

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



**Ms. Beth Anne Cornell**  
**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”

DATE POSTED: August 18, 2022

REPOSTED: August 19, 2022 REVISED

**REGULAR SCHOOL COMMITTEE MEETING**

Notice is hereby given that the Salem School Committee will hold a **Regular School Committee meeting on August 22, 2022 at 7 p.m.** This meeting will take place in person at 29 Highland Ave., Rm. 227, Salem, MA. You can also join via Zoom using the link below.

**Zoom Link to participate:**

<https://us06web.zoom.us/j/82464929458?pwd=OTA0MnFqRWw3ZFhSa2lnaTNiRVhqQT09>

**Passcode: 191468**


**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. Live Spanish Interpretation.**

Spanish language interpretation is now provided for all Regular School Committee meetings. To listen to this meeting with Spanish language interpretation, please see instructions below:

1. Click **Interpretation** .
2. Click **Spanish**
3. (Optional) To hear the interpreted language only, click **Mute Original Audio**.

**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/3oqJh5eri8J6Hm329>. 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 Jensen Frost at [jfrost@salemk12.org](mailto:jfrost@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. Approval of minutes of Regular SC meeting held July 18, 2022
- B. Approval of Warrants: 7/20/22 - \$305,172.44; 7/27/22 - \$1,257,214.80; 7/28/22 - \$925,358.11; 8/3/22 - \$205,014.00; 8/4/22 - \$152,962.14; 8/10/22 - \$202,597.05;

8/11/22 - \$60,325.84; 8/17/22 - \$258,651.60; 8/18/22 - \$148,071.04

**IV. Public Comment**

Please see above for instructions on participating in public comment.

**V. Superintendent's Report**

- a. Back-to-school update - enrollment, staffing, COVID, academics/SEL, facilities
- b. Proposed extension of increased rates for substitute teachers through 22-23 SY

**VI. Action Items: Old Business**

**VII. Action Items: New Business**

- a. Deliberation and vote on approval of appointment of Krista Perry as Executive Assistant to School Committee & Superintendent
- b. Deliberation and vote on approval of superintendent's contract
- c. Deliberation and vote to extend increased substitute rates through 22-23 SY

**VIII. Finance & Operations Report**

**IX. Subcommittee Reports**

- a. **Policies reviewed with no substantial changes:** 1201, 1202, 1301 and 1302
- b. **Policy for first read:** 6502
- c. **Policy for second read:** 1102
- d. **Policies for third read:** 1200, 1204

**X. School Committee Concerns and Resolutions**

**XI. Adjournment**

Respectfully submitted by,

*Mindy Marino*

Executive Assistant to 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. Beth Anne Cornell  
Sr. Manny Cruz  
Sra. Amanda Campbell**

**Alcaldesa Kimberley Driscoll, Preside**

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

FECHA DE PUBLICACIÓN: 18 de agosto de 2022

ACTUALIZADA: 19 de agosto de 2022 REVISADA

**REUNIÓN REGULAR DEL COMITÉ ESCOLAR**

Se notifica que el Comité Escolar de Salem celebrará una **reunión regular del Comité Escolar el 22 de agosto de 2022 a las 7 p.m.** Esta reunión tendrá lugar en persona en **29 Highland Ave., Rm. 227, Salem, MA.** También puede unirse a través de Zoom utilizando el enlace a continuación.

Haga clic en el enlace a continuación para unirse al seminario web:

<https://us06web.zoom.us/j/82464929458?pwd=OTA0MnFqRWw3ZFhSa2lnaTNIbVhQOT09>

**Contraseña: 191468**


**I. Convocatoria a la Sesión Abierta**

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

Lectura en voz alta: *El Comité Escolar de Salem desea escuchar al público sobre temas que afectan al distrito escolar y que están dentro del alcance de las responsabilidades del Comité. Se ofrecerá interpretación al español para quien lo necesite.*

**b. Interpretación al español en vivo**

La interpretación al español se provee en todas las reuniones del Consejo Escolar Regular. Para escuchar estas reuniones con la interpretación al español, por favor vea las instrucciones de abajo:

1. Pulse en **Interpretation** .
2. Pulse en **Spanish**
3. (Opcional) Para escuchar la lengua interpretada solamente, pulse **Mute Original Audio**.

**c. Instrucciones para Participar en el Comentario Público**

Si cualquier miembro de la comunidad de Salem desea participar en el comentario público durante esta reunión, por favor pulsar en el enlace de abajo para registrarse y someter su comentario electrónicamente: <https://forms.gle/3oqJh5eri8J6Hm329>. Un miembro del personal reunirá todos los comentarios que serán compartidos con los miembros antes de finalizar la reunión pública. Los comentarios también serán resumidos en las minutas de la reunión. Por favor, póngase en contacto con Jensen Frost en [jfrost@salemk12.org](mailto:jfrost@salemk12.org) o en el 617-285-7567 si tiene alguna pregunta o para informar de cualquier dificultad técnica que experimente.

II. **Aprobación de la Agenda**

III. **Aprobación de la Agenda Consensuada**

- a. Aprobación del acta de la reunión regular del Comité escolar celebrada el 18 de julio de 2022
- b. Aprobación de las órdenes de pago: 20-jul-22 - \$305,172.44; 27-jul-22 - \$1,257,214.80; 28-jul-22 - \$925,358.11; 3-ago-22 - \$205,014.00; 4-ago-22 - \$152,962.14; 10-ago-22 - \$202,597.05; 11-ago-22 - \$60,325.84; 17-ago-22 - \$258,651.60; 18-ago-22 - \$148,071.04

IV. **Comentario Público**

Favor de ver arriba para instrucciones sobre cómo participar en los comentarios públicos.

V. **Reporte del Superintendente**

- a. Actualización del regreso a la escuela - matrícula, personal, COVID, académicos/SEL, instalaciones
- b. Propuesta de prórroga del aumento de las tarifas de los maestros sustitutos hasta el año escolar 22-23

VI. **Elementos de Acción: Asuntos Antiguos**

VII. **Elementos de Acción: Asuntos Nuevos**

- a. Deliberación y votación sobre la aprobación del nombramiento de Krista Perry como Asistente Ejecutiva del Comité Escolar y del Superintendente
- b. Deliberación y votación sobre la aprobación del contrato del superintendente
- c. Deliberación y votación para extender el aumento de las tarifas de los sustitutos hasta el año escolar 22-23.

VIII. **Reporte de Finanzas y Operaciones**

IX. **Reportes de los Subcomités**

- a. **Políticas revisadas sin cambios sustanciales:** 1201, 1202, 1301 y 1302
- b. **Política para primera lectura:** 6502
- c. **Normativa para segunda lectura:** 1102
- d. **Políticas para la tercera lectura:** 1200, 1204

X. **Inquietudes y Resoluciones del Comité Escolar**

XI. **Clausura**

Sometido respetuosamente por,

*Mindy Marino*

Asistente Ejecutiva del Superintendente

*“Las personas que requieran ayuda auxiliar y servicios para una comunicación eficiente tal como un intérprete de lenguaje de señas, un dispositivo asistente para escuchar, o material impreso en formato digital o una modificación razonable de programas, servicios, políticas, o actividades, puede ponerse en contacto con el Coordinador ADA de la Ciudad de Salem al (978) 619-5630 a la brevedad y no más de 2 días laborales antes de la reunión, programa o evento.”*

**LAS ESCUELAS PÚBLICAS DE SALEM**  
**REUNIÓN REGULAR DEL COMITÉ ESCOLAR**  
**FECHA: 22 de agosto de 2022**

# 2022-2023 Academic Year

## *Start and End Times*

<b>School</b>	<b>Start Time</b>	<b>End Time</b>	<b>Early Release</b>
<b>Bates</b>	7:45 am	1:50 pm	11:25 am
<b>Bentley</b>	7:30 am	2:30 pm	11:00 am
<b>Carlton</b>	8:30 am	2:35 pm	12:10 pm
<b>Collins</b>	8:10 am	3:10 PM	11:40 am
<b>ECC</b>	8:45 am	2:50 pm	11:15 am
<b>HMLS</b>	7:50 am	1:55 pm	11:30 am
<b>NLIS</b>	9:00 am	3:45 pm	1:30 pm
<b>Salts</b>	8:15 am	3:15 pm	11:45 am
<b>SHS</b>	7:45 am	2:35 pm	12:45 pm
<b>SPHS</b>	8:00 am	2:25 pm	12:00 pm
<b>WHES</b>	8:30 am	2:35 pm	12:10 pm
<b>Salem Academy</b>	8:30 am	3:45 pm (1:45 on Fridays)	12:00 pm



# SALEM PUBLIC SCHOOLS

*Where belonging leads to opportunity.*

**Stephen K. Zrike, Jr., Ed.D.**  
Superintendent

29 Highland Ave. Salem, MA 01970  
978-740-1212  
szrike@salemk12.org

August 15, 2022

Collins, Saltonstall (grades 5-8) and New Liberty Innovation School (NLIS) families,

We are pleased to share a new approach to cell phone use across three of our schools– Collins Middle School, Saltonstall (grades 5-8) and New Liberty Innovation School– for the upcoming school year. As we reflect on the last school year, we observed that cell phones and electronic equipment consistently distracted our students throughout the school day. We know that during the pandemic, our youth developed an unhealthy dependency on technology and social media via their phones. The increase in screen time has resulted in an increase in anxiety, depression, and acute mental health needs among adolescents. Given this reality, we are committed to supporting our students to be more present throughout the school day so that they can meaningfully engage with their peers, teachers, and the important information that is being presented to them. It is imperative that students have more opportunities for face-to-face conversations and socialization so that our schools can be inclusive places where all students feel like they belong.

To achieve this end, we will be making Collins, Saltonstall (grades 5-8) and NLIS cell phone free during the school day using a system called Yondr which has been used across the world in over 1,000 schools, as well as at concerts, weddings and other events where community connection are a priority. [The Yondr Program](#) uses a simple, secure storage pouch that stores a cell phone. Students will maintain possession of the pouches that contain their phones and will not use them until their pouches are opened at the end of the school day. From time to time, students may be asked to unlock their phones for educational purposes as part of the pre-approved curriculum. Please note that our students will continue to access technology in the form of Chromebooks assigned to them for the year. As part of this one-to-one environment, we will reinforce the importance of responsible technology use and digital citizenship.

If students need to contact home during the school day, they can request to use the phone in the school's main office. If it is necessary for a parent to reach their child during the school day, they can contact the school's main office to get a message to their child.

If you have any questions about this program, please do not hesitate to contact your child's school directly. Individual schools will be reaching out to families to provide more specific details on the program's implementation. We appreciate your patience and partnership as we launch the school year ready to create a learning experience where all students can thrive!

Sincerely,

Stephen K. Zrike, Jr., Ed.D.









Below you will find the Salem Public Schools COVID-19 guidance for the launch of the 2022-23 school year. We have aligned our procedures to the most recent public health guidance. Please note that, in collaboration with the Salem Board of Health and SPS health advisors, we will regularly revise these protocols to reflect the latest public health information and to be responsive to the prevalence of the virus in our community.

### **Prevention/Mitigation Strategies\*:**

- Staff or students with signs or symptoms of viral illness must remain at home and test for Covid-19 until symptoms resolve.
- Staff and students are strongly encouraged to get vaccinated and [boosted according to the following schedule](#).
- Handwashing or hand sanitizing will be available and highly encouraged throughout the school day.
- When the weather allows, windows will remain open to promote air circulation and students will have the opportunity to eat lunch outside.
- Classroom and office spaces will continue to be provided with high efficiency particulate air (HEPA) filters.
- SPS will continue to provide (KN95 and surgical) masks to students and staff who wish to wear masks in schools. Masks must be worn in SPS nursing offices.

**\*Please note** - Further mitigation and prevention strategies may be necessary during the school year should viral [community levels](#) increase.

### **Isolation and Exposure Protocol**

- Quarantine for exposure to Covid-19 is no longer required nor recommended for children or staff in school settings, regardless of vaccination status or where the exposure occurred. Those that are able to mask should do so until Day 10, and it is recommended that they test 6 days after exposure. If symptoms develop, please follow the guidance for symptomatic individuals, below.

### **When a Student or Staff Member Tests Positive:**

- Isolate at home for at least 5 days (and mask when around others in the home) from the date of symptom onset or, if no symptoms are present, from the date of the positive test. (**Please note:** Should individuals develop moderate or severe symptoms, they should consult with their medical provider, and continue to stay home, potentially beyond the 5 days).
- After the 5-day period has passed, and if viral symptoms are improving and the individual is fever free without the use of fever reducing or cold/flu medicine for at least 24 hours, they may return to work or school on day 6. **A well-fitting mask must be worn through day 10 while inside school buildings.**

- Please be advised that there will no longer be a remote instruction option available while a student is out of school due to testing positive for COVID-19.

**How to Determine ‘Day 6’ to Return to Work/School:**

- Day 0 = The day Covid symptoms began or, if no symptoms develop, the date of the positive test.
- Day 1 = The first day after symptoms began or, if no symptoms develop, the first day after a positive test.
- Days 2 through Day 5 = Required isolation for all positive individuals.
- Day 6 = Return to work/school with a mask if symptoms are resolving.
- Day 7 through Day 10 = Well-fitting mask required inside school buildings.

**Point-of-Care Testing:**

Should symptoms of viral illness occur during the school day, with parent or caregiver consent, SPS students can be tested at school for Covid-19. Consents for rapid testing will be distributed through a ParentSquare message at the start of the school year. Test kits are also available to staff and families free of charge. Please contact the school nurse at your child’s school to obtain a test kit if needed.

Any questions about this guidance can be directed to SPS Director of Nursing and Health Services Charlene Moske-Weber at 978-265-4059 or to [your child’s school nurse](#).

**To:** Salem School Committee Members  
**Date:** August 16, 2022  
**From:** Dr. Steve Zrike, Superintendent  
Dr. Jill Conrad, Director of Human Resources  
**Re:** Daily Substitute Teacher Rate for 2022-23 School Year

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Last year, the School Committee authorized an increase to the substitute teacher rate in order to attract more candidates to serve as substitutes in the district. It is my understanding that this increased daily rate helped Salem be competitive in recruiting substitute teachers to the district.

Recruitment of qualified educators and substitute teachers remains a challenge, in large part due to a highly competitive job market. Educators are entertaining multiple options and we anticipate that daily substitute teachers will as well. We also anticipate some level of absences due to COVID-19 and other illnesses this fall, for which we will need a strong cadre of substitute teachers.

In order to remain competitive and fulfill our staffing and coverage needs, we recommend that we continue to offer increased rates for daily substitutes that were authorized during the 2021-22 school year. Our recommendation is as follows:

Category	Current/Traditional Rate	Recommended Rate for 2022-23
Substitute Teacher, Regular School Day	\$100 per day	\$130 per day
Substitute Teacher, Extended School Day	\$130 per day	\$150 per day

These rates would be applicable to both daily substitutes as well as long-term substitutes (for their first 20 consecutive days of service, after which long-term substitutes are placed on the teacher salary schedule).

Please note that should you approve this recommendation, according to the PSRP contract, the hourly rate for building-based substitutes under would also need to be increased so that their daily rate is no less than that of a per diem substitute.

## **Krista Perry - Executive Administrative Assistant to the School Committee and Superintendent**

Krista Perry comes to us from Lahey Vascular Surgery where she worked as a surgical administrative assistant. She was responsible for scheduling all procedures, maintaining the flow of the outpatient office on clinic days, and receiving prior authorizations for surgeries and radiology exams.

Krista has been praised for her positive attitude and willingness to help patients.

Born and raised in Peabody, Krista recently moved to Salem. In her free time, she enjoys trying new restaurants in the North Shore area and is a fan of enjoying live music.

**COMMUNITY RELATIONS** **1000**

COMMUNITY USE OF SCHOOL FACILITIES 1200

GENERAL RULES AND REGULATIONS 1201

The school facilities of the city's public schools are available to reputable and responsible organizations within the school district, subject to the control of the School Committee and to such conditions and regulations as it may establish.

No such use of school facilities, however, shall at any time be allowed to interfere with or limit the regular work or extra-curricular activities of the school program, or of classes or activities of the school program, or of classes or activities conducted under the direction of the Salem School Committee.

School equipment will not be available to outside organizations except under special circumstances and permission of the building principal and superintendent.

Any equipment brought into the schools by outside or related organizations that cannot be kept in an assigned space, under lock and key, should not be considered school property, and as such, the school assumes no responsibility to the individual or group furnishing the equipment.

Conditions of use, including fees, required personnel, etc. are available at the time of application at the office of the director of buildings and grounds.

Legal Reference: MGL 71:71, 71b, 71e; 272:40a

Reviewed: December 2016

**COMMUNITY RELATIONS** 1000

COMMUNITY USE OF SCHOOL FACILITIES 1200

GYM RENTAL POLICY 1202

Use of Salem Public Schools' gym space is first and foremost for all school-related programs, both athletic and extracurricular. After all school needs have been addressed, the superintendent will give rental priority first to youth groups within the City of Salem.

Adult groups, who are Salem residents, will be given priority weekdays and on weekends and any open time when youth groups have not rented gym space.

Application for said rentals spelling out all details are available from the office of the director of buildings and grounds.

**Reviewed December 2016 by Policy Subcommittee – Referred to Buildings and Grounds Subcommittee for further review**

**COMMUNITY RELATIONS** **1000**

GIFTS AND SOLICITATIONS 1300

GIFTS AND CONTRIBUTIONS TO SCHOOLS 1301

The superintendent will recommend to the School Committee the acceptance of gifts and offers of equipment for the schools when the gifts are of educational value. The School Committee shall vote as to acceptance of the gift. In the case of gifts from industry, business or specific interest groups, no extensive advertising or promotion may be involved in any donation to the public schools.

Gifts that would involve changes in school plants or sites will be subject to School Committee approval.

Gifts will automatically become the property of the school district. Pursuant to Massachusetts General Laws Chapter 44, Section 53A, all monetary gifts accepted by the School Committee will be deposited with the City of Salem Treasurer, whether or not intended by the donor for a specific purpose and expended at the discretion of the committee as provided by law.

The School Committee directs the superintendent to assure that an appropriate expression of thanks be extended to all donors.

The School Committee may accept on behalf of and for the city's schools any bequest or gift or money or property for a purpose deemed by the School Committee to be suitable, and may utilize such money or property as designated.

Any gifts valued at \$1,000 or less may be accepted without School Committee approval. Any gifts with a fair market value greater than \$1,000 must be formally accepted by a vote of the School Committee at its next regularly scheduled meeting. Any cash or check received prior to a school committee meeting will be deposited and if the gift is refused the money will be returned.

Legal Reference: MGL 71:37A

Approved: January 3, 2017

**COMMUNITY RELATIONS** **1000**

GIFTS AND SOLICITATIONS 1300

GIFTS TO STUDENTS 1302

School related trophies, prizes or awards given in the school or or in the context of the Salem Schools from persons or organizations not connected with the schools must have prior approval of the superintendent and be aligned with the mission and goals of the Salem Public Schools.

2Approved: January 3, 2017



<b>SCHOOL COMMITTEE</b>	<b>6000</b>
<u>SCHOOL COMMITTEE ADVISORY COMMITTEES</u>	6500
STUDENT ADVISORY COMMITTEE	6502

As required by law, it shall be the policy of the Salem School Committee to meet at least once every other month when school is in session with the student advisory committee consisting of 5 members elected by the student body of Salem High School.

In recognition of service devoted to school- or district-level governance, Salem High School, New Liberty Innovation School, and Salem Prep High School seniors may apply for a Salem Public Schools Governance Scholarship, to be awarded to one student from each high school in the amount of \$500. Eligible students may apply for the scholarship in March of senior year, and awards are to be used for post-secondary endeavors such as college/university expenses, entrepreneurship, vocational training, and/or a career in the military.

In January of each academic year, the School Committee will establish an ad hoc committee of no fewer than three School Committee members who will review applications and award scholarships. In the event that fewer than three School Committee members volunteer, the chair will appoint additional members. Scholarship application materials and guidelines, as well as a general outline of the process whereby scholarship recipients are chosen, will be published and updated as needed on the School Committee page of the Salem Public Schools website. Scholarship recipients will receive their awards no later than the first School Committee meeting of June.

Legal Reference: MGL 71:38M

Reviewed: October 2016

Reviewed May 24, 2022, a new proposal created for committee members to review.

<b>COMMUNITY RELATIONS</b>	<b>1000</b>
COMMUNICATIONS WITH THE PUBLIC	1100
ADVERTISING IN THE SCHOOLS	1102

The purpose of this policy is to limit advertising in the schools and the use of schools to distribute commercial and promotional material. The goal is that both the superintendent and the building principal approve all such material in advance of any use.

To advance this general policy, the following specific restrictions on the presence of advertising in the schools and use of schools to disseminate material are adopted.

Public school material and announcements made by the city may be distributed to parents through the school system with no advance approval required. Such announcements include, for example, notices of recycling programs, civic functions, and the like. All such announcements and/or material must be distributed in both English and Spanish. Political announcements may not be distributed through the school system.

Use of school property for advertising purposes is prohibited except when approved by the building principal and the School Committee. Such approval will only be granted when there is a demonstrated educational benefit derived from the use. An example would be a set of bulletin boards placed and maintained by a private company to present uplifting and educationally useful information. Space is reserved on those boards for advertisements and this is permissible if the building principal approved of each advertisement and retains the right to remove those that are not consonant with school policy. If there is any question about appropriateness of any such use of school property, the matter should be referred to the superintendent's office. The superintendent will refer to the School Committee any matters of major import.

Any distribution instigated by a private party shall be marked as such as to distinguish it from an official school department correspondence. All such materials must be presented through the superintendent's office and then to the building principal for approval.

there may be allocated special bulletin boards placed in schools on which public notices may be freely posted. space on these boards will be on a first come first served basis with priority granted to students in the school. others may post notices with the permission of the principal clearly marked on the notice. these notices are limited to job offers and information of interest to the school community at large such as club meetings and other public organizations. the school may charge a fee for the placement of any advertising on its property, but no such fee-generating ads will be placed without express

approval of the school committee. This includes all use of school property including parking lots. no ads will be placed within or attached to school buildings with the exception of gymnasiums used for interscholastic sporting events. it is recognized that any advertisements used in conjunction with sporting events may be removed or covered when that event is not occurring.

If an outside company wishes to use students for an experiment such as piloting a television program, and wishes to solicit interested parties through the system, permission of each and every parent must be obtained, and permission must be granted by the School Committee for such a solicitation. Governmental surveys and educational inquiries (doctoral dissertations etc.) need superintendent's approval only.

Through each school's student handbook, parents are to be made aware that students may be photographed or have their pictures otherwise used by local newspapers, cable access television and/or other such media outlets. Parents will have the opportunity to deny access to their child's pictures for the aforementioned use.

Approved: 12/03/07

Reviewed: December 2016

**COMMUNITY RELATIONS** **1000**

COMMUNITY USE OF SCHOOL FACILITIES 1200

It is the policy of the Salem School Committee to encourage the use of public school property by Salem community groups for worthwhile purposes, when such uses do not conflict or interfere with the school program or the activities of school sponsored organizations.

Use of school facilities shall be limited to public gatherings that promote the general welfare. The School Committee, through the superintendent, is the final authority and judge as to whether the activity promotes the general welfare or is harmful to school property. The committee reserves the right to reject any or all requests for the use of school property.

Reviewed: December 2016

<b>COMMUNITY USE OF FACILITIES</b>	<b>1201</b>
OUTDOOR FACILITIES	1200
COMMUNITY USE OF OUTDOOR FACILITIES	1204

The Salem School Committee wishes to encourage Salem residents, individually and as groups, to utilize outdoor school facilities when school is not in session or they are not in use for scheduled athletic or other school-related events.

Outdoor athletic fields, tracks, and playgrounds shall remain open for recreational community use—with appropriate signage posting the rules and regulations at each site. These rules and regulations will be developed and reviewed by the Buildings and Grounds Subcommittee in consultation with the Superintendent, and approved by the School Committee.

Salem community nonprofit groups, or nonprofit groups whose members include a significant portion of Salem residents, that desire to use outdoor facilities of the Salem Public Schools on a regular basis, shall schedule such use through the School Department's Office of Building Services. All requests or matters other than scheduling shall be directed to the Superintendent's office. The Salem High School Athletic Director or applicable school principal may close any outdoor facility prior to a scheduled school or school-related activity and temporarily deny access to individual residents or Salem community groups.

No Salem residents or Salem-based nonprofit organizations will be charged for use of outdoor school facilities. Any cost associated with the use of the facility will be incurred by the user. The School Committee encourages community groups to cooperate with Salem Public Schools to maintain and see that such outdoor facilities are well used

<b>COMMUNITY USE OF FACILITIES</b>	<b>1201</b>
OUTDOOR FACILITIES	1200
COMMUNITY USE OF OUTDOOR FACILITIES	1204

and benefit the entire community. Any misconduct or physical damage to school property may result in the denial of access and/or usage to any group and/or individual.

Any user groups with budgets or person-power are encouraged to contribute either labor or funds to the maintenance of the facilities they use, in cooperation with the Salem Public Schools.

For the first year (2012) this policy shall be implemented on a trial basis until October 31, at which time both this policy and the proposed rules and regulations shall be reviewed and revised as necessary. Until rules and regulations are formally promulgated, this policy shall be implemented at the discretion of the Superintendent.

This policy refers to outdoor facilities and activities only; school buildings, including lavatories, are not available under this policy.

Approved: July 16, 2012

**Reviewed by Policy Subcommittee December 2016 – Referred to the Buildings and Grounds Subcommittee for further review**