda seconded. A roll call vote was taken.

Member Campbell voted YES

Member Cornell voted YES

Vice Chair Cruz voted YES

Member Hoffman ABSENT

Member Manning voted YES

Member Miranda voted YES

Mayor Pangallo voted YES

Motion passed with 6 votes in favor and 1 absent.

6. Policy 5215.01 Directory of Information on Students - Third Reading

Member Cornell made a motion to approve Policy 5215.01 Directory of Information on Students for third reading. Member Campbell seconded and it was so VOTED. Motion passed unanimously.

Announcements

Vice Chair Cruz noted that the City of Salem will be hosting Women's History Month celebration at 401 Bridge Street on March 28th at 8:30 am.

Adjournment

Member Campbell made a motion to adjourn at 8:28 pm. Member Miranda seconded and it was so VOTED. Motion passed unanimously.

Respectfully submitted by,

Shirley Dorai

Executive Assistant to the School Committee & Superintendent