

**Minutes of the Regular Session  
of the Salem School Committee  
Monday, October 20, 2025  
Rm. 227, 29 Highland Ave.  
Hybrid Meeting**

**Members Present:** Mayor Pangallo, Vice Chair Cruz, Amanda Campbell, AJ Hoffman, 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. Vice Chair Cruz seconded and it was so VOTED. Motion passed unanimously.

**Public Comment**

There was no public comment.

**Approval of Consent Agenda**

1. Approval of Minutes of Regular School Committee Meeting held on October 6, 2025
2. Approval of Field Trip to SkillsUSA Fall State Leadership Conference, Marlborough, MA for Salem High School Students on November 23-24, 2025
3. Approval of FY26 Warrants:
  1. 10/02/2025 - \$1,251,512.12
  2. 10/09/2025 - \$1,250,799.20
  3. 10/16/2025 - \$920,487.81

Member Manning joined the meeting at 7:02 pm.

Member Campbell made a motion to approve the consent agenda. Vice Chair Cruz 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 ABSENT

Mayor Pangallo voted YES

Motion passed with 6 votes in favor and 1 absent.

### **Student Representative Report**

Student Representative Sula was not able to attend but had some notes that Superintendent Zrike read aloud. The Student Advisory Committee meets weekly now with their advisor and are trying to get more freshmen to join. They are focusing on the newcomer inclusivity project. Student Representative Sula is now a member of the Student Advisory Council for Early College which is a state-wide student group. The Career and Technical Programs have been securing co-op positions for seniors. At the last Student Advisory Committee meeting, the topics discussed included facilities, food as well as feedback about the elementary schools reconfiguration

### **Superintendent's Report**

Superintendent Zrike said that meetings with school communities will be taking place over the next two weeks about the process for the elementary school reconfiguration and also to provide an opportunity for feedback. Superintendent Zrike also mentioned the meetings to introduce the new grading system for report cards using the JumpRope program for elementary, middle and Salem Prep schools. Superintendent Zrike thanked Salem High School for welcoming about 50 members from the Barr Foundation who were visiting to see the student progress at the school.

#### **1. Massachusetts Comprehensive Assessment System (MCAS) Update - Part 2**

Superintendent Zrike presented Part 2 of the update as the first part was presented at the previous School Committee meeting. Deputy Superintendent Carbone, Executive Director of Academics, Sonia Lowe and Director of Multilingual Learner, Andre Fonseca presented the rest of the slides.

In response to Member Cornell, Ms. Lowe said that all the schools are using the same rubrics. Member Campbell asked for more data on how English learners perform academically once they have acquired proficiency in the language. Superintendent Zrike added that the Horace Mann Laboratory School deserves credit for the progress of their multilingual learners.

#### **2. Collins Middle School Update and Middle School Pathway Exploration in Alignment with Career and Technical Education (CTE) Regulations Policy - Draft**

Superintendent Zrike said that the Massachusetts Department of Elementary and Secondary Education (DESE) requires two policies connected to career and technical education by November 1, 2025. Collins Middle School Principal, Gavin Softic and Dean of Innovation, Chelsea Banks provided an update on the middle school.

Vice Chair Cruz suggested that School Committee members be invited to see the progress at the Collins Middle School. Superintendent Zrike commented that the

turnaround at the Collins Middle School is impressive and commended the staff for welcoming and embracing the students and staff from the Saltonstall School.

**3. Recruitment, Admission, and Retention for Career and Technical Education (CTE) Programs Policy - Draft**

Career and Technical Education Director, Mr. Mario Sousa provided a brief synopsis about the changes in the policy.

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

Mayor Pangallo provided the update.

**3. Finance and Operations Report**

Assistant Superintendent Pauley presented an update on operations.

**1. Angela's Preschool & Daycare License Renewal**

Assistant Superintendent Pauley provided background information about the license. Vice Chair Cruz said that the leases offered by the school district need to be reviewed so that the spaces and value assigned to the leases are examined to ensure coherence and consistency.

**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**

Vice Chair Cruz said that normally three readings are required for a policy before adoption.

Vice Chair Cruz made a motion to suspend Policy 6203 Policy Formulation so that Middle School Pathway Exploration in Alignment with Career and Technical Education (CTE) Regulations Policy, and the Recruitment, Admission, and Retention for Career and Technical Education (CTE) Programs Policy can be fast tracked. Member Cornell 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 ABSENT  
Mayor Pangallo voted YES  
Motion passed with 6 votes in favor and 1 absent.

### **Motions and Resolutions**

- 1. Middle School Pathway Exploration in Alignment with Career and Technical Education (CTE) Regulations Policy - Draft**  
Vice Chair Cruz made a motion to adopt the policy. Member Cornell 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 ABSENT  
Mayor Pangallo voted YES  
Motion passed with 6 votes in favor and 1 absent.
- 2. Recruitment, Admission, and Retention for Career and Technical Education (CTE) Programs Policy - Draft**  
Vice Chair Cruz made a motion to adopt the policy. Member Cornell 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 ABSENT  
Mayor Pangallo voted YES  
Motion passed with 6 votes in favor and 1 absent.
- 3. Approval for Alcohol to be Served at the Hall of Fame Induction Ceremony at the Veteran's Memorial Field House at Salem High School on November 18, 2025 during After School Hours**  
Superintendent Zrike referred to the letter in the packet from the Hall of Fame Committee.

In response to Mayor Pangallo, Superintendent Zrike said there is no policy for approvals of this nature. In response to Member Campbell, Superintendent Zrike said that there

was precedent for this in 2017. Member Manning commented that she was not in favor of this matter. Vice Chair Cruz mentioned that other school districts have granted similar approvals and added that the Hall of Fame Committee needs to ensure that all protocols are being followed, and that they are working with a reputable vendor.

Member Cornell made a motion to approve the request. Vice Chair Cruz 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 NO

Member Miranda ABSENT

Mayor Pangallo voted YES

Motion passed with 5 votes in favor, 1 against and 1 absent.

#### **4. Angela's Preschool & Daycare License Renewal**

Vice Chair Cruz made a motion to refer this matter to the Building and Grounds Subcommittee. 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 ABSENT

Mayor Pangallo voted YES

Motion passed with 6 votes in favor and 1 absent.

#### **Announcements**

There were no announcements.

#### **Adjournment**

Member Cambell made a motion to adjourn at 8:12 pm. Vice Chair Cruz seconded. A roll call vote was taken. 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 ABSENT

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