

**Minutes of the Regular Session  
of the Salem School Committee  
Monday, April 28, 2025  
Rm. 227, 29 Highland Ave.  
Hybrid Meeting**

**Members Present:** Mayor Dominick Pangallo, Vice Chair Cruz, Amanda Campbell, 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:** None

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

Member Campbell voted YES

Member Cornell voted YES

Vice Chair Cruz ABSENT

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 April 7, 2025
2. Approval of Minutes of FY26 Budget Public Hearing held on April 14, 2025
3. Approval of Minutes of Special School Committee meeting held on April 15, 2025
4. Approval of Field Trip to New York City for Collins and Saltonstall Grade 8 on May 29-30, 2025
5. Donation from fundraising at Horace Mann in the amount of \$3,902.85 from the Scholastic Book Fair, \$2,137.60 from Read-A-Thon and \$1,765.25 from the Book Fair.

6. Donation for Salem High School Wicked Wrench Club from The Antique and Classic Boat Festival in the amount of \$10,000.00.
7. Approval of FY25 Warrants:
  1. 04/03/2025 - \$856,096.08
  2. 04/10/2025 - \$475,508.31
  3. 04/17/2025 - \$640,127.17
  4. 04/24/2025 - \$640,028.60

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 voted YES

Vice Chair Cruz voted YES

Member Hoffman voted YES

Member Manning voted YES

Member Miranda voted YES

Mayor Pangallo voted YES

Motion passed unanimously.

Mayor Pangallo and Member Manning acknowledged the generous donation from the Antique and Classic Boat Festival Committee.

### **Student Representative Report**

Student Representative Qualkenbush said that the student advisory group voted in the secretary, press secretary and officer-at-large for the remainder of this year as well as the coming year. May 29th is the last day for seniors. Superintendent Zrike added that based on the feedback from the student advisory group, a lot of work has been done to the bathroom facilities in the school.

### **Superintendent's Report**

Superintendent Zrike attended the end of the week celebration at the YMCA for a group of middle schoolers who completed a week-long program in CPR, babysitting, swimming and volunteering in the pantry. Superintendent Zrike said it was a good event and thanked the Salem Public Schools who helped organize the event. Community meetings will be held on April 29 and 30 by the Salem High School Building Committee to gather feedback about the 4 options for the design of the new building. The SHS Building Committee will vote on this matter at their May 8th meeting. Superintendent Zrike said that Arbor Day was celebrated earlier in the day at SaltonStall with a tree planting and thanked the Tree Commission.

### **1. FY26 Proposed Budget Discussion**

Superintendent Zrike provided the FY26 budget presentation taking into account the comments and input from various stakeholders . Assistant Superintendent Pauley provided further explanation about the changes made. The total budget for approval is

\$78,173,061. The personnel budget is \$60,462,704.36 and the non-personnel budget is \$18,615,959.

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

Superintendent Zrike said that over the April vacation, visits were made to the Somerville High School, Belmont High School and Billerica High School. Waltham High School is also another high school that the team might potentially visit. Mayor Pangallo commented that the 4 design options which will be considered will not be the final design as there will be many more weeks of detailed design discussions.

**5. Finance and Operations Report**

There was no report.

**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. Adoption of FY26 Proposed Budget**

Clarification was made that hiring will be done without compromising values and not just based on lower salaries. Superintendent Zrike mentioned that principals need to be thoughtful of many factors when making hiring decisions.

Vice Chair Cruz thanked Superintendent Zrike and the administrative team for taking into account the comments received. Both Vice Chair Cruz and Member Manning emphasized that this is the first of a series of difficult budget years which will prompt difficult conversations about how education is being offered in the district. Vice Chair Cruz mentioned that the district is being shortchanged by the Chapter 70 formula, negatively impacted by inflationary issues in addition to the rising costs of different services within the district. Vice Chair Cruz added that advocacy is needed. Vice Chair

Cruz said that families whose first language is not English should be engaged more in this process next year so that they are aware how the decisions made would affect them.

Member Campbell thanked Superintendent Zrike and the team for having thoughtful and transparent conversations around the budget. Mayor Pangallo thanked everyone for their feedback. Mayor Pangallo said that the uncertainty of federal funding, the pressure of rising cost centers and the limited revenue options of the city is a tremendous challenge. Mayor Pangallo added that the contract with the educators is appropriate. Mayor Pangallo also referenced the flawed Chapter 70 formula. Mayor Pangallo said that he will continue to ask for a state review of the formula and hoped that the district, teachers union and legislators will work together on this matter.

Member Miranda made a motion to approve the personnel budget of \$60,462,704.36.

Member Campbell seconded. A roll call vote was taken.

Member Campbell voted YES

Member Cornell voted YES

Vice Chair Cruz voted YES

Member Hoffman voted YES

Member Manning voted YES

Member Miranda voted YES

Mayor Pangallo voted YES

Motion passed unanimously.

Member Manning made a motion to approve the non-personnel budget of \$18,615,959.

Member Miranda seconded. A roll call vote was taken.

Member Campbell voted YES

Member Cornell voted YES

Vice Chair Cruz voted YES

Member Hoffman voted YES

Member Manning voted YES

Member Miranda voted YES

Mayor Pangallo voted YES

Motion passed unanimously.

Superintendent Zrike said the budget will now go before the City Council on May 27th. In response to Member Manning, Superintendent Zrike said that the City Council can vote to provide more funding or less funding but they do not have line item authority.

**2. Policy 5103: Controlled Choice Student Assignment - Second Reading**

Member Campbell made a motion to approve Policy 5103: Controlled Choice Student Assignment for second reading. Member Miranda seconded. A roll call vote was taken.

Member Campbell voted YES

Member Cornell voted YES

Vice Chair Cruz voted YES

Member Hoffman voted YES  
Member Manning voted YES  
Member Miranda voted YES  
Mayor Pangallo voted YES  
Motion passed unanimously.

**3. Policy 5501: Responsible Use Policy and Media - Second Reading**

Member Miranda made a motion to approve Policy 5501: Responsible Use Policy and Media for second reading. Member Campbell seconded. A roll call vote was taken.  
Member Campbell voted YES  
Member Cornell voted YES  
Vice Chair Cruz voted YES  
Member Hoffman voted YES  
Member Manning voted YES  
Member Miranda voted YES  
Mayor Pangallo voted YES  
Motion passed unanimously.

**Announcements**

Member Hoffman announced the NAGLY Prom which will take place on May 3rd at the Community Life Center. Mayor Pangallo announced that together with the City Clerk's Office, voting locations at Bates and Salem High School that have separate entrances to the outside have been identified. Superintendent Zike said that the Salem Children's Alliance is hosting a free drop-in at the Community Life Center on April 30th about local camps and summer programs.

**Adjournment**

Vice Chair Cruz made a motion to adjourn at 8:05 pm. Member Campbell seconded. A roll call vote was taken.  
Member Campbell voted YES  
Member Cornell voted YES  
Vice Chair Cruz voted YES  
Member Hoffman voted YES  
Member Manning voted YES  
Member Miranda voted YES  
Mayor Pangallo voted YES  
Motion passed unanimously.

Respectfully submitted by,

***Shirley Dorai***

Executive Assistant to the School Committee & Superintendent



*FY 26 Budget Updates  
School Committee  
Discussion/Reflections  
April 28, 2025*

# Budget: Reminders

- ❑ 4.8% increase (+\$3,580,445.57)
- ❑ Complicated architecture
  - ❑ Looked for efficiencies
  - ❑ Using recurring revenue to reduce expenses
  - ❑ Final budget recommendation includes 57 position reductions & reductions to Non-Personnel

**\$78,173,061**  
appropriation



# Budget: Adjustments

Adjustments	Notes
<ul style="list-style-type: none"><li>Return position at <b>HMLS</b> (partially art and partially intervention)</li><li>Eliminate floater PreK <b>HMLS</b> paraprofessional position</li><li>Eliminate 0.5 math specialist at <b>Saltonstall</b></li></ul>	<ul style="list-style-type: none"><li>More specialists (art, music, PE and library) will be able to remain full time at their school</li><li>Elementary specialists will need to be flexible- supporting literacy/math intervention and a variety of coverages at each school.</li><li>See reading/math support and enrichment allocations <a href="#">here</a>.</li></ul>
<ul style="list-style-type: none"><li>Return full reading specialist and literacy coach position to <b>Bates</b></li></ul>	<ul style="list-style-type: none"><li>Works to address inequities in reading/math supports across elementary schools</li></ul>



# Budget: Adjustments

Adjustments	Notes
<p><b>Salem High School</b></p> <ul style="list-style-type: none"><li>• Eliminate vacant guidance counselor position (C3), replace with support from outside partner</li><li>• Eliminate vacant internship coordinator role, work shifted to existing CTE position</li><li>• Eliminate 1 vacant paraprofessional position</li><li>• Eliminate 2 hall monitor positions</li><li>• Shift one position to a continuing grant</li></ul>	<ul style="list-style-type: none"><li>• These adjustments reflect the remaining Salem High School budgetary changes</li></ul>



# Budget: New Personnel Numbers

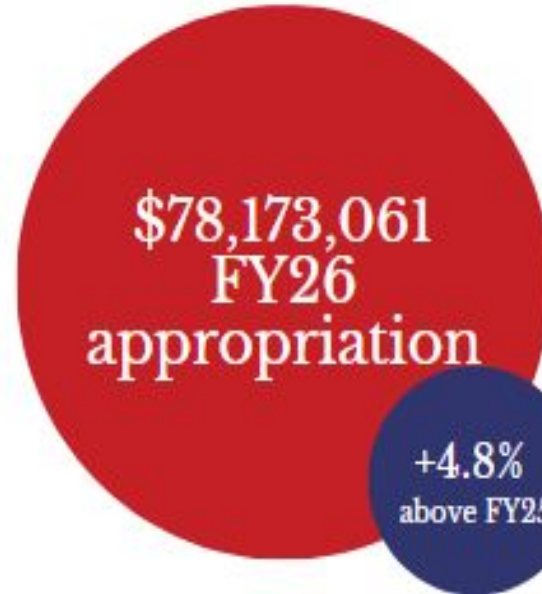
- New personnel cuts total: \$3505,040.09  
(was \$3,585,276.35)
- New personnel total: \$60,462,704.36  
(was \$60,382,468)

\* An additional \$30,767.35 will be cut from a Revolving Account.



# Appropriation vs. Actual Expenses

- ❑ Before reductions & offsets, Personnel & Non-Personnel costs will be ~\$4.9M above the appropriation
- ❑ +6% above the appropriation



# Budget: Closing our Gap

● Restore 2 positions	Additional cost to the GF: \$115,936.41
● Eliminate .5 GF position*	Offset new expense: \$35,700.15
Total additional GF expense:	\$80,236.26

\* An additional \$30,767.35 will be cut from a Revolving Account.



# Budget: Path to Balance

Planned offsets included (\$825,366.10)

- Pre-Payment of Special Education tuition
- Maximizing Grant/Revolving Revenue

Now planning to offset additional (\$80,000) expenses with:

- Salary differences (hiring to budget)
- (as needed) tapping into reserves
  - If needed, that will become clear after new hiring is complete

Total anticipated offsets: \$905,366.10



# Budget: Looking Ahead

- SPS came into FY25 with a structural deficit & relied on pre-paying tuition, one-time funds (ESSER) & reserves;
- Budget reductions in FY26 balanced the budget & helped to shrink the gap between the annual appropriation & actual expenses;
- Rising expenses, and intentional choices mean that SPS expects to have a deficit in FY27;
- The size of next year's deficit is unknown, difficult choices will need to be made again next year.



# Next Steps:

Requesting School Committee approval of the  
FY26 **\$78,173,061 appropriated budget**

