

**Ms. Mary A. Manning
Mr. James M. Fleming
Dr. Kristin Pangallo**



**Ms. Ana Nuncio
Mr. Manny Cruz
Ms. Amanda Campbell**

Mayor Kimberley Driscoll, Chair

“Know Your Rights Under the Open Meeting Law, M.G.L. c.30A § 18-25 and
City Ordinance Sections 2-2028 through 2-2033”

December 3, 2020

REGULAR SCHOOL COMMITTEE MEETING ON December 7, 2020

Notice is hereby given that the Salem School Committee will hold a **Regular School Committee meeting on Monday, December 7, 2020 at 7:00 p.m.** This is an on-line Zoom meeting.

Zoom Link: Please click the link below to join the webinar:

<https://zoom.us/j/94517959424?pwd=Mkx2aHJ6U0hUV09obUIrUEM4WE1lZz09>

Passcode: 354126

I. Call of Meeting to Order

a. Summary of Public Participation Policy (SC Policy #6409).

Read aloud: The Salem School Committee would like to hear from the public on issues that affect the school district and are within the scope of the Committee's responsibilities. Spanish interpretation is available for anyone who needs it.

b. Request for Spanish Interpretation.

Should any member of the public need Spanish interpretation in order to participate in the meeting, please click on the below link (no later than 12:00 pm on the day of the meeting to request Spanish interpretation): <https://forms.gle/5EqYDLGvktNpS1w66>.

c. Instructions for Participating in Public Comment

Should any member of the Salem community wish to participate in public comment during this meeting, please click on the below link to sign up and submit your comment electronically: <https://forms.gle/BghZqqkHwFsLMtjR8>. A district staff member will be compiling all comments which will be shared with members prior to the end of the public meeting. Comments will also be summarized in the meeting minutes. Please contact Nancy Weiss at nweiss@salemk12.org or 617-285-7567 with any questions or to report any technical difficulties you experience.

II. Approval of Agenda

III. Approval of Consent Agenda

- a. Minutes of the Regular School Committee meeting on November 16, 2020
- b. Approval of Warrants: 11/19/2020 in the amount of \$318,694.62, 11/25/2020 in the amount of \$364,780.17, and 12/3/2020 in the amount of \$362,653.20.

IV. Public Comment

Please see above for instructions on participating in public comment.

V. Report from the Student Representative – Duncan Mayer

VI. Superintendent’s Report

- a. Returning Students to School Update and Staff and Student COVID Testing Update
- b. Parent Advisory Council Update

VII. Action Items: Old Business

VIII. Action Items: New Business

- a. Deliberate and Vote on the Appointment of Dr. James L. Picone as Salem’s Representative to the Essex North Shore Agricultural & Technical School District
- b. Deliberate and vote on the Superintendent’s recommendation to adjust the Batch 1 and 2 deadlines for 2021-22 Kindergarten registration

IX. Finance Report

- a. Budget Transfers

X. Subcommittee Reports

- a. Policy Subcommittee
 - i. Policies for First Reading
 - 3601 Student Transportation Services
 - 5217 Student Publications
 - 5222 Parental Notification of Courses Involving Human Sexuality
 - 5300 Class Size
 - 5400 Student Conduct
 - 5401 Hazing
 - 5401.01 Prohibition of Bullying and Cyber-bullying
 - 5403 Alcohol Use by Students
 - 5411 Dress Code Policy

XI. School Committee Concerns and Resolutions

XII. Adjournment

Respectfully submitted by,

Nancy A. Weiss

Executive Assistant to the School Committee
& the Superintendent

“Persons requiring auxiliary aids and services for effective communication such as sign language interpreter, an assistive listening device, or print material in digital format or a reasonable modification in programs, services, policies, or activities, may contact the City of Salem ADA Coordinator at (978) 619-5630 as soon as possible and not less than 2 business days before the meeting, program, or event.”

**Sra. Mary A. Manning
Sr. James M. Fleming
Dra. Kristin Pangallo**



**Sra. Ana Nuncio
Sr. Manny Cruz
Sra. Amanda Campbell**

Alcaldesa Kimberley Driscoll, Preside

“Conozca sus Derechos Bajo la Ley de Reuniones Abiertas, M.G.L. c.30A § 18-25 y Secciones de Ordenanzas de la Ciudad 2-2028 hasta 2-2033”

Diciembre 3, 2020

REUNIÓN ORDINARIA DEL COMITÉ ESCOLAR EN diciembre 7, 2020

Por la presente notificamos que el Comité Escolar de Salem realizará una **Reunión Ordinaria el lunes 7 de diciembre, 2020 a las 7:00 p.m.** Esta será una reunión en línea a través de Zoom.

Enlace para Zoom: Por favor presione el siguiente enlace para unirse a esta reunión en la red:

<https://zoom.us/j/94517959424?pwd=Mkx2aHJ6U0hUV09obUIrUEM4WE1lZz09>

Contraseña: 354126

I. Convocatoria de la Reunión al Orden

a. Resumen de la Política de Participación Pública (SC Política #6409).

Leer en Voz Alta: *El Comité Escolar de Salem quisiera escuchar al público sobre asuntos que afectan al distrito escolar y están dentro del alcance de las responsabilidades del Comité. Hay interpretación al Español disponible para quien la necesite.*

b. Solicitud de Interpretación al Español.

Si algún miembro del público necesita interpretación en Español para poder participar en la reunión, pulse el enlace a continuación (a más tardar a las 9 am del día de la reunión para solicitar interpretación en Español): <https://forms.gle/5EqYDLGvktNpS1w66>.

c. Instrucciones para Participar en Comentarios Públicos

Si algún miembro de la comunidad de Salem desea participar en comentario público durante esta reunión, presione el enlace a continuación para inscribirse y enviar su comentario electrónicamente: <https://forms.gle/BghZqqkHwFsLMtjR8>. Un miembro del personal del distrito recopilará todos los comentarios que se compartirán con los miembros antes del final de la reunión pública. Los comentarios también se resumirán en el acta de la reunión. Por favor contacte a Nancy Weiss en nweiss@salemk12.org o en el 617-285-7567 0481 si tiene preguntas o para reportar cualquier dificultad técnica que pudiera experimentar.

II. Aprobación de la Agenda

III. Aprobación de Consentimiento de Agenda

- a. Minutas de la Reunión Ordinaria del Comité Escolar de noviembre 16, 2020
- b. Aprobación de Órdenes: 11/19/2020 por la cantidad de \$318,694.62, 11/25/2020 por la cantidad de \$364,780.17, y 12/3/2020 por la cantidad de \$362,653.20.

IV. Comentario Público

Por favor vea las instrucciones previas sobre como participar en los comentarios públicos.

V. Reporte del Representante Estudiantil – Duncan Mayer

*Sra. Mary A. Manning
Sr. James M. Fleming
Dra. Kristin Pangallo*



*Sra. Ana Nuncio
Sr. Manny Cruz
Sra. Amanda Campbell*

Alcaldesa Kimberley Driscoll, Preside

VI. Reporte del Superintendente

- a. Actualización sobre el Regreso de los Estudiantes a las Escuelas y Actualización sobre Pruebas de COVID a Estudiantes
- b. Actualización sobre el Consejo Asesor de Padres

VII. Elementos de Acción: Asuntos Antiguos

VIII. Elementos de Acción: Asuntos Nuevos

- a. Deliberar y Votar sobre la Designación del Dr. James L. Picone como Representante de Salem ante la Escuela Distrital Essex North Shore Agricultural & Technical
- b. Deliberar y votar sobre la recomendación del Superintendente para ajustar las fechas límites de los Grupos 1 y 2 para la inscripción de estudiantes de Kindergarten 2021-22

IX. Reporte Financiero

- a. Transferencias Presupuestarias

X. Reportes de Subcomités

- a. Sub-comité de Políticas
 - i. Políticas para Primera Lectura
 - 3601 Servicios de Transporte Estudiantil
 - 5217 Publicaciones Estudiantiles
 - 5222 Notificación a Padres Cursos Relacionados con la Sexualidad Humana
 - 5300 Tamaño de Clases
 - 5400 Conducta Estudiantil
 - 5401 Novatadas
 - 5401.01 Prohibición de Acoso y Acoso Cibernético
 - 5403 Uso de Alcohol por Estudiantes
 - 5411 Política de Código de Vestimenta

XI. Preocupaciones y Resoluciones del Comité Escolar

XII. Aplazamiento

Respetuosamente sometido por ,

Nancy A. Weiss

Asistente Ejecutiva del Comité Escolar & el Superintendente

“ Las personas que requieran ayudas y servicios auxiliares para una comunicación eficaz, tales como un intérprete de lenguaje de señas, un dispositivo de ayuda auditiva o material impreso en formato digital o una modificación razonable en programas, servicios, políticas o actividades, pueden comunicarse con el Coordinador de ADA de la ciudad de Salem al (978) 619-5630 lo antes posible y no menos de 2 días hábiles antes de la reunión, programa o evento. ”

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Salem Public Schools Salem School Committee Meeting Minutes November 16, 2020

On November 16, 2020 the Salem School Committee held its regular School Committee meeting at 7:00 PM using the Zoom platform.

Members Present: Mayor Kimberley Driscoll, Ms. Mary Manning, Ms. Amanda Campbell, Dr. Kristin Pangallo, Mr. Manny Cruz, Ms. Ana Nuncio, and Mr. James Fleming

Members Absent: None

Others in Attendance: Superintendent Stephen Zrike, Assistant Superintendent Kate Carbone, Ms. Mary DeLai, Dr. Jill Conrad, Ms. Liz Polay-Wettengel, Ms. Chelsea Banks, Mr. Duncan Mayer, Dr. Samantha Meier, Ms. Jennifer Winsor, Ms. Kim McFarlane, Ms. Karyn King Fargo, Mr. Ryan Monks, Ms. Rebecca Westlake, and Ms. Elizabeth Rogers

Call of Meeting to Order

Mayor Driscoll called the meeting to order at 7:04 p.m. Mayor Driscoll read the new Public Participation Policy 6409 and also explained the request for Spanish interpretation for participation.

Approval of Agenda

Mayor Driscoll requested a motion to approve the Regular Agenda. Mr. Fleming motioned and Ms. Manning seconded. The Mayor called a roll call vote.

Ms. Manning	Yes
Mr. Fleming	Yes
Dr. Pangallo	Yes
Ms. Nuncio	Yes
Mr. Cruz	Yes
Ms. Campbell	Yes
Mayor Driscoll	Yes

Motion carries 7-0

Approval of Consent Agenda

Mayor Driscoll requested a motion to approve the Consent Agenda. Mr. Fleming motioned and Ms. Manning seconded. The Mayor called a roll call vote.

Ms. Manning	Yes
Mr. Fleming	Yes

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Dr. Pangallo	Yes
Ms. Nuncio	Yes
Mr. Cruz	Yes
Ms. Campbell	Yes
Mayor Driscoll	Yes

Motion carries 7-0

Public Comment

The School Committee Secretary announced that there were several public comments that had been submitted in writing and have requested to be read aloud.

Megan Riccardi, 23 Orchard Street, asked for her comment to be read aloud. Ms. Riccardi stated her concern with MCAS for the 2020-2021 school year. She asked for the testing to be paused for this year and that we should not hold the normal mandates and requirements for a year that has not been normal.

Geoffrey Millar, 29 Boardman Street, asked for his comment to be read aloud. Mr. Millar requested that all students be brought back to in-person learning. He commented that science has shown that schools are not unsafe like other activities that are allowed and feels that it's important to make in-person learning to as many students as possible.

Ann Berman, 1401 Crane Brook way, Peabody, requested to speak during public comment. Ms. Berman wanted to share her thoughts regarding the next reopening stage for schools. Ms. Berman commented that although it has been said that schools are not superspreaders of the virus, it is still a risk that many teachers and staff have to take everyday they are in school. She has asked the School Committee to consider not bringing more students back until after the holiday break.

Report from the Student Representative

Duncan Mayer announced that there was nothing specific to be reported at this time.

Report of the Superintendent

Dr. Zrike announced that everything went well for today's reopening and thanked everyone that helped to make it possible. He added that 750 students came back this week and he hopes that we will be able to bring back more soon.

The Superintendent invited Assistant Superintendent Kate Carbone, Bentley Academy Principal, Elizabeth Rogers, and Rebecca Westlake, Director of English Language Learning and Bilingual Education, to present the dual language program that launched this year.

a. Dual Language Program

Ms. Westlake began the presentation with an update on the work over the summer and an enrollment update. She explained that the program is a two-way dual language immersion program, which requires 50% Spanish learners and 50% English learners. She explained how the

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teachers prepared by taking Spanish literacy courses and assessment courses. She added that we have continued our partnership with Lynn Public Schools and have been collaborating with our colleagues on the curriculum writing. Ms. Rogers explained that they started the year with 2 teachers and 35 students in the program, 19 in-person learners and 16 remote. They now have 29 in-person learners and 6 remote. Ms. Rogers explained that they have bilingual morning announcements, unified uniforms with Spanish taglines and are having bilingual family meetings. The Committee members asked questions regarding enrollment for next year, what is attendance like for family meetings and how far does the dual language program extend or is it just Kindergarten. Ms. Rogers responded that although they are only Kindergarten this year, they do intend on adding a grade every year with the goal being that they will eventually offer this for K-5. Dr. Zrike acknowledged Ms. Rogers for the leadership she has shown with being a first year principal during a pandemic, starting a dual language program in a new innovation school.

b. 2020-2021 Enrollment Report

Dr. Jill Conrad presented the 2020-2021 Enrollment Report. Dr. Conrad explained that the total enrollment for 2011-2020 has been declining. As of October 1st, we currently have 214 fewer students enrolled compared to last year. Kindergarten enrollment has also been dropping the past few years and we currently have 56 fewer Kindergartners enrolled this year. As far as Kindergarten assignments by choice, Dr. Conrad reported that close to 80% of Kindergartners got their 1st choice of school this year and all applicants got one of their three choices. In addition, a total of 54 Kindergarten applicants opted into the new Dual Language Program at Bentley Academy and approximately 72% enrolled in the program. In addition, there was discussion on Grade 6 and 9 enrollment data for the past 10 years, enrollment data by subgroups, race and ethnicity. Dr. Conrad also pointed out that the students and families speak many different languages with 68.7% English and 25.7% Spanish being the top two languages. She also explained that enrollment in K-5 and K-8 for the past 5 years has slightly declined this past year other than Carlton which has slightly increased since the previous year and the same goes for the Middle and High School. Dr. Conrad announced that Kindergarten registrations normally take place in January. They are in the process of planning for the Kindergarten Info and Expo Night that takes place in mid-January. In addition, she announced the key deadlines for registration. Student enrollment targets for 2021-2022 will be set by the Superintendent in January, 2021 based on income levels for each of the schools. The goal is to have enrollment balance in all schools. Dr. Conrad ended her presentation by explaining that student assignment policy bases enrollment targets on the district-wide average of students who are economically disadvantaged. This number is determined by DESE each year and they have not yet published data for 2020-2021. Dr. Conrad also stated that there may be an increase in the percent of families that are disadvantaged this year, most likely due to the pandemic. Dr. Zrike stated the importance of advocating with legislators for holding districts harmless. He is concerned that Chapter 70 funding may drop because of lower enrollment.

c. Update on Returning Students to School

Dr. Zrike gave an update on day one of in-person learning. He added that he visited Bates, Bentley, Carlton and Salem High School and Assistant Superintendent Carbone also visited

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several schools. Most classes had less than 15 students per classroom. Dr. Zrike explained that the state has changed the metrics for the case transmission designation. The state now looks at both the average case rates and the positivity rates. Salem's population at 49,000 would put us in the middle bracket. Our most recent data from 11/12 gives us a 2.89% positivity rate with 25.9 average cases per 100,000, therefore, we remain in the "yellow" category. With this new metric, DESE's shared new guidance: *"districts and schools in communities designated gray, green or yellow are expected to have students learning fully in-person, if feasible. A hybrid model should be used only if there is no other way to meet health and safety requirements. Parents and caregivers will continue to have the option to choose a district's remote learning program for their children."* Dr. Zrike explained that as a district we are continuing to be vigilant and are exploring new options. Almost 300 staff members were successfully tested last week and all were negative. In addition, we are exploring an option to pilot weekly surveillance testing for all staff and high school students through the end of the calendar year, with the potential to expand. We have launched on Friday the SPS Public Health Advisory Group, which includes a group of local public health and medical advisors, that are planning to meet approximately every two weeks. In addition, any decisions regarding opening or closing schools will be made with advice from the Board of Health. The Superintendent outlined the approved plan for today's transition, which included PreK-2 in person, Grade 6 & 9 Hybrid and extended Hub Labs and Connects for CTE and at-risk high school students. Dr. Zrike next explained his proposal for returning all students starting January 4th. This would begin with creating a hybrid option for all grades currently remote, plan for synchronous connections on remote days in grades 3-5 and 7-8, determine staffing capacity and solve for limitations (and costs) of transportation. Dr. Zrike also announced that Hub Connects will continue for this week, but will move to virtual connects beginning November 30th. SPS will collaborate with the City of Salem and partners to develop proposals for ongoing, community-based connecting opportunities for all students after school hours beginning in the new year. Lastly, Dr. Zrike presented a snow day proposal. He explained that given the capacity of learning, SPS will still provide a full day of learning through remote learning on days where snow prevents in-person learning, except in the event of power outages. This remote instructional approach will mirror remote learning expectations of a regular remote day. Snow day announcements will be made on ParentSquare, which will send a robo-call to families and also through media and social media. Several committee members asked questions regarding the reopening, including questions regarding teacher assignments, the COVID dashboard, remote learning during snow days and an update on the HVAC system repairs. Since windows in the classroom will be remaining open, Duncan Mayer made a suggestion for collecting donated coats and warm weather gear for students that may not have it.

Old Business

None to report.

New Business

- a. Vote on designation of fully remote instruction on snow days to meet DESE's time on learning requirements.

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Mr. Fleming made the motion and it was seconded by Ms. Manning. A roll call vote was taken.

Ms. Manning	Yes
Mr. Fleming	Yes
Dr. Pangallo	Yes
Ms. Nuncio	Yes
Mr. Cruz	Yes
Ms. Campbell	Yes
Mayor Driscoll	Yes

Motion carries 7-0

b. Resolution for suspension of MCAS for 2020-2021 school year.

The Mayor explained that this resolution will communicate to DESE that districts would like to see a waiver for this year's MCAS testing. Mr. Fleming made the motion for the resolution of the suspension of the MCAS for 2020-2021 school year and it was seconded by Ms. Nuncio. A roll call vote was taken.

Ms. Manning	Yes
Mr. Fleming	Yes
Dr. Pangallo	Yes
Ms. Nuncio	Yes
Mr. Cruz	Yes
Ms. Campbell	Yes
Mayor Driscoll	Yes

Motion carries 7-0

Finance Report

a. Budget Transfers

Mayor Driscoll requested a motion to approve the transfer in the amount of \$2,000 from contract services to instructional supplies. Ms. Manning made the motion and it was seconded by Ms. Nuncio. A roll call vote was taken.

Ms. Manning	Yes
Mr. Fleming	Yes
Dr. Pangallo	Yes
Ms. Nuncio	Yes
Mr. Cruz	Yes
Ms. Campbell	Yes
Mayor Driscoll	Yes

Motion carries 7-0

Subcommittee Reports

Mayor Driscoll asked if there were any Subcommittees that have met and would like to report.

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Ms. Nuncio reported that the Policy Subcommittee will be meeting Friday, November 20th.

School Committee Concerns and Resolutions

Ms. Nuncio reported that at the last meeting there were several topics that were referred to the Policy Subcommittee. Ms. Nuncio feels that it is important to have 3 voting members, but currently only have 2 (Ms. Nuncio and Mr. Cruz with Ms. Manning attending but not voting member). The Mayor understands the issue, but does not want members overburdened. Mr. Cruz reiterated the issue that there is sometimes the need for a third voting member and suggested having further discussion either at reorganization or at a retreat. No action will be taken at this time.

Dr. Pangallo requested an update on the renovations at the CTE wing of the high school, at a future meeting.

Adjournment

Mayor Driscoll requested a motion to adjourn. Mr. Cruz motioned and Mr. Fleming seconded. A roll call vote was taken.

Ms. Manning	Yes
Mr. Fleming	Yes
Dr. Pangallo	Yes
Ms. Nuncio	Yes
Mr. Cruz	Yes
Ms. Campbell	Yes
Mayor Driscoll	Yes

Motion carries 7-0. Meeting adjourned at 9:15 p.m.

Respectfully submitted by,

Nancy A. Weiss

Executive Assistant to the School Committee
& Superintendent



CITY OF SALEM, MASSACHUSETTS

Kimberley Driscoll
Mayor

Office of the Mayor

November 16, 2020

Salem School Committee
29 Highland Avenue
Salem, MA 01970

Dear Members of the Salem School Committee,

I am pleased to reappoint Dr. James Picone as Salem's representative on the Essex North Shore Agricultural and Technical School Committee.

Dr. Picone has ably served as our community's representative since March of 2018. He continues to be a strong voice for Salem on the committee, bringing his own expertise and background to the role, as well as his steadfast dedication to our community.

Pursuant to the by-laws of the Essex North Shore Agricultural and Technical School District, this appointment requires a ratification by the Salem School Committee. A ratification vote has been placed on the agenda for our December 7, 2020 regular meeting. I strongly recommend ratification of Dr. Picone's reappointment.

Very truly yours,

Kimberley Driscoll
Mayor
City of Salem

CC: Heidi T. Riccio, Ed.D, Superintendent-Director, Essex North Shore Agricultural & Technical School District

Superintendent’s Recommendation for 2021-22 Kindergarten Assignment Timeline and Dual Language Program

12/7/20

This document outlines the Superintendent’s recommendations regarding 2021-22 student assignment for the upcoming kindergarten assignment timeline and assignment procedures for the dual language program:

1. Kindergarten registration and assignment timelines for 2021-22

Due to the pandemic, families’ level of uncertainty about sending their children to school, especially for those starting Kindergarten has been high. In addition, outreach efforts that would normally be employed to inform some of our harder to reach families about the Kindergarten registration process and timeline will be challenging during the winter months in the midst of the pandemic. Additional time for outreach and registration procedures where in-person events could be held outside would help improve our equity goals for outreach. **For the 2021-22 Kindergarten registration cycle, we propose an adjustment to the Batch 1 and 2 timelines (see table, below).** This adjustment would give families more time to determine their choices for Kindergarten and would give the district more time to plan for and promote next year’s school reopening model.

	Original Timeframe	Proposed Adjustment
Batch 1	March 1 (notified by May 1) Sibling priority = February 20	April 30 (notified by May 22) Sibling priority = March 20
Batch 2	June 15 (notified by July 1)	June 30 (notified by July 15)
Rolling admission	June 30 and on	June 30 and on

2. Student Assignment for the Dual Language Program at the Bentley School (Fall 2021)

Last fall, the district opened a new English-Spanish Dual Language program at the Bentley Innovation School. Since this is a new program and since the success of this program depends heavily on a balanced mix of students with different English and/or Spanish language abilities, and since the current school year has been so unique, we recommend that we continue to approach assignment/enrollment to this program as a “pilot” for the second year (2021-22) and take the necessary time to evaluate its effectiveness before recommending a change to the current student assignment policy. The proposed assignment process would follow the procedures outlined last year (although with adjusted timelines as proposed above) and is described below:

Recommended Approach for Assigning Incoming Kindergarten Students to the Dual Language Program in 2021-22

Enrollment into this program shall be determined by a lottery process wherein all those who “opt in” have an equal chance of selection. A series of three lotteries will be held between March and August of each year to complete the enrollment process for the fall:

- **Lottery Window #1:** Opt-in applications due by April 30th
- **Lottery Window #2:** Opt-in applications due by June 30th
- **Lottery Window #3:** Opt-in applications due by August 15th

All interested families wishing to have their children attend the dual language program will be given the opportunity to opt into the lottery by completing a registration application on the kindergarten application by any of the three deadlines. Applicants who are not selected during the first lottery shall be automatically eligible for the second lottery. Applicants who are not selected during the second lottery shall be automatically eligible for the third lottery.

In addition to a complete registration packet, all dual language applicants must complete a language evaluation and screening process in both English and Spanish. Following this process and in order to accommodate the programmatic approach to dual language which is based on an appropriate linguistic balance of native English and native Spanish speakers, the lottery shall be segmented into three separate “pools” of potential students:

- 1) **Dual Language Learning Group A:** Native Spanish speakers who are identified as English Learners (EL) with beginning levels of English proficiency (e.g. “newcomers with Levels 1 and 2 English Language Proficiency);
- 2) **Dual Language Learning Group B:** Bilingual Spanish and English speakers who are ELs with either Levels 3 or above ELD levels or Bilingual Spanish-English speakers who are proficient and not ELs; and
- 3) **Dual Language Learning Group C:** English dominant/Non-Spanish speakers and/or 3rd language English learners (including Portuguese, Albanian, or Arabic speakers).

Available seats in the dual language Kindergarten program shall be divided equally among the above three dual language learning groups. Seats shall also be apportioned such that there are available seats for each of the three lottery windows for the dual language learning groups A and B. For dual language learning group C, seats shall be apportioned across the first two lottery windows. The apportionment of seats across the lottery windows shall be determined by the Superintendent based on a combination of data indicating the level of demand as well as the need to balance enrollment based on language ability as well as economic status. If there are unfilled seats remaining after the 2nd lottery for group C, a third lottery shall be held. If there are unfilled seats remaining after the 3rd lottery window for any category, seats shall be filled on a rolling basis.

Sibling Priority for Current Bentley Families in 2021-22

A total of six (6) spaces will be held (two in each language learning group) to allow incoming Kindergarten students who are siblings of currently enrolled Bentley students to enroll in the dual language school in the fall of 2021. To be eligible for this sibling preference opportunities, families must apply and opt-in to the Dual Language Lottery **no later than March 20, 2021** (which aligns to

the deadline for sibling priority used by the rest of the district as outlined in the district's student assignment policy).

If there are more siblings who apply than seats available within any one of the language learning groups, assignments will be chosen by lottery among those siblings during the Lottery Window #1 timeframe. Siblings who are not selected shall be automatically eligible for the subsequent lottery along with other non-sibling applicants who applied within the Lottery Window #1 timeframe.

If there are fewer siblings who apply than seats available within one of the particular language learning groups, the un-filled seats shall be added to the language learning group with the greatest demand for sibling priority, thereby opening up more seats within that group.

Sibling preference does not guarantee enrollment in the dual language program. Any remaining siblings not selected in either the first or second lottery windows will be eligible for the 2nd and 3rd lottery windows, along with other applicants.

The opt-in option will be available on all of the district's standard registration forms and tracked and managed by the Parent Information Center (PIC). Opting into the lottery will not preclude students from being considered for their three school choices through the district.

FISCAL MANAGEMENT & NON-INSTRUCTIONAL OPERATIONS	3000
<u>TRANSPORTATION</u>	3600
STUDENT TRANSPORTATION SERVICES	3601

1. Statement of Purpose & Scope of Policy

- A. The purpose of school transportation is to get pupils who live an unreasonable walking distance from home to school and back in an efficient, safe, and economical manner. Other purposes consistent with this definition include the provision of transportation for academic field trips in direct support of the curriculum and transportation for the support of the co-curricular program (e.g., music, drama, athletics).
- B. It is the intention of the School Committee to comply with the letter and spirit of the Massachusetts General Laws Chapter 71, Section 68 and other laws pertinent to the transportation of pupils, and these shall govern any questions not covered by specific declaration of policy herein.

MGL Ch. 71, section 68 states that “if the distance between a child’s residence and the school s/he is entitled to attend exceeds two (2) miles and the nearest school bus stop is more than one mile from such residence ..., the school committee (city) is responsible for providing transportation to students in grades K-6.

The school committee may assess fees to the transported students in grades 7-12 up to the amount sufficient to cover the costs incurred by the district; provided however, that no student eligible for free or reduced lunch, under the federal school lunch program, shall be required to pay the fee.

2. Mileage Limits for Entitlement to District-Provided Transportation

- A. The Salem School Committee has determined that student bus transportation shall be provided at no cost for students in grades K-6 in accordance with MGL CH. 71, section 68. The School Committee shall review and consider changes in these mileage limits on an annual basis as the transportation system and budget allow.
- B. The School Committee, at its discretion and to the extent permitted by Massachusetts’ law, shall authorize transportation for a fee to students who are not entitled to District-provided transportation to and from school as stated above.
- C. No mileage restrictions nor any fees, shall apply to the transportation of a student whose individualized education program (IEP) or Section 504 plan includes entitlement to school transportation. In addition, students who are identified newcomers by the English

Deleted: be provided

FISCAL MANAGEMENT & NON-INSTRUCTIONAL OPERATIONS	3000
<u>TRANSPORTATION</u>	3600
STUDENT TRANSPORTATION SERVICES	3601

Learner office shall be eligible for bus transportation at no cos and with no mileage restrictions.

D. Students who show early warning signs of chronic absenteeism and the cause is determined to be a lack of transportation will be referred to the Superintendent (or designee) to proactively identify options for reducing transportation as a barrier to attendance.

E. A bus pass shall be required for each student who is transported by the Salem Public School District and will be issued to each eligible student. The bus pass is a valuable document and must be retained in order for students to ride the bus.

F. Neither rerouting an established bus route when said bus is at capacity ridership, nor the addition of a bus to create a new route, shall be required to accommodate a request for transportation for a fee. When either rerouting or adding a bus is the only way to accommodate a request for paid transportation, that request will be denied. The last student who purchased transportation (or receives FRL ride privileges) on a given route would be the first student to be denied transportation if that route should exceed capacity. Prorated fees would be refunded.

G. When a student transported for a fee is suspended from school, due to a violation of her or her school's code of conduct or is denied transportation due to violation of the transportation code of conduct for students, neither the student nor his or her parent or guardian shall be entitled to reimbursement of any part of the fee paid for transportation, except when the suspension is for the remainder of the school year. Reimbursement shall be made pro rata, based on division of the fee by the number of months in the school year.

H. **Eligibility for Transportation and Controlled Choice.** Under the Salem School Committee's student assignment policy, parents have the opportunity to select a school other than their neighborhood school. Busing will be provided for those children who enroll in a school other than their neighborhood school only if they meet the distance eligibility requirements detailed above and are consistent with the objectives of policy 5103 "Controlled Choice Student Assignment Policy." For all others, transportation is the responsibility of the parent.

I. **Late Bus Transportation.** "Late bus" transportation is for those students who stay past the normal dismissal times for school-related purposes at the middle school and high school. On occasion, when funds allow, "late bus" service will be provided to students at the elementary school level in conjunction with academic support programs.

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FISCAL MANAGEMENT & NON-INSTRUCTIONAL OPERATIONS	3000
<u>TRANSPORTATION</u>	3600
STUDENT TRANSPORTATION SERVICES	3601

J. Rider Eligibility. Any persons who are not employees and/or Salem students are not entitled to District transportation and are prohibited from Salem School District busses.

3. Superintendent Exception and Annual Review

In special circumstances, and in a limited number of cases, the Superintendent shall have the authority to make exceptions to this policy when a student’s or family’s circumstances may require additional supports.

The School Committee shall review this policy annually.

Legal Reference: Policy 5103, “Student Assignment”
M.G.L. c. 71 §§ 7A, 68
29 U.S.C. §794 (Sec. 504 of the Rehabilitation Act of 1973)
34 C.F.R. Part 104

Approved by School Committee June 15, 2015

Reviewed by the Policy Subcommittee on 11/26/19, 12/10/19, 2/27/20, 5/18/20, 7/13/20 and 11/20/20

Referred for 1st reading by the Policy Subcommittee on 11/20/20

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STUDENTS AND INSTRUCTION

5000

INSTRUCTIONAL PROGRAM

5200

STUDENT PUBLICATIONS

5217

The School Committee commits to ensuring freedom of expression by its students and will encourage student publications for their educational benefit and as a means for students to express responsibly their views.

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The right of students to freedom of expression in the Salem Public Schools shall not be abridged, provided that such right shall not cause any disruption or disorder within the school, as defined by MGL Chapter 71, Section 82. Disagreement with, or offense taken at, the views expressed by a student shall not amount to a “disruption or disorder” within the meaning of this policy. Freedom of expression shall include without limitation, the rights and responsibilities of students, collectively and individually, (a) to express their views through speech and symbols, (b) to write, publish and disseminate their views, (c) to assemble peaceably on school property for the purpose of expressing their opinions. Any assembly planned by students during regularly scheduled school hours shall be held only at a time and place approved in advance by the school principal or his/her designee.

The School Committee recognizes that in order to achieve the goal of determining whether or not a student publication will cause disruption or disorder within the school, as defined by Section 82 of Chapter 71 of the general laws, prior review of the student publication by the administration is necessary. The faculty advisor shall deliver the student publication with time and date stamped upon it for review by the school administrator designated by the superintendent for the sole purpose of determining whether or not such publication will cause disruption or disorder within the school as defined by the statute before school-sanctioned print or online publication. The designated administrator shall not delay or prevent such publication unless he/she finds that such publication will cause disruption or disorder within the school as defined by the statute. Such a determination by the designated administrator shall be made in writing to the superintendent, faculty advisor, and student editors of the publication within 3 school days after receiving such publication, exclusive of Saturdays, Sundays, and legal holidays. After receipt of the publication from the faculty advisor, a failure to respond in writing by the designated administrator within the prescribed timeframes shall operate as a determination that such publication will not cause disruption or disorder within the school as defined by the statute and the publication may be published and distributed without further review or delay.

Commented [1]: May want to think about changing language to reflect online publications

Commented [2]: Policy SC wants to discuss with Student Advisory Council and SHS school leaders to better understand how this works now in practice.

Commented [3R2]: UPDATE 11/20/20 - Sent to all 3 HS principals to review back in July. They were all fine with it. Also sent to Colby for review. She has not gotten back to us on it (pinged her again on 11/19).

Commented [4]: What is the role of social media? If the student newspaper has a social media account - that is included...but if an individual student is posting on their own account, that is a separate issue and the student handbook rules apply. Colby, please clarify.

Deleted: but not later than forty-eight (48) hours prior to shipping it for its scheduled

Deleted: publication

Deleted: five (5) school days

Deleted: not later than twenty-four (24) hours

STUDENTS AND INSTRUCTION

5000

INSTRUCTIONAL PROGRAM

5200

STUDENT PUBLICATIONS

5217

Regardless of such review by the school administrator designated by the superintendent, no expression made by students in the exercise of such rights shall be deemed to be an expression of school policy and no school officials shall be held responsible in any civil or criminal action for any expression made or published by the students.

Legal Reference: MGL 71:82

Approved: 5/3/04

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APPROVED: 1/9/06

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Reviewed: October 2015

Reviewed by Policy Subcommittee on 2/6/20, 7/13/20, and 11/20/20

Referred for 1st reading on 11/20/20 pending final review by Attorney Brunt

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STUDENTS AND INSTRUCTION **5000**

INSTRUCTIONAL PROGRAM **5200**

PARENTAL NOTIFICATION OF COURSES INVOLVING
HUMAN SEXUALITY **5222**

The following statement of policy applies to the Salem Public Schools, pursuant to Massachusetts General Laws Chapter 71, Section 32A, which designates that parents and guardians will be notified of any curriculum which primarily involves human sexual education or human sexuality issues, allows parents/guardians to exempt their children from any portion of said curriculum through written notification to the school principal, and makes instructional materials for said curricula reasonably accessible to parents, guardians, and others for inspection and review.

At the high school level ~~Salem's High School~~ said courses will:

Be listed and highlighted in the Program of Studies from which the students choose their courses;

Designate the specific topics included which primarily involve human sexuality education;

In specific courses, which contain a definite strand pertaining to human sexuality, such as Health, the teacher will notify all parents/guardians of the probable timeline for teaching to provide parents/guardians with a reasonable period to review course materials and curriculum.

At the middle and elementary schools, the principals, teachers, and/or school nurses will notify parents/guardians in writing prior to teaching said curriculum. The notification will include the specific topics to be covered. ~~If the planned curriculum changes during the school year, to the extent practicable, parents/guardians will be notified of this fact in a timely manner before implementation.~~

Parents/guardians may exempt their child from any portion of the curriculum, which primarily involves human sexuality issues without penalty to the student by sending a letter to the school principal requesting an exemption.

While it is the intent of the Salem School Department to provide parents/guardians with reasonable notice prior to teaching curriculum dealing with human sexuality, there may be occasions when an impromptu discussion may occur where such notice cannot be provided.

Any student who is exempted by request of the parent/guardian under this policy may be given an alternative assignment. To the extent practicable, program instructional

STUDENTS AND INSTRUCTION	5000
<u>INSTRUCTIONAL PROGRAM</u>	5200
PARENTAL NOTIFICATION OF COURSES INVOLVING HUMAN SEXUALITY	5222

materials for these curricula will be made reasonably accessible to parents/guardians and others.

A parent/guardian who is dissatisfied with the notice given regarding human sexuality, their access to instructional materials or the exemption of a student under this policy should report this in writing to the building principal to begin the Complaint Procedure as described in Policy #1507.

~~See Administrative Guidelines Approved: 1/9/06~~

~~Approved by Policy Subcommittee: October 2015~~

Reviewed by the Policy Subcommittee and referred on 12/3/20 (legal reference review forthcoming)

First Reading 12/7/20

STUDENTS AND INSTRUCTION

5000

CLASS SIZE

5300

The Salem School Committee recognizes the desirability of achieving optimum teaching/learning environments by assuring workable class sizes. To this end, the committee recognizes that it is desirable to establish class maximums, subject to educational and financial considerations. **In order to maintain healthy, safe, and effective classrooms, the superintendent may adjust class sizes, subject to the provisions of the relevant collective bargaining agreements where applicable.**

~~Refer to negotiated agreement between the Teachers' Union and the Salem School Committee.¶~~

~~Approved: 1/9/06~~

~~Reviewed: October 2015¶~~

Reviewed and referred by Policy Subcommittee on 12/3/20

First Reading 12/7/20

STUDENTS AND INSTRUCTION 5000

STUDENT CONDUCT 5400

STUDENT CONDUCT 5400

All schools will prepare and distribute a student handbook that includes the mission and vision of the school as well as expectations for conduct and general procedures. School handbooks will be developed by school leaders, in consultation with School Councils, and approved by the Superintendent. School leaders and councils will review handbooks annually to consider changes and to ensure compliance with School Committee policy, state and federal laws.

Legal Reference: MGL 71:37H

~~Approved by School Committee: January 2016~~

Reviewed by Policy Subcommittee and referred for 1st reading on 12/3/20 (legal reference review forthcoming)

First Reading 12/7/20

STUDENTS AND INSTRUCTION **5000**

STUDENT CONDUCT **5400**

HAZING **5401**

The Salem Public Schools, pursuant to Massachusetts General Laws Chapter 269, Sections 17, 18, and 19, prohibits any form of hazing by school sponsored student activities/teams, and all unaffiliated student activities/teams utilizing the school name or its facilities.

Hazing is defined as any conduct or method of initiation into any student organization, whether on public or private property, which willfully or recklessly, endangers the mental or physical health of a student or other person, regardless of the individual's willingness to participate.

Implied or expressed consent of a person or persons to hazing shall not be a defense against discipline under this policy.

Any student or staff member that witnesses, has knowledge of or suspects hazing shall report it immediately to a building administrator. All reports of hazing will be forwarded to and investigated by the building principal.

A violation of the Hazing Policy may also be a violation of civil or criminal law. Hazing is a mandatory reportable act included in the Memorandum of Understanding with the Salem Police Department, and principal organizers and participants will be reported. Where school policy and civil law overlap, or where criminal prosecution is pending or foreseen, the school will initiate disciplinary action of its own on the same infraction and impose penalties in accordance with due process and discipline procedures, independent of civil and/or criminal authorities.

On or before October first of each year, the high school principal will certify to the Department of Education that:

The Hazing Policy has been issued to all students and every group, team, and organization sponsored, recognized or permitted to use the school name or facilities;

The school has obtained an acknowledgement of their receipt of the law, its distribution to all participants and applicants for participation, and an agreement to comply with the policy;

STUDENTS AND INSTRUCTION **5000**

STUDENT CONDUCT **5400**

HAZING **5401**

The Salem School Committee has approved a disciplinary policy regarding organizers of and participants in hazing which is appropriately emphasized in the student and teacher handbooks;

The high school has a disciplinary policy regarding hazing which is available to any person upon request; and

The disciplinary policy has been filed with the Bureau of Student Services as required by MGL 71:37H.

The superintendent is directly responsible for enforcing and communicating this policy. Principals and administrators are responsible for:

Implementing the policy in their building/department;

Reviewing this policy with all faculty, staff, and students within their jurisdiction annually;

Monitoring the execution of this policy at the building level.

Any student or employee who after an appropriate investigation is found to have engaged in hazing will be subject to disciplinary action up to and including expulsion or termination of employment.

~~Approved: 1/9/06~~

~~Reviewed by School Committee October 2015~~

~~Reviewed by Policy Subcommittee and referred for 1st reading on 12/3/20 (legal reference review forthcoming)~~

~~First Reading 12/7/20~~

STUDENTS AND INSTRUCTION	5000
<u>STUDENT CONDUCT</u>	5400
PROHIBITION OF BULLYING AND CYBER–BULLYING	5401.01

1. Bullying and Cyber-bullying Prohibited

The Salem School Committee, recognizing its obligation under M.G.L. c. 71 § 37O, and also its general obligation to ensure the safety, welfare, and equal access to educational programs and services for all students, declares that bullying and cyber-bullying, as defined herein and in the aforementioned statute and its duly adopted implementing regulations, shall be prohibited in the Salem Public Schools.

2. Definition of Terms

For purposes of this policy, the following terms shall be defined as shown:

- A. "Bullying" shall mean the repeated use by one or more students *or school staff member* of a written, verbal or electronic expression or a physical act or gesture or any combination thereof, directed at a victim that: (i) causes physical or emotional harm to the victim or damage to the victim's property; (ii) places the victim in reasonable fear of harm to himself or of damage to his property; (iii) creates a hostile environment at school for the victim; (iv) infringes on the rights of the victim at school; or (v) materially and substantially disrupts the education process or the orderly operation of a school. For the purposes of this section, bullying shall include cyber-bullying.

- B. "Cyber-bullying" shall mean bullying through the use of technology or any electronic communication, which shall include, but shall not be limited to, any transfer of signs, signals, writing, images, sounds, data or intelligence of any nature transmitted in whole or in part by a wire, radio, electromagnetic, photo electronic or photo optical system, including, but not limited to, electronic mail, internet communications, instant messages or facsimile communications. Cyber-bullying shall also include (i) the creation of a web page or blog in which the creator assumes the identity of another person or (ii) the knowing impersonation of another person as the author of posted content or messages, if the creation or impersonation creates any of the conditions enumerated in clauses (i) to (v), inclusive, of the definition of bullying. Cyber-bullying shall also include the distribution by electronic means of a communication to more than one person or the posting of material on an electronic medium that may be accessed by one or more persons, if the distribution or posting creates any of the conditions enumerated in clauses (i) to (v), inclusive, of the definition of bullying.

STUDENTS AND INSTRUCTION **5000**

STUDENT CONDUCT **5400**

PROHIBITION OF BULLYING AND CYBER—BULLYING **5401.01**

- C. "Hostile environment", a situation in which bullying causes the school environment to be permeated with intimidation, ridicule or insult that is sufficiently severe or pervasive to alter the conditions of the student's education.
- D. "Perpetrator", a student who engages in bullying or retaliation.
- E. "School grounds", property on which a school building or facility is located or property that is owned, leased or used by a school district, charter school, non-public school, approved private day or residential school, or collaborative school for a school-sponsored activity, function, program, instruction or training.
- F. "Victim", a student against whom bullying or retaliation has been perpetrated.

3. Specific prohibitions

- A. Bullying, as defined herein, shall be prohibited: (i) on school grounds, property immediately adjacent to school grounds, at a school-sponsored or school-related activity, function or program whether on or off school grounds, at a school bus stop, on a school bus or other vehicle owned, leased or used by a school district or school, or through the use of technology or an electronic device owned, leased or used by a school district or school and (ii) at a location, activity, function or program that is not school-related, or through the use of technology or an electronic device that is not owned, leased or used by a school district or school, if the bullying creates a hostile environment at school for the victim, infringes on the rights of the victim at school or materially and substantially disrupts the education process or the orderly operation of a school. Nothing contained herein shall require schools to staff any non-school related activities, functions, or programs.
- B. Retaliation against a person who reports bullying, provides information during an investigation of bullying, or witnesses or has reliable information about bullying shall be prohibited.

STUDENTS AND INSTRUCTION	5000
STUDENT CONDUCT	5400
PROHIBITION OF BULLYING AND CYBER-BULLYING	5401.01

4. Responsibility of School Personnel

A member of a school staff, including, but not limited to, an educator, administrator, school nurse, cafeteria worker, custodian, bus driver, athletic coach, advisor to an extracurricular activity or paraprofessional, shall immediately report any instance of bullying or retaliation the staff member has witnessed or become aware of to the principal or to the school official identified in the plan as responsible for receiving such reports or both. Upon receipt of such a report, the school principal or a designee shall promptly conduct an investigation. If the school principal or a designee determines that bullying or retaliation has occurred, the school principal or designee shall: (i) notify the local law enforcement agency if the school principal or designee believes that criminal charges may be pursued against a perpetrator; (ii) take appropriate disciplinary action; (iii) notify the parents or guardians of a perpetrator; and (iv) notify the parents or guardians of the victim, and to the extent consistent with state and ff

federal law, notify them of the action taken to prevent any further acts of bullying or retaliation.

5. Principal’s Responsibility

Each school principal or the person who holds a comparable position shall be responsible for the implementation and oversight of the plan at her/his school.

6. Reporting of Bullying

The superintendent shall see to the establishment of a standardized reporting procedure, appropriate for the student’s age and grade level, for use by any student who believes she/he has been or is the victim of bullying or cyberbullying~~cyber-bullying~~ as herein defined. Any report received by any school administrator, teacher, or support employee that a student has been, is being, or may be a victim of bullying or cyber-bullying shall be investigated as prescribed in the district’s bullying prevention plan, and appropriate action shall be taken based on the outcome of the investigation. No student shall be deemed to be a perpetrator of bullying or cyberbullying~~cyber-bullying~~ except as the conclusion of an investigation of a report of bullying or cyberbullying~~cyber-bullying~~.

STUDENTS AND INSTRUCTION	5000
STUDENT CONDUCT	5400
PROHIBITION OF BULLYING AND CYBER –BULLYING	5401.01

7. Bullying As a Matter for Disciplinary Action

A. The victimization through bullying or ~~cyberbullying~~ ~~cyber-bullying~~ of a student by another student may, based on all the pertinent circumstances as known, be deemed to be a disciplinary matter by the building principal, and shall be dealt with accordingly.

B. Nothing set forth herein, or in the Salem Public Schools anti-bullying plan, shall be understood by an employee of the Salem Public Schools, or by any other person, to require or recommend a course of action that violates any student’s rights under: the federal Individuals with Disabilities Education Act; Section 504 of the federal Rehabilitation Act of 1973; the Family Educational Rights and Privacy Act (FERPA); the Massachusetts student records law and its implementing regulations; a student’s right to appropriate forms of due process of law as recognized in federal and Massachusetts case law; any provision of the Massachusetts General Laws that establishes student’s civil rights; or any other federal or state statute or regulation that is germane to student discipline and to matters arising under facts that show or may tend to show the perpetration of bullying or ~~cyberbullying~~ ~~cyber-bullying~~ by one student upon another.

8.7. Implementation of Prevention Plan

The Superintendent of Schools shall see to the full implementation of the Salem Public Schools’ bullying prevention plan, as adopted by the Committee on December 20, 2010, and as may be amended from time to time thereafter.

STUDENTS AND INSTRUCTION	5000
STUDENT CONDUCT	5400
PROHIBITION OF BULLYING AND CYBER –BULLYING	5401.01

References

M.G.L. c. 71 § 37O (Mass. Anti-Bullying Law)
603 C.M.R. 49.00
20 U.S.C § 1232G (FERPA)
29 U.S.C. § 794 (“Section 504”)
M.G.L. c. 71 § 34E (Student Records Confidentiality)
603 C.M.R. 23.00
Goss v. Lopez, 419 U.S. 565 (1975)

~~Approved: 3/20/2011~~

~~Reviewed by Policy Subcommittee October 2015~~

Reviewed by Policy Subcommittee and referred for 1st reading on 12/3/20 (legal reference review forthcoming)

First Reading 12/7/20

STUDENTS AND INSTRUCTION **5000**

STUDENT CONDUCT **5400**

ALCOHOL USE BY STUDENTS **5403**

PROPOSED REVISION:

The use, service, possession, or consumption of any alcoholic beverage at any school or school function is prohibited, whether the function takes place on or away from school property. Students and/or their guests who violate this policy shall be subject to a penalty of being barred from any future school sponsored activities, as well as being excluded from the function in progress. **Additionally, any student who is under the influence of alcohol prior to, or during, attendance at or participation in a school-sponsored activity, will be barred from that activity and may be subject to disciplinary action.**

For pertinent information, refer to the appropriate student handbook.

EXISTING POLICY ¶

¶

~~The use, service, possession, or consumption of any alcoholic beverage at any school or school function is prohibited, whether the function takes place on or away from school property. Students and/or their guests who violate this policy shall be subject to consequences outlined in the student handbook and in accordance with state and federal law. ¶~~

~~For pertinent information, refer to the appropriate student handbook. ¶~~

Legal Reference: MGL 71:37H; **MGL 272:40A** ¶

Approved by School Committee November 2015

Reviewed and referred by Policy Subcommittee on 12/3/20

First Reading 12/7/20

STUDENTS AND INSTRUCTION **5000**

STUDENT CONDUCT **5400**

STUDENT DRESS 5411

The Salem Public Schools believe that student dress should not distract from the learning process and should be congruent with the district's health and safety requirements. Each school will be responsible for establishing an ~~acceptable~~ dress code or school uniform **guidelines that promote inclusivity and are respectful of evolving cultural norms**. Decisions regarding an acceptable dress code will be made by the respective school leadership team in consultation with the Superintendent.

Approved by School Committee: December ~~2010~~15

Reviewed and referred by the Policy Subcommittee on 11/20/20

First Reading 12/7/20

Memo:

To: Salem School Committee

From: Mary C. DeLai

Date: December 2, 2020

Re: FY21 Budget Transfer Request 8

The Pupil Personnel Services Department requests the following transfer from Fringe/Stipends to Tutors to offset the cost of additional tutoring supports needed this year.

Account Description/Use	Account Number	Amount From	Amount To
Fringe/stipends	13640160-5114	\$5,250	
Tutors	13640160-5150		\$5,250

I recommend approval of the transfer.



Memo:

To: Salem School Committee

From: Mary C. DeLai

Date: December 2, 2020

Re: FY21 Budget Transfer Request 9

The Office of Public Relations requests the following transfer from Expense Reimbursements to Contract Services to offset the cost of website design and development services.

Account Description/Use	Account Number	Amount From	Amount To
Expense Reimbursements	13032061-5712	\$4,000	
Contract Services	13032041-5320		\$4,000

I recommend approval of the transfer.

