

Ms. Mary A. Manning
Mr. Manny Cruz
Ms. Amanda Campbell



Ms. Beth Anne Cornell
AJ Hoffman
Ms. Veronica Miranda

Mayor Dominick Pangallo, 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: January 18, 2024

REGULAR SCHOOL COMMITTEE MEETING

Notice is hereby given that the Salem School Committee will hold a **Regular School Committee meeting on January 22, 2024 at 7:00p.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/89001811170?pwd=dmJvQlhtakNUdlNHald0d1hjanpZZz09>

Passcode: 844154

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.

The members of the School Committee would like to remind the public that Salem Public School students regularly attend School Committee meetings. We encourage all meeting participants to model respectful and productive public discourse for our young learners.

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 following link to sign up and submit your comment electronically: <https://forms.gle/tCUPL4UR8cW3YJ2W8>. 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 Krista Perry at kperry@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 on January 8, 2023
- B. Approval of Warrants: **1/11/24** - \$388,689.36; **1/18/24** - \$472,567.53
- C. Approval of Salem High School Music Department to attend the Salem Winter Percussion & Color Guard Competition at the Salem High School Salem, NH on March 9, 2024
- D. Approval of Salem High School Music Department to attend the Salem Winter Percussion Competition at Cranston East High School Cranston, RI on March 16, 2024
- E. Approval of Salem High School Music Department to Canobie Lake Park Salem, NH on June 14, 2024
- F. Approval of facilities use request for Saltonstall School by General Consul, Dominican Republic
- G. Approval of facilities use request from BG1 (Brayson Green One) to waive the facility fee for the use of the Horace Mann Laboratory School gymnasium on 1/27/24

IV. Public Comment

See above instructions for participating in public comment.

V. Student Showcase - New Liberty Innovation School

VI. Superintendent's Report

- A. Draft SY24-25 Calendar and Proposed Changes to SY23-24 Calendar (Strategy 4.2)
- B. 2024-2025 Enrollment Targets for Student Assignment (Strategy 4.1)
- C. FY25 Capital Requests (Strategy 4.3)

VII. Student Representative Report

VIII. Action Items: Old Business

IX. Action Items: New Business

- A. Deliberate and vote on proposed changes to the SY23-24 calendar
- B. Deliberate and vote on 2024-2025 enrollment targets for student assignment
- C. Deliberate and vote to support SPS recommended FY25 Capital Requests

X. Finance & Operations Report

XI. Subcommittee Reports

- A. Policies for third reading
 - Policy 1101.01 Non-Discrimination
 - Policy 4106 Nondiscrimination and Equal Employment Opportunity

XII. School Committee Concerns and Resolutions

XIII. Adjournment

Respectfully submitted by,

Krista Perry

Executive Assistant to the School Committee & 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. Manny Cruz
Sra. Amanda Campbell*



*Sra. Beth Anne Cornell
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Alcalde Dominick Pangallo, 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 enero de 2024

REUNIÓN REGULAR DEL COMITÉ ESCOLAR

Por la presente se notifica que el Comité Escolar de Salem celebrará una **Reunión regular del Comité Escolar el 22 de enero de 2024 a las 7:00 p.m.** Esta reunión se llevará a cabo 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/89001811170?pwd=dmJvQlhtakNUdlnHald0d1hjanpZZz09>

Contraseña: [844154](#)


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. Los miembros del Comité Escolar desean recordar al público que los estudiantes de las Escuelas Públicas de Salem asisten regularmente a las reuniones del Comité Escolar. Animamos a todos los participantes de la reunión a modelar un discurso público respetuoso y productivo para nuestros jóvenes estudiantes.

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/tCUPL4UR8cW3YJ2W8>. 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

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reunión. Por favor, póngase en contacto con Krista Perry en kperry@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 8 de enero de 2023
- B. Aprobación de las órdenes de pago: 11-ene-24 - \$388,689.36; 18-ene-24 - \$472,567.53
- C. Aprobación del Departamento de Música de Salem High School para asistir al Campeonato de Invierno de Percusión y Guardia de Color de Salem en Salem High School Salem, NH el 9 de marzo de 2024
- D. Aprobación para que el Departamento de Música de Salem High School asista a la Competencia de Percusión de Invierno de Salem en Cranston East High School Cranston, RI el 16 de marzo de 2024.
- E. Aprobación para que el Departamento de Música de Salem High School asista a Canobie Lake Park Salem, NH el 14 de junio de 2024
- F. Aprobación de la solicitud de uso de instalaciones para Saltonstall School por el Cónsul General, República Dominicana
- G. Aprobación de la solicitud de uso de las instalaciones de BG1 (Brayson Green One) para renunciar a la cuota de instalación para el uso del gimnasio de la Escuela Laboratorio Horace Mann el 27-ene-24

IV. Comentario Público

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

V. Exposición de estudiantes de la Escuela de Innovación New Liberty

VI. Reporte del Superintendente

- a. Propuesta de Calendario SY24-25 y Cambios Propuestos al Calendario SY23-24 (Estrategia 4.2)
- b. Objetivos de matriculación para 2024-2025 para la asignación de estudiantes (Estrategia 4.1)

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c. Solicitudes de capital para el AF25 (Estrategia 4.3)

VII. Reporte de la Representante Estudiantil

VIII. Elementos de Acción: Asuntos Antiguos

IX. Elementos de Acción: Asuntos Nuevos

- A. Deliberar y votar sobre las propuestas de modificación del calendario SY23-24.
- B. Deliberar y votar sobre los objetivos de matrícula 2024-2025 para la asignación de estudiantes
- C. Deliberar y votar para apoyar SPS recomienda FY25 solicitudes de capital

X. Reporte de Finanzas y Operaciones

XI. Reportes de los Subcomités

- A. Políticas para tercera lectura
 - Norma 1101.01 No discriminación
 - Política 4106 No discriminación e igualdad de oportunidades en el empleo

XII. Inquietudes y Resoluciones del Comité Escolar

XIII. Clausura

Sometido respetuosamente por,

Krista Perry

Asistente Ejecutiva del Comité Escolar y 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.”

DRAFT
Salem Public Schools
Salem School Committee
Meeting Minutes
January 8, 2024

On January 8, 2024 the Salem School Committee held its regular School Committee meeting at 7:00 PM using a hybrid model.

Members Present: Mayor Dominick Pangallo, Ms. Mary Manning, Mr. Manny Cruz, Ms. Beth Anne Cornell, Ms. Amanda Campbell, Ms. Veronica Miranda, and AJ Hoffman

Others in Attendance: Superintendent Stephen Zrike, Deputy Superintendent Kate Carbone, Ms. Elizabeth Pauley, Ms. Ellen Wingard, Dr. Kimberly Talbot, Mr. Marc LeBlanc, Mr. Christopher O’Donnell, Mr. Burns, Ms. Souza, Mr. Andre Fonseca

Others in Attendance Virtually: Ms. Laura Assade

Call of Meeting to Order

Mayor Pangallo calls the meeting to order at 7:00 p.m. and requests a call of attendance. He explained the Public Participation Policy 6409 and also explained the availability of Spanish interpretation.

Attendance

Mayor Pangallo recognizes the attendance with members absent and joining virtually. Ms. Cornell motions for approval and seconded by Mr. Cruz.

Ms. Campbell	Present
Ms. Cornell	Present
Mr. Cruz	Present
Ms. Manning	Present
AJ Hoffman	Present
Ms. Miranda	Present
Mayor Pangallo	Present

Approval of Agenda

Mayor Pangallo requested a motion to approve the Agenda. Ms. Cornell motions for approval and seconded by Mr. Cruz . A roll call vote is taken.

Mr. Cruz	Yes
Ms. Manning	Yes
Ms. Cornell	Yes
Ms. Miranda	Yes
Ms. Campbell	Yes

AJ Hoffman Yes
Mayor Pangallo Yes
Motion Carries 7-0

Approval of Consent Agenda

Mayor Pangallo requested a motion to approve the Agenda. Ms. Cornell motions for approval and seconded by Ms. Miranda . A roll call vote is taken.

Mr. Cruz Yes
Ms. Manning Yes
Ms. Cornell Yes
Ms. Miranda Yes
Ms. Campbell Yes
AJ Hoffman Yes
Mayor Pangallo Yes
Motion Carries 7-0

Public Comment

Ms. Ann Berman, Salem Teachers union, notes she would like to update the school committee on the reading totals for Reading Opens the World Book Grant. Were able to distribute over 600 books to students and left over books have been given to all other first grade teachers. Ms. Berman shows gratitude to Mayor Pangallo and Dr. Zrike for being guest readers. Ms. Berman notes all books were available in English and Spanish to all the students.

Superintendent's Report

Superintendent Dr. Zrike takes a moment to introduce AJ Hoffman as the newest School Committee member. Dr. Zrike gives thanks to the facility crew for their hard work with snow removal Sunday into Monday.

A. Salem High School Program of Study (Strategy 1.1 and Strategy 1.4)

Mr. Burns begins this presentation on the Salem High School Program of Study discussing high level learning opportunities. Ms. Souza notes that Salem High School is a diverse, urban comprehensive school where every scholar will engage in relevant, exciting and rigorous learning experiences aligned to a personalized post-secondary pathway. Salem High School plans to incorporate pathways into the course catalog for the 2024 school year. This will align students' interest to schedule their core classes in high school and will align with their secondary plan after graduation. The framework creating this pathway is for exploration in Grade 9, create and begin a pathway in grade 10, and belonging to a pathway aligned with post-secondary credits/credentials in grades 11/12. The three pathways offered to scholars are the following:

- Classical Pathway - consists of AP Capstone, Early College, Liberal Arts, and Fine-Performing Art
- STEM Innovation Pathway - Biotechnology, Engineering, and Sustainability

- Career and Technical Education Pathway - Medical Assisting, Culinary Arts, Early Education and Care, Building and Property Maintenance, Electrical, Automotive Technology, Graphic Design and Visual Communication, Computer Science, and Carpentry.

Mr. Burns notes that the course catalog is now user friendly and includes recommendations for 9th and 10th graders based on what their focus is. Advanced coursework is what we have focused on and providing more support to all students. The goal was to have students feel ready to take AP classes. Right now there has been an expansion of AP Courses. This year we are focused on the AP Capstone which is a College Board program that equips students with the independent research, collaborative teamwork, and communication skills that are increasingly valued by colleges. Students who earn scores of 3 or higher in AP Seminar and AP Research and on four additional AP Exams of their choosing receive the AP Capstone Diploma.

Ms. Souza notes Sale High School plans to expand participation in Early College pathways. Partnering with Salem State University for healthcare and business pathways as well as North Shore Community College for Dual Language Liberal Arts Pathways.

Ms. Cornell asks about testing for PreAP courses? Also how do you know whether an 8th or 9th grader is ready to take an AP class? Are honors courses still a part of the curriculum?

Mr. Burns confirms there is no test for PreAP classes however for the PreAP Capstone the student would have to earn a 3 or higher. Mr. Burns notes we will continue to work with the middle schools and the individuals helping us recruit and we plan to have parent nights. Teacher recommendations as well. Honor courses are still available in CP sections in each grade level and there are fewer sections regarding CP courses.

Ms. Campbell asks if the PreAp courses are offered everywhere or exclusively only at Collins Middle School?

Ms. Carbone notes currently we are visiting classrooms at both Saltonstall and Collins and we are doing a wide review of Math at the High School level as well. Our goal is to raise expectations with our students and their math courses.

A. Update on programming and services for multilingual learners (Strategy 1.1 and Strategy 1.4)

Ms. Carbone introduces Mr. Andre Fonseca, Director of Multilingual Learner programs. Mr. Fonseca offers an update on the three programs and services he oversees. Dr. Zrike notes in the past three years we have increased multilingual learners by 40%.

Mr. Fonseca begins this presentation by offering updates regarding the multilingual learner department. The core priorities from the strategic plan that are focused on are elevating learning, empowering educators, and center belonging. May 2023 review consisted of a review

team composed of 18 staff across schools and departments, a list of seven “look fors”, 62 classrooms observed from 5/30/23-6/8/23, and the area of growth noted was fewer than half of the classrooms observed met any of the other SEI look-fors. Every school in Salem has included an SEI goal in their School Improvement Plan. Every teacher is an ML teacher. The academic team has been performing monthly walkthroughs at schools with school leaders to measure strategies. ML coaches are now coaching SEI teachers during the day. The SEI Review team is to reunite in February/March to complete another set of observations and measure growth in classrooms implementing SEI strategies.

The goals for the SEI Vanguard Group is to elevate SEI practices across the district of educators who meet regularly after school with ML coaches and deepen the knowledge and use of SEI strategies. After 1-2 years in the vanguard, these educators become SEI experts in their buildings and can mentor new staff in SEI practices. This runs from October- June, meeting twice a month, working in small groups with ML coaches and receiving a stipend for the time spent learning. 12 teachers across K-12 attend and teachers do implement strategies learned in the next day’s or week’s lessons. This year there is a goal of creating one unit as a team per quarter that will be uploaded into our ATLAS rubicon system. Units will help new teachers who join the team and create a cohesion among the ELD instruction district-wide. ASPEN gradebook group will align to the ELD gradebook to incorporate the WIDA 2020 standards. The WIDA standards will be reflected in the annual ACCESS exams starting in SY 25-26. World languages are now fully housed within the ML Department. Dr. Sherf is helping to develop the WL program of studies. The focus for March 2024 and Fall 2024 is to assess students using the Assessment of Performance toward Proficiency in Languages. Parenting with Dr. Rinaldi who is an expert in the area of serving sub-separate students with moderate to severe disabilities. The ML department has increased family events for families from one event to three. The current goal is to have ELPAC families take on roles of chair, co-chair, and secretary of ELPAC. Over 100 families attended the ML Family Night on 11/15/23.

Mr. Fonseca ends this presentation noting the dual language education. Bentley Academy has had the highest SY23 ACCESS scores of all district schools with 65% of students meeting progress benchmarks, and received the English Learner Education Support grant in the amount of \$264, 114. This grant will support the development of the growing Dual Language program and will provide 12 of our educators the opportunity to attend the NABE and MABE conferences in March.

Ms. Manning asks if each family night has a certain focus? Which classrooms were visited?

Mr. Fonseca confirms each family night has their own focus. Classrooms staff visited were core classrooms, art class, and classrooms that included students on IEPs.

B. Superintendent Appointment to the MassHire North Shore Workforce Board
(Strategy 3.3)

Superintendent Dr. Zrike notes his appointment to the MassHire North Shore Workforce Board.

Dr. Zrike also notes the school calendars and we will present the public with a draft of school calendars at the next School Committee meeting. September 3rd is already the first day of school for SY 2024 and we have already received feedback on the drafted calendars that are forthcoming.

Mr. Cruz notes to take note of the primary election dates when drafting the school calendars.

Student Representative Report

none

Old Business

none

New Business

A. Deliberation and vote on accepting the 2024-25 Salem High School Program of Study

Ms. Campbell makes a motion to approve and Mr. Cruz seconded the motion. A roll call vote is taken.

Mr. Cruz	Yes
Ms. Manning	Yes
Ms. Cornell	Yes
Ms. Miranda	Yes
Ms. Campbell	Yes
AJ Hoffman	Yes
Mayor Pangallo	Yes

Motion Carries 7-0

B. Review of Subcommittee Assignments

Mayor Pangallo notes the subcommittee assignments and Dr. Zrike makes a request to upload all subcommittee assignments online for the public to have access to.

Finance & Operations Report

none

Subcommittee Reports

A. Policies for second reading

Policy 1101.01 Non-Discrimination

Policy 4106 Nondiscrimination and Equal Employment Opportunity

Ms. Cornell makes a motion to accept policies 1101.01 and 4106 for a second read. Ms. Miranda seconded. A roll call vote is taken.

Mr. Cruz	Yes
Ms. Manning	Yes
Ms. Cornell	Yes
Ms. Miranda	Yes
Ms. Campbell	Yes
AJ Hoffman	Yes
Mayor Pangallo	Yes
Motion Carries 7-0	

School Committee Concerns and Resolutions

none

Adjournment

Mr Cruz motions to adjourn and seconded by Ms. Campbell. A roll call vote is taken.

Ms. Cornell	Yes
Mr. Cruz	Yes
Ms. Manning	Yes
AJ Hoffman	Yes
Ms. Miranda	Yes
Ms. Campbell	Yes
Mayor Pangallo	Yes
Motion Carries 7-0	

Meeting adjourned at 8:45PM.

Respectfully submitted by,

Krista Perry

Executive Administrative Assistant to the School Committee & Superintendent



Ben Chertok, Coordinator of Music
77 Willson St., Salem MA 01970
bchertok@salemk12.org

Mr. Glenn Burns, Principal
77 Willson St.
Salem, MA 01970

Dear Mr. Burns,

I am writing on behalf of the SHS Music Dept. to respectfully request permission to attend the following out of state trips:

1. Salem Winter Percussion & Colorguard Competition at Salem High School, 44 Geremonty Dr., Salem NH on Saturday, March 9, 2024. Students will not miss any school time to attend this competition.
2. Salem Winter Percussion Competition at Cranston East High School, 899 Park Avenue, Cranston, RI on Saturday, March 16, 2024. Students will not miss any school time to attend this competition.
3. Salem High School Music Department annual trip to Canobie Lake Park, Salem, NH on Friday, June 14, 2024. Students will depart Salem High School at 4:30PM and return after the park closes for the evening. As a result, students will not miss any school time to attend this trip. This is an optional trip and students will be responsible for fundraising or paying the cost of park admission.

All trips will be chaperoned by SPS Music Department staff. Transportation will be provided through SPS at no cost to students. Students participating in extracurricular activities have submitted the SPS Extra Curricular Activity Medical Form to the Music Department. Rosters of music department groups are attached for your reference. Should you have any questions, please do not hesitate to contact me at the high school at 978-740-1136.

Sincerely yours,

A handwritten signature in black ink, appearing to read "Ben", followed by a long horizontal line extending to the right.

Benjamin Chertok
Coordinator of Music

Field Trip Request Form - Salem Public Schools

Last Updated: October 2022

Directions: All educators seeking to take students on a field trip must obtain permission from the school principal. The school nurse must also review and sign off on each field trip. For local trips, please complete this form at least two weeks prior to the date of the proposed field trip. All overnight and/or out-of-state field trips require School Committee approval and must be submitted at least one month prior to the field trip.

I. General Information

School	Salem High School Music Dept.	Grade Level(s)	Date of Request:	Date of Field Trip:	
Trip Planner	Ben Chertok	3-12	1/13/24	3/9/24	
Contact Info	Phone: 978-394-6986		# of Students:	Depart:	Return:
	Email: bchertok@salemk12.org		See attached Rosters	11AM	10PM
Destination	Name: Salem High School (NH)		Location and Duration		
Destination Address	44 Geremonty Dr. Salem NH 03079		<input type="checkbox"/> Local trip (Salem/North Shore) <input type="checkbox"/> In-state – within MA <input checked="" type="checkbox"/> Out of state		
Funding Source	For Bus: SPS Music Transportation Budget		For other (admissions costs, etc.):		
			<input type="checkbox"/> Within the normal school day <input checked="" type="checkbox"/> XXX Beyond normal school hours <input type="checkbox"/> Overnight trip		

II. Learning and Accessibility

Instructional Alignment	Accessibility and Inclusion for All Students
<input type="checkbox"/> Alignment: The trip is aligned to grade-level standards. <input type="checkbox"/> Pre- and Post-Plan: Students will be prepared for the trip and will have the opportunity to synthesize new learning from the experience. <i>Comments:</i>	*District policy requires field trips to be accessible to all students. *Trip planners must ensure that all students (e.g., students with disabilities, multilingual learners, etc.) have the appropriate supports. <input type="checkbox"/> I understand these requirements. <i>Comments:</i>

III. School Nurse Review and Approval (School Nurse Signature Required)

Has the school nurse been notified of this field trip?	Has the roster of students been shared? Have medical concerns been reviewed?	Will a nurse be needed for this field trip?
<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
School Nurse Signature:		Date: 1/18/24

IV. Food Services

Has the school's cafeteria manager been notified of this field trip?	Will students be eating lunch at school or on the field trip?	Are bag lunches needed for this trip?
<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> At school <input type="checkbox"/> On field trip	<input type="checkbox"/> Yes <input type="checkbox"/> No How many? _____
<i>Comments:</i> N/A - Weekend Trip		

V. Transportation

Transportation needed:	<input type="checkbox"/> Bus (Complete <u>Transportation Request Form</u> and send to dbido@salemk12.org and yfagundes@salemk12.org at least two weeks before the trip.)	<input type="checkbox"/> Public transportation <input type="checkbox"/> Walking <input type="checkbox"/> Other: _____
If traveling by bus:	Pick Up Time: Pick Up Location: SHS Music	Return Time: Return Location: SHS Music

VI. Parent Involvement & Background Checks

Will any parents or volunteers be participating in this trip?	Will any have "direct and unmonitored contact" with students?	CORI required for ALL parents & volunteers (please submit forms 1--2 weeks ahead). Fingerprints required for those who will have direct & unmonitored contact with students
<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	

VI. Principal Review and Approval (Required for ALL Field Trips)

School Principal Signature:	Date: 1/18/24
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Field Trip Request Form - Salem Public Schools

Last Updated: October 2022

Directions: All educators seeking to take students on a field trip must obtain permission from the school principal. The school nurse must also review and sign off on each field trip. For local trips, please complete this form at least two weeks prior to the date of the proposed field trip. All overnight and/or out-of-state field trips require School Committee approval and must be submitted at least one month prior to the field trip.

I. General Information					
School	Salem High School Music Dept.	Grade Level(s)	Date of Request:	Date of Field Trip:	
Trip Planner	Ben Chertok	8-12	1/13/24	3/16/24	
Contact Info	Phone: 978-394-6986		# of Students:	Depart:	Return:
	Email: bchertok@salemk12.org		See attached Roster	10AM	10PM
Destination	Name: Cranston East High School		Location and Duration		
Destination Address	899 Park Avenue Cranston RI, 02910		<input type="checkbox"/> Local trip (Salem/North Shore) <input type="checkbox"/> In-state – within MA <input checked="" type="checkbox"/> Out of state		
Funding Source	For Bus: SPS Music Transportation Budget		For other (admissions costs, etc.): <input type="checkbox"/> Within the normal school day <input checked="" type="checkbox"/> Beyond normal school hours <input type="checkbox"/> Overnight trip		

II. Learning and Accessibility	
Instructional Alignment <input type="checkbox"/> Alignment: The trip is aligned to grade-level standards. <input type="checkbox"/> Pre- and Post-Plan: Students will be prepared for the trip and will have the opportunity to synthesize new learning from the experience. Comments:	Accessibility and Inclusion for All Students *District policy requires field trips to be accessible to all students. *Trip planners must ensure that all students (e.g., students with disabilities, multilingual learners, etc.) have the appropriate supports. <input type="checkbox"/> I understand these requirements. Comments:

III. School Nurse Review and Approval (School Nurse Signature Required)		
Has the school nurse been notified of this field trip?	Has the roster of students been shared? Have medical concerns been reviewed?	Will a nurse be needed for this field trip?
<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
School Nurse Signature: <i>[Signature]</i>		Date: 1/18/24

IV. Food Services		
Has the school's cafeteria manager been notified of this field trip?	Will students be eating lunch at school or on the field trip?	Are bag lunches needed for this trip?
<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> At school <input type="checkbox"/> On field trip	<input type="checkbox"/> Yes <input type="checkbox"/> No How many? _____
Comments: N/A - Weekend Trip		

V. Transportation		
Transportation needed:	<input type="checkbox"/> Bus (Complete <u>Transportation Request Form</u> and send to dbido@salemk12.org and yfagundes@salemk12.org at least two weeks before the trip.)	<input type="checkbox"/> Public transportation <input type="checkbox"/> Walking <input type="checkbox"/> Other: _____
If traveling by bus:	Pick Up Time: Pick Up Location: SHS Music	Return Time: Return Location: SHS Music

VI. Parent Involvement & Background Checks		
Will any parents or volunteers be participating in this trip?	Will any have "direct and unmonitored contact" with students?	CORI required for ALL parents & volunteers (please submit forms 1--2 weeks ahead). Fingerprints required for those who will have direct & unmonitored contact with students
<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	

VI. Principal Review and Approval (Required for ALL Field Trips)	
School Principal Signature: <i>[Signature]</i>	Date: 1/18/24

Field Trip Request Form - Salem Public Schools

Last Updated: October 2022

Directions: All educators seeking to take students on a field trip must obtain permission from the school principal. The school nurse must also review and sign off on each field trip. For local trips, please complete this form at least two weeks prior to the date of the proposed field trip. All overnight and/or out-of-state field trips require School Committee approval and must be submitted at least one month prior to the field trip.

I. General Information				
School	Salem High School Music Dept.	Grade Level(s)	Date of Request:	Date of Field Trip:
Trip Planner	Ben Chertok	8-12	1/13/24	6/14/24
Contact Info	Phone: 978-394-6986		# of Students:	Depart:
	Email: bchertok@salemk12.org		TBD (Roster of potential students attached)	4PM
Destination	Canobie Lake Park		Return: 10PM	
Destination Address	85 N Policy St, Salem, NH 03079		Location and Duration	
Funding Source	For Bus: SPS Music Transportation Budget/Student funds For other (admissions costs, etc.):		<input type="checkbox"/> Local trip (Salem/North Shore) <input type="checkbox"/> In-state – within MA XXX <input type="checkbox"/> Out of state <input type="checkbox"/> Within the normal school day <input type="checkbox"/> Beyond normal school hours <input type="checkbox"/> Overnight trip	

II. Learning and Accessibility	
Instructional Alignment	Accessibility and Inclusion for All Students
<input type="checkbox"/> Alignment: The trip is aligned to grade-level standards. <input type="checkbox"/> Pre- and Post-Plan: Students will be prepared for the trip and will have the opportunity to synthesize new learning from the experience.	*District policy requires field trips to be accessible to all students. *Trip planners must ensure that all students (e.g., students with disabilities, multilingual learners, etc.) have the appropriate supports. <input type="checkbox"/> I understand these requirements.
Comments:	Comments:

III. School Nurse Review and Approval (School Nurse Signature Required)		
Has the school nurse been notified of this field trip?	Has the roster of students been shared? Have medical concerns been reviewed?	Will a nurse be needed for this field trip?
<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
School Nurse Signature:		Date: 1/18/24

IV. Food Services		
Has the school's cafeteria manager been notified of this field trip?	Will students be eating lunch at school or on the field trip?	Are bag lunches needed for this trip?
<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> At school <input type="checkbox"/> On field trip	<input type="checkbox"/> Yes <input type="checkbox"/> No How many? _____
Comments: N/A Weekend Trip		

V. Transportation		
Transportation needed:	<input type="checkbox"/> Bus (Complete Transportation Request Form and send to dbido@salemk12.org and vfaundes@salemk12.org at least two weeks before the trip.)	<input type="checkbox"/> Public transportation <input type="checkbox"/> Walking <input type="checkbox"/> Other: _____
If traveling by bus:	Pick Up Time:	Return Time:
	Pick Up Location:	Return Location:

VI. Parent Involvement & Background Checks		
Will any parents or volunteers be participating in this trip?	Will any have "direct and unmonitored contact" with students?	CORI required for ALL parents & volunteers (please submit forms 1--2 weeks ahead). Fingerprints required for those who will have direct & unmonitored contact with students
<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	

VI. Principal Review and Approval (Required for ALL Field Trips)	
School Principal Signature:	Date: 1/18/24



CITY OF SALEM, MASSACHUSETTS

Dominick Pangallo
Mayor

Office of the Mayor

January 8, 2024

Enrique García
General Consul
Dominican Republic
891 Centre Street
Boston, MA 02116

Honorable Consul García,

On January 3, 2024, I welcomed Nelys Peña De Rodríguez of the Central Electoral Board to Salem City Hall to receive the JCE's request for the use of a Salem Public School facility, the Saltonstall School, on Sunday, May 19, 2024, for the purposes of conducting overseas voting for the Dominican Republic's 2024 election.

By this letter I am offering my approval of this request. I have spoken with the Superintendent of Public Schools, who also is amenable to the use of the facility on this date. We will present the request to the School Committee for their review and approval, per the district's school use policy, at the first opportunity. I wish the very best to the JCE and to yourself for the successful administration of this year's election and am grateful for your outreach in furtherance of the civic engagement of our community's Dominican residents.

Sincerely,

Dominick Pangallo
Mayor
City of Salem

CC: Nelys Peña De Rodríguez, Encargada OSE Boston
Dr. Stephen Zrike, Superintendent of Salem Public Schools

THE SALEM PUBLIC SCHOOLS

Request for Use of School Facilities

DATE: 1/18/24

FACILITY/SCHOOL: Horace Mann

EVENT DATE: 1/27/24

RENTAL TIMES: 9am - 1pm

PERFORMANCE TIME: _____

HEAT REQUIRED _____

A/C REQUIRED _____

PROGRAM DESCRIPTION:

Middle city Basketball Event

APPROXIMATE AUDIENCE SIZE: _____

ADMISSION CHARGE: _____

\$5

SUBMITTED BY: _____

Loren Green

(Contact Person)

TELEPHONE: _____

(781) 3461924

(Day /

Evening)

REPRESENTING: _____

BG1

(Agency / Group)

ADDRESS: _____

18 Roundy st

CITY: _____

Beverly

STATE: ma

ZIP CODE: _____

01915

EMAIL: _____

BjG1one@gmail.com

CELL PHONE NO.: _____

(781) 3461924

EQUIPMENT OR SPECIAL NEEDS REQUIRED

Bleachers, seating, allow ample time between events for set-up/break-down. All requests for the use of school department equipment must be listed on this rental application form. Example: sound system, chairs, etc. (Additional charges may apply.)

space for concessions

<u>FACILITY FEE</u>		<u>CUSTODIAL FEE</u>		<u>TOTAL AMOUNT DUE</u>	
Base Charge (4 hours minimum)	\$	Number of Custodians Required:		Total Rental Facility Fee:	\$
Additional Hourly Fee \$30.00	\$ 30.00	Hourly Overtime Rate Per Custodian:	\$47.65	Total Custodial Overtime Fee:	\$
Additional Hours Required:	x	Total Hours Worked:	x	Deposit Received:	\$
Total Rental Fee:	\$	Total Custodial Fee:	\$	Total Amount Due:	\$

Salem Public Schools will not charge a facility fee to non-profit 501-C3 organizations; however, all external groups including non-profit organizations, will be responsible for paying the custodial overtime fees. All fundraisers will also be responsible for custodial overtime fees.

Please send payment check made payable to: **"Salem School Department Facility Rental"**

Building Services Department, 77 Willson Street,

Salem, MA 01970

NOTE: Due to unforeseen circumstances, the rescheduling of non-school rental activities may be necessary. School sponsored activities shall take precedence over all non-school functions.

I affirm that the group I represent will abide by the letter and spirit of the Rules and Regulations Governing the Use of School Facilities including all vehicle parking and traffic regulations at each facility.

Signature of Applicant: _____
Approval of Building Principal: _____
Approval of Building Services: _____
Cc: Sr. Building Custodian: _____
Originator: _____

Date: 1/18/24
Date: _____
Date: _____
Date: _____
Date: _____

Please email request form to Mr. Zissis Alepakis, Director of Building Services at: zalepakis@salemk12.org.

**1. SCHOOL COMMITTEE POLICY ON THE USE OF SCHOOL FACILITIES
BY NON-SCHOOL GROUPS**

All applications for the use of school facilities must be filed (10) days prior to the event at the Building Services Office, Salem High School, 77 Willson Street, Salem, MA 01970. Telephone: 978-740-1143.

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

Fees are assessed to groups using school facilities to substantially meet the related custodial, utility, and maintenance costs. Every effort is made by the school department to keep costs as low as possible.

Use of school facilities shall be limited to public gatherings which promote the general welfare. The School Committee is the final authority and judge as to whether the activity promotes the general welfare or is harmful to property.

The committee reserves the right to reject any or all requests for the use of school property.

2. FEES

User rental fees are comprised of the following:

1. Custodial Fee
2. Facility Rental Fee
3. Other fees as may be required

2.1 CUSTODIAL FEES

The number of custodians required at each event shall be determined by the granting authority.

Custodial fees are charged at a rate of 1.8 times the average current hourly custodial rate in accordance with the wage provisions of the current working agreement between the Salem School Committee and AFSCME Local Union 294.

NLIS
Student Showcase

**NEW
LIBERTY**

SALEM - EST. 2016



Mission:

To engage all students in real-life learning about themselves and the world, to empower them to create a positive impact on their communities, and to ensure they have the tools to pursue their goals after graduation.

**welcome.
challenge.
impact.** *New
Liberty
Innovation
School*

New Initiatives:

Dual Enrollment Courses - building academic confidence within a safe learning environment and maintaining a pathway to higher education while also earning free college credit.

BUILD - bringing learning to life through entrepreneurial curriculum, coaching, and meaningful connections.

Diversity, Equity, Inclusion work with Dr. Carlos Hoyt - approach to education, training, and development on matters related to social identity, social bias, and social justice.

**welcome.
challenge.
impact.** *New
Liberty
Innovation
School*

Dual Enrollment Courses:

Through our partnership with North Shore Community College, some of our students have successfully earned free credits in higher education courses such as Public Speaking, Introduction to Criminal Justice, Elementary Spanish 1 and Emergency Medical Care - First Responder Certification.

**welcome.
challenge.
impact.** *New
Liberty
Innovation
School*



Dual Enrollment At New Liberty

Public Speaking:

-

Intro to Criminal Justice:

-

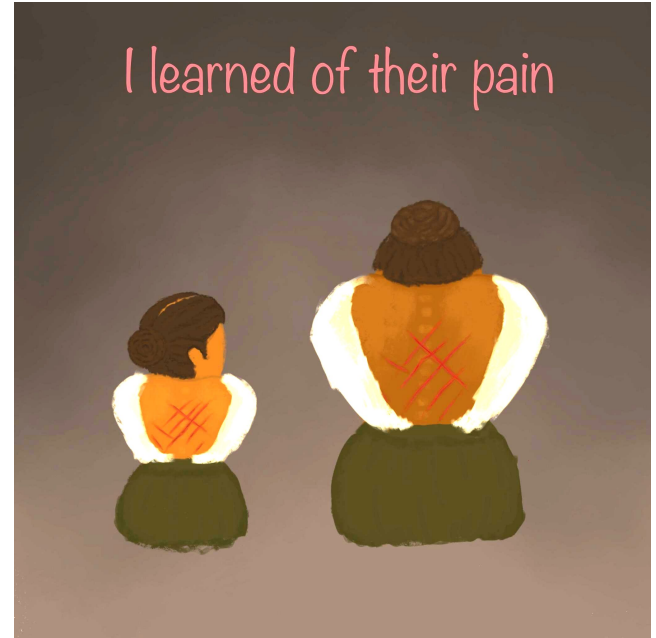
Elementary Spanish:

-

Emergency Medical Care/ First Responder Cert.



NORTH SHORE
COMMUNITY COLLEGE



A slide from a presentation by S. Tavares

BUILD:

Entrepreneurship is the spark.

Year 1:

- Introduction to entrepreneurship and empowering students to become the CEO of their own lives.
- Students learn about BUILD's Spark Skills, 21st century SEL skills that are the foundational to an entrepreneurial mindset.
- Students design their own original product idea through BUILD's Design Challenge.
- Business Plan Competition: student teams present their business plans to a panel of expert judges and reflect on their learning and growth.

**welcome.
challenge.
impact.** *New
Liberty
Innovation
School*

BUILD:

Entrepreneurship is the spark.

Year 2:

- Focuses on designing an innovative product to solve a challenge for someone in school or community.
- Students develop their unique voice and brand (both personal and business).
- Skill building on product design, real world branding and marketing campaign - and finish Year 2 with a selling event and portfolio pitch.

**welcome.
challenge.
impact.** *New
Liberty
Innovation
School*

DEI Work:

In partnership with **Dr. Carlos Hoyt** (*scholar, teacher, psychotherapist, parent and racialized member of our society*), our professional development and learning includes:

- Recommended tools and best practices in promoting inclusivity and honoring diversity at New Liberty.
- Interrogating master narratives and the dominant discourse on race with the goal of illumination and disrupting the racial worldview.
- Supporting staff in speaking about the richness of identity and continuing our work in creating academically rigorous curriculum that mines our students' lived experiences.
- We have incorporated the Social Identity Prism into our teaching and learning curriculum (i.e. the cycle of socialization).

**welcome.
challenge.
impact.** *New
Liberty
Innovation
School*



DEI Cycle of Socialization in Capstone class at New Liberty!

WHY ARE WE LEARNING THIS:

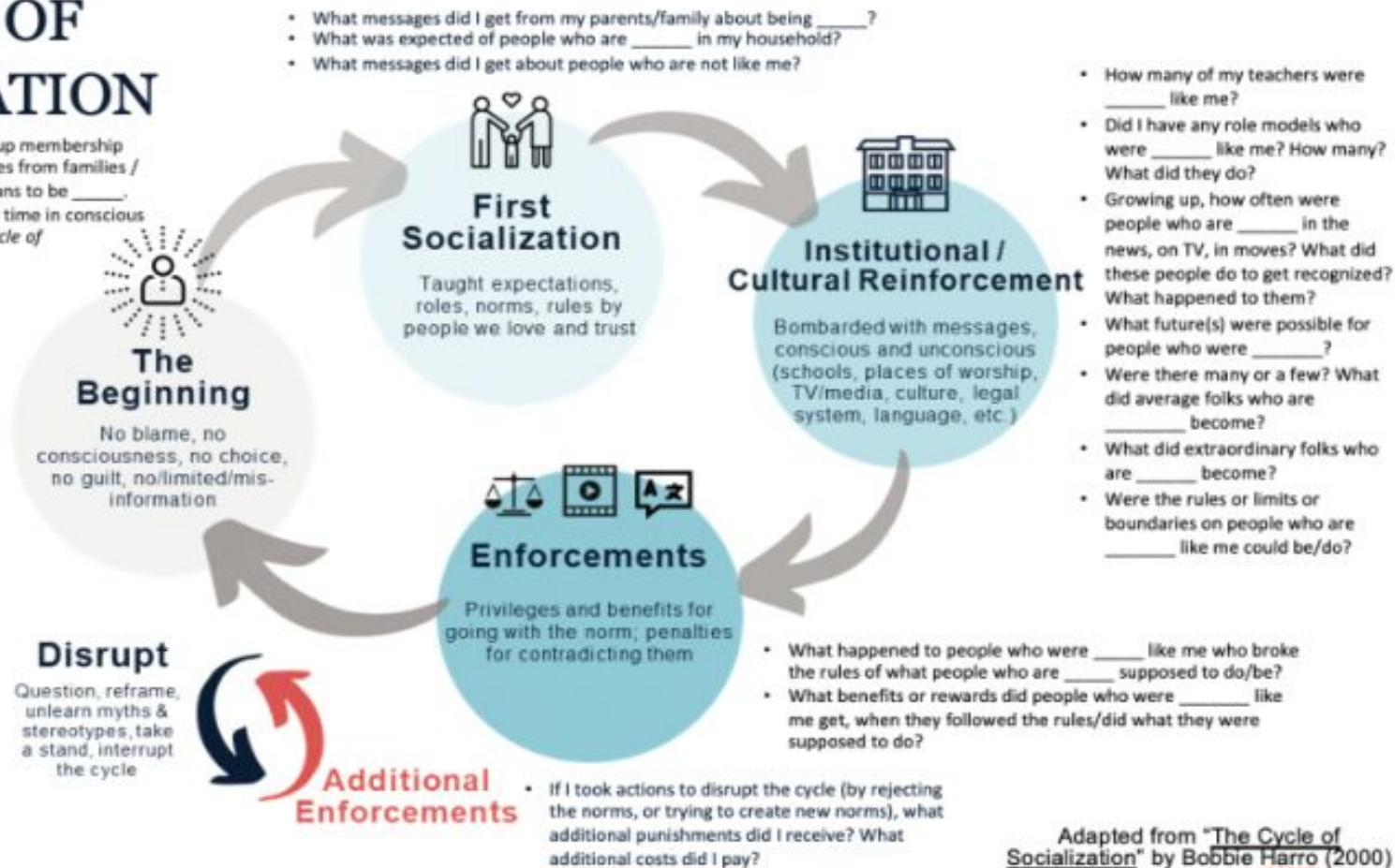
- Applying the cycle of socialization to experiences allows for us to create more impactful change and disrupt cycles
- Telling our stories is a powerful tool to connect us to ourselves and each other allowing us to see different perspectives...discovering our voices matter!

What students reflected on at the end of the unit:

- *We are socialized by the people we trust and love the most, families, friends and just people around us. they shape our self-concepts and perception, the role we are tough to play. They're part of our expectations, dreams and future. The world moving around us and comments influence who we are and become. -MA*
- *I learned that telling stories are important. I felt it multiple times throughout the unit hearing stories from different people, listening to people's stories can help give an insight into their experience and help people understand each other better. -BM*
- *I learned that we are all socialized differently and its interesting to learn how we are socialized and how it works I also learned how me being socialized affected me and I can make change so that the family I create doesn't have to go through my same experiences -MR*

MY CYCLE OF SOCIALIZATION

We are born not thinking about group membership but, early in life, we receive messages from families / friends / teachers about what it means to be _____. Those messages are reinforced over time in conscious and unconscious ways, creating a *cycle of socialization*.



- What messages did I get from my parents/family about being _____?
- What was expected of people who are _____ in my household?
- What messages did I get about people who are not like me?

- How many of my teachers were _____ like me?
- Did I have any role models who were _____ like me? How many? What did they do?
- Growing up, how often were people who are _____ in the news, on TV, in movies? What did these people do to get recognized? What happened to them?
- What future(s) were possible for people who were _____?
- Were there many or a few? What did average folks who are _____ become?
- What did extraordinary folks who are _____ become?
- Were the rules or limits or boundaries on people who are _____ like me could be/do?

- Did I take any actions to disrupt the cycle (by rejecting the norms, trying to create new norms)? What were they?

- What happened to people who were _____ like me who broke the rules of what people who are _____ supposed to do/be?
- What benefits or rewards did people who were _____ like me get, when they followed the rules/did what they were supposed to do?

- If I took actions to disrupt the cycle (by rejecting the norms, or trying to create new norms), what additional punishments did I receive? What additional costs did I pay?

Adapted from "The Cycle of Socialization" by Bobbie Harro (2000)



**NEW
LIBERTY**

SALEM - EST. 2016

Salem Public Schools

2024 - 2025 Calendar

Bates, Bentley, Collins, ECC, Horace Mann, Saltonstall, Witchcraft Heights

2024



August					September				
M	T	W	T	F	M	T	W	T	F
			1	2	2	3	4	5	6
5	6	7	8	9	9	10	11	12	13
12	13	14	15	16	16	17	18	19	20
19	20	21	22	23	23	24	25	26	27
26	27	28	29	30	30				

October					November					December				
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F
	1	2	3	4					1	2	3	4	5	6
7	8	9	10	11	4	5	6	7	8	9	10	11	12	13
14	15	16	17	18	11	12	13	14	15	16	17	18	19	20
21	22	23	24	25	18	19	20	21	22	23	24	25	26	27
28	29	30	31		25	26	27	28	29	30	31			

2025

January					February					March				
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F
		1	2	3	3	4	5	6	7	3	4	5	6	7
6	7	8	9	10	10	11	12	13	14	10	11	12	13	14
13	14	15	16	17	17	18	19	20	21	17	18	19	20	21
20	21	22	23	24	24	25	26	27	28	24	25	26	27	28
27	28	29	30	31						31				

April					May					June				
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F
	1	2	3	4				1	2	2	3	4	5	6
7	8	9	10	11	5	6	7	8	9	9	10	11	12	13
14	15	16	17	18	12	13	14	15	16	16	17	18	19	20
21	22	23	24	25	19	20	21	22	23	23	24	25	26	27
28	29	30			26	27	28	29	30	30				

- School Closed: Holiday or Vacation
- All schools closed - Staff Professional Development
- Early Release Day - Staff Professional Development
- New Hire Orientation
- Holiday, school in session
- Early Release before break, on Halloween, or end of year
- First day/last day of school (PreK/K)
- First day/last day (Grades 1-12)
- └─ Snow Days as Needed

August	
19-23	New Hire Orientation
26-29	Professional Development Days (full)
30	No School
September	
2	Labor Day
3	First day, grades 1-12
5	First day, PreK-K
18	Professional Development Day (half)
October	
14	Indigenous Peoples' Day
23	Professional Development Day (half)
31	Halloween - Early Release
November	
5	Professional Development Day (full)
11	Veterans Day
27	Thanksgiving Early Release
28-29	Thanksgiving Break
December	
4	Professional Development Day (half)
23-31	Winter Break
January	
1	New Year's Day
20	Martin Luther King, Jr. Day
29	Professional Development Day (half)
February	
17-21	February Break
26	Professional Development Day (Half)
27	Dominican Independence Day, school in session.
March	
19	Professional Development Day (half)
April	
18	Good Friday
21-25	April Break
May	
21	Professional Development Day (half)
26	Memorial Day
June	
13	Last Day of School PreK/K
17	Last Day of School Grades 1-12
19	Juneteenth Independence Day
18, 20	Snow days as needed
23-25	



Salem Public Schools

2024 - 2025 Calendar

Salem High School / Salem Prep High School



DRAFT

2024

August

M	T	W	T	F
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

September

M	T	W	T	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30				

- School Closed: Holiday or Vacation
- All schools closed - Staff Professional Dev
- Early Release Day - Staff Professional Dev
- New Hire Orientation
- Date of Importance
- Holiday, school in session
- Early Release before break, on Halloween, or end of year
- First day (Grade 9)
- First day (Grades 10-12)
- └ Snow Days as Needed

October

M	T	W	T	F
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30	31	

November

M	T	W	T	F
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

December

M	T	W	T	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30	31			

- August
 - 19-23 New Hire Orientation
 - 26-29 Professional Development Days (full)
 - 29 First day Grade 9
 - 30 No School
- September
 - 2 Labor Day
 - 3 First day, Grades 10-12
 - 18 Professional Development Day (half)
 - 19 Meet The Teacher Night 6:00-8:00pm
- October
 - 11 Mid Quarter - Quarter 1
 - 14 Indigenous Peoples' Day
 - 21 Progress Reports Posted
 - 23 Professional Development Day (half)
 - 30 Parent Conferences 2:40-3:40pm
 - 31 Halloween - **Early Release**
- November
 - 5 Professional Development Day (full)
 - 11 Veterans Day (observance)
 - 13 End of Quarter 1
 - 27 Thanksgiving Early Release
 - 28-29 Thanksgiving Break
- December
 - 4 Professional Development Day (half)
 - 5 Parent Conferences 6:00-8:00pm
 - 20 Mid Quarter - Quarter 2
 - 23-31 Winter Break
- January
 - 1 New Year's Day
 - 8 Progress Reports Posted
 - 20 Martin Luther King, Jr. Day
 - 29 Professional Development Day (half)
 - 30 End of Quarter 2
- February
 - 6 Report Cards Posted
 - 12 Parent Conferences 2:40-3:40pm
 - 17-21 February Break
 - 26 Professional Development Day (half)
 - 27 Dominican Independence Day, **school in session.**
- March
 - 13 Mid Quarter - Quarter 3
 - 19 Professional Development Day (half)
 - 20 Progress Reports Posted
 - 26 Parent Conferences 2:40-3:40pm
- April
 - 10 End of Quarter 3
 - 17 Report Cards Posted
 - 18 Good Friday
 - 21-25 April Break

January

M	T	W	T	F
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

2025

February

M	T	W	T	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28

March

M	T	W	T	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				

April

M	T	W	T	F
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14	15	16	17	18
21	22	23	24	25
28	29	30		

May

M	T	W	T	F
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12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

June

M	T	W	T	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30				

May

- 21 Professional Development Day (half)
- 23 Mid Quarter - Quarter 4
- 26 Memorial Day

June

- 2 Progress Reports Posted
- 6 Salem High School Graduation
- 17 Last Day of School Grades 1-12
- 19 Juneteenth Independence Day
- 18, 20 Snow days as needed
- 23-25

Salem Public Schools

2024 - 2025 Calendar

New Liberty Innovation School

2024

August

M	T	W	T	F
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

September

M	T	W	T	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30				

October

M	T	W	T	F
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7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30	31	

November

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				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

December

M	T	W	T	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30	31			

January

M	T	W	T	F
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

2025

February

M	T	W	T	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28

March

M	T	W	T	F
3	4	5	6	8
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				

April

M	T	W	T	F
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30		

May

M	T	W	T	F
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

June

M	T	W	T	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30				

- School Closed: Holiday or Vacation
- All schools closed - Staff Professional Development
- Early Release Day - Staff Professional Development
- New Hire Orientation
- Holiday, school in session
- Early Release before break, on Halloween, or end of year
- First day/last day (Grades 1-12)
- Snow Days as Needed

August	
19-23	New Hire Orientation
26-29	Professional Development Days (full)
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September	
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11, 18, 25	Professional Development Days (half)
October	
2, 9, 16, 23, 30	Professional Development Days (half)
14	Indigenous Peoples' Day
31	Halloween - Early Release
November	
5	Professional Development Day (full)
6, 13, 20	Professional Development Days (half)
11	Veterans Day
27	Thanksgiving Early Release
28-29	Thanksgiving Break
December	
4, 11, 18	Professional Development Days (half)
23-31	Winter Break
January	
1	New Year's Day
8, 15, 22	Professional Development Days (half)
29	Martin Luther King, Jr. Day
February	
5, 12, 26	Professional Development Days (Half)
17-21	February Break
27	Dominican Independence Day, school in session.
March	
5, 12, 19, 26	Professional Development Days (half)
April	
2, 9, 16, 30	Professional Development Days (half)
18	Good Friday
21-25	April Break
May	
7, 14, 21	Professional Development Days (half)
28	Memorial Day
June	
4, 11	Professional Development Days (half)
17	Last Day of School Grades 1-12
19	Juneteenth Independence Day
18, 20 23-25	Snow days as needed



SALEM
PUBLIC SCHOOLS
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Calendar Discussion
January 22, 2024



School Year 2023-24 Calendar Updates

- **High School Math MCAS on Wednesday, May 22nd:** We have an all district early release day for staff professional development. We are proposing to keep the early release day for K-8 students on this day and move the HS early release to May 15th so as not to conflict with the MCAS. If we do not move the early release for elementary/middle school families, this will minimize disruption for K-8 families.



School Year 2023-24- Calendar Updates (cont.)

- **Tuesday, March 6th, All Staff Professional Development Day:**

There has been some discussion about moving the PD day to Monday, March 5th which is the presidential primary. This would avoid voting and school happening at the same time in some of our schools. After reflection, it is our recommendation to keep the current schedule for two reasons:

- SPS is planning a conference style, district-wide professional development at Salem High School. We are worried about the (parking) congestion at SHS on this day.
- We are concerned about changing the schedule on families who may have secured child care well in advance of this day.



School Year 2024-25- Draft Calendar Reflections/Considerations

- With a late start to the student school year and a longer winter break, there is very little room for adding additional calendar pauses without extending the school year.
- Feedback suggests that staff/community appreciate a break after New Year's Day. To do this next year, would require having no school on Thursday, Jan. 2nd and Friday, Jan. 3rd due to Jan. 1st falling on a Wed.
- Recommendation is being made to have an early release on Halloween to avoid road closures during the day. Feedback this year was that the period between Oct. 30th-Thanksgiving was overly choppy given the 6 days of no school and 1 early release day.



School Year 2024-25- Draft Calendar Reflections/Considerations (Cont.)



- Concerns were raised about 2 early releases in December. We eliminated one of the early releases and moved it to February.
- In the feedback, there was a push for PD early release days to be on Fridays. We did not make this change because of what we believe will be a detrimental impact to student and staff attendance.
- Staff likes the full day staff PD day in March, but with the leap year calendar, adding this day into the middle of the school year will push out the last day of school.



School Year 2024-25- Draft Calendar Reflections/Considerations (Cont.)

- **Please note:**

- This is merely a draft and we will ask for a SC vote for final approval at the Feb. 5th meeting.
- Bentley plans to follow the SPS calendar.
- You have copies of the NLIS and Salem High/Salem Prep calendar for review as well.
- Carlton will also be sharing their calendar for final approval at the Feb. 5th meeting.



Timestamp	School	your student a	Are you a parent or st	Looking at the 2023-2024 school calendar, what works well for you? / Mirando el calendario escolar 2023-2024, ¿qué te va bien? / Olhando para o calendário escolar de 2023-2024, o que funciona para você?	Looking at the 2023-2024 school calendar, what does not work for you? / Mirando el calendario escolar 2023-2024, ¿qué es lo que no te funciona? / Mirando el calendario escolar 2023-2024, ¿qué es lo que no te funciona?	Are there specific changes you would recommend? / ¿Hay cambios específicos que recomendaría? / Há mudanças específicas que você recomendaria?
12/18/2023 12:52:10	Saltonstall	Staff member / miem		Halloween off, very helpful this year.	PD for a while before labor day.	We need to start school after Labor Day. Other schools are not in session and our kids need to be watched while we start work.
12/18/2023 13:11:21	SHS	Staff member / miem		Starting the last week of August	Ending later than June 17 pre-snow days	No time off on Halloween, or only Halloween day off. Keeping the extra day off for winter break and coming back January 3. Also keeping the one full day of professional development in March
12/18/2023 13:12:34	Collins Middle School	Staff member / miem		I thought having Halloween off (and the surrounding day) was beneficial since the city becomes extremely congested during that time.	I wish we had more time off during the holiday break in December. The break itself feels extremely short.	Nothing specifically at the moment.
12/18/2023 13:20:25	Bates	Staff member / miem		extra day in January (return on Jan. 3), PD in March	October break	Rather than an October break, I would recommend an early release on Halloween, or at best, a full day off if necessary for transportation purposes. As well, if it is not a "big" election year, either nationally or locally, we do away with PD on Election day. There were too many days off this year between October 28-November 28th. Very difficult for educators who don't see their classes everyday.
12/18/2023 13:21:56	CMS	Staff member / miem		Salem should switch to a 4 day week to match current evidenced based best practices	Salem should switch to a 4 day week to match current evidenced based best practices	Salem should switch to a 4 day week to match current evidenced based best practices
12/18/2023 13:39:41	ECC	Staff member / miem		PD days in march, 1 week of winter break and halloween	Think we only need 1/2 day for halloween and take the following day off Too much PD all at once at the start of school	Start the year earlier to get out earlier in June!!!
12/18/2023 13:39:59	Salem High School	Staff member / miem		the two days around Halloween. Making it a long weekend	Having a day or 2 off before christmas is helpful	Professional development should be the week before the students begin. Do not spread it into 2 weeks. That disrupts summer plans and trips.
12/18/2023 13:41:32	District	Staff member / miem		I enjoyed having a Halloween break.	Having to work a full day on 12/22/23.	None
12/18/2023 13:42:10	SHS	Staff member / miem		October 30 & 31 off; extra day or two after Jan. 1	N/A - happy with current calendar	Generally, I prefer for students to start before Labor Day, but I know that is a contract issue
12/18/2023 13:45:22	CMS	Staff member / miem		Halloween off	Full day before winter break	Half days before all holidays
12/18/2023 13:55:56	Salem High School	Staff member / miem		Most of my days off coincide with my children's days off.	Too many early release days in a row (November 29, December 6, and December 13).	December 22 off instead of January 2; quarters need to be more even (quarter 1 was WAY longer than any other quarter)
12/18/2023 14:07:13	HMLS	Staff member / miem		I like having Halloween and the days leading up to Halloween. I also like when the kids start before labor day. I know there are union things with that but I would rather start earlier and get out in June earlier.	Everything seemed to work out well	I would like to continue to have the days leading up to Halloween off.
12/18/2023 14:11:57	Salem High School	Staff member / miem		Having near and on Halloween off. Not coming back from winter break on Jan 2nd. Early release on Wed before Thanksgiving. Myself and other teachers who teach semester classes are VERY happy that the first semester ends on a Friday this year. It is best when it is scheduled that way so there is a true break between semesters and allows for a mental and physical reset for students and teachers.	Too many PD days before school starts at the beginning of the year. Not having an early release day the last day before winter break.	I would recommend having only 1-2 PD days before students arrive. Would recommend early release days on the last day before vacations. Would recommend slightly longer winter/xmas break.
12/18/2023 14:41:43	SHS	Staff member / miem		Oct. 31 day off	1/2 day PDs tend to be before P/T conferences, back to school nights etc., No need for Oct. 30 day off. Oct. 31 could have been a 1/2 day off. Longer winter break would be helpful to counter large absentee rate in SHS at the beginning of January.	be mindful of the 1/2 day PDs and their proximity to evening events on Thursdays as well as their spacing. November was extremely choppy because of the federal holidays and 1/2 day PDs and Thanksgiving break.
12/18/2023 14:45:32	HMLS	Staff member / miem		The scheduling of vacation weeks.	Having the day before and Halloween day off. Provide the students with a half day on the 31st. The city can prepare ahead of time the release of buses so students get home or to their after school program on time.	Have school the day before Halloween, Half day on Halloween that way it counts as a full day of school
12/18/2023 17:40:54	Bentley Academy Inn	Staff member / miem		Halloween days off, Full PD day in March	Full day before winter break	Changing the day before winter break to a half day to allow time for those who have to travel
12/19/2023 7:33:28	CMS	Staff member / miem		Works fine for this year, I know this is a DESE issue but since we get out so late in June we should explore option for remote in case of snow etc.	work fine for this year	The format of the PDF calendar is difficult to read, there has to be a way to streamline information and make it easier for parents and staff to read.
12/19/2023 7:52:28	WHES	Staff member / miem		The 2 days after Halloween were great. Love February and April breaks.	A full day before Christmas break is difficult. The students are so ready to be done and nothing curriculum wise gets done as end of unit assessments are given this week. Many districts have moved to a half day before Winter break and I would love to see us adopt the same policy. It would also allow parents to travel a bit earlier if they are planning to do so.	A half day before Winter vacation and any Friday before a long weekend.

Timestamp	School	your student	Are you a parent or staff member / miem	Looking at the 2023-2024 school calendar, what works well for you? / Mirando el calendario escolar 2023-2024, ¿qué te va bien? / Olhando para o calendário escolar de 2023-2024, o que funciona para você?	Looking at the 2023-2024 school calendar, what does not work for you? / Mirando el calendario escolar 2023-2024, ¿qué es lo que no te funciona? / Mirando el calendario escolar 2023-2024, ¿qué es lo que no te funciona?	Are there specific changes you would recommend? / ¿Hay cambios específicos que recomendaría? / Há mudanças específicas que você recomendaria?
12/19/2023 7:58:43	Bates		Staff member / miem	I enjoyed having the days off around Halloween.	Attending right up until 12/22 with a full day on Friday is not at all ideal.	n/a
12/19/2023 8:03:59	Salem High School		Staff member / miem	As a parent of two children in the district and as a teacher at Salem High School, I found the two days off at Halloween to be very accommodating. I support this decision moving forward.	The calendar worked well this year. No complaints!	No changes to recommend.
12/19/2023 12:20:49	WHES		Staff member / miem	Having Halloween off was great- traffic is a nightmare!	Lack of time to collaborate during the school day, limited time for appropriate and effective PD, limited half days for PD development, we are typically finding out what the PD is very last minute, the 2 weeks off at Christmas last year was a great "reset" and allowed for more cost effective travel	Several towns in MA, including Newton, Reading, and Lexington, have embraced early dismissal times each week as a means to facilitate collaborative planning among educators, enhance student support services, and promote professional development opportunities. A weekly or bi-weekly early dismissal for students would be beneficial for several reasons. Please consider the following: Collaboration time: Early dismissal provides dedicated time for teachers and staff to engage in collaborative planning sessions. This allows for the sharing of best practices, development of innovative teaching strategies, and alignment of curriculum across grade levels. Housing a substantially separate program within a school requires time without students present for service providers to collaborate and for paraprofessionals to receive adequate training. The current rate at which we have ½ day PD time to provide training and create programmatic changes is not meeting the current needs of the program. Professional Development: Allocating time for ongoing professional development is crucial to staying current with the educational trends and methodologies. Early dismissal can create a regular slot for workshops, training sessions and other learning opportunities for educators. Student Support Services: Early dismissal allows for the provision of target academic support, intervention programs and data driven decisions for students who may require additional support. This contributes to a more comprehensive and individualized approach to education. Enhanced work life balance: An early dismissal schedule may contribute to a healthier work-life balance for educators and staff, fostering job satisfaction and well-being and promoting staff retention.
12/19/2023 13:25:38	Salem High School		Staff member / miem	The time off near Halloween was great for students and staff, I believe that we should continue to do this	I think the Friday the 22nd of Dec would have been more beneficial than Tuesday Jan 2.	Not at this time
12/19/2023 13:54:17	SHS		Staff member / miem	n/a	-March 6th full day PD -Last day before holiday break not being an early release	-Q1 was much longer than the rest / all quarters should be relatively similar
12/19/2023 15:20:38	WHES		Staff member / miem	The start and end of the school year. the start time to the school day	The days off for holiday vacation are much fewer than other schools and do not allow a lot of time for those students and staff who need to travel. The new end of the day time (2:35) is not helpful for the substantially separate classes and the abrupt change in schedule has not been helpful as well for students who rely heavily on schedule The opportunities for PD are not enough. Once a month opportunities for PD do not allow enough time for both the general education classes and substantially separate classrooms to both develop their knowledge. It is often more geared to general education and sub-separate teachers do not benefit.	More PD days or half-days More consideration of students and staff who need to travel for holidays
12/20/2023 18:02:20	Saltonstall		Staff member / miem	There are a lot of pauses in the fall schedule, between the holidays and PD days, which is nice from one perspective (although it also breaks up the curriculum).	Working the whole week before Christmas is not ideal.	More time off before Christmas. Salem Academy has the whole week before Christmas off, which is great.
12/21/2023 7:52:27	CMS		Staff member / miem	NA	having a full week/full day before winter break	Either a short week before vacation or if we need the full week the last day (in this case Dec 22) should be a half day ideally for everyone but at least students. It could either be a half day for all or a full day for staff with asynchronous PD for staff. For staff traveling for the holiday it can be stressful to fly out Friday night with holiday traffic.
12/21/2023 13:39:20	Collins Middle School		Parent / padre / pai	Having the extra day after New Years Day coming back from the holiday break	The full week before the Holiday Break	I think having the last day before the Holiday break as a half day would help families who are traveling and staff that may have to travel for the holidays.

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12/22/2023 8:48:58	Horace Mann Lab Sci	Staff member / miem	Keeping the traditional weeks off in February & April, PD day for staff in March (3/6/24)	Having days off for Halloween	Half day for Halloween & no school next day Nov. 1 or no school students/PD day for staff 11/1/24, Half day the day before Winter Break on 12/20, 2 weeks off for winter break 12/21/24-1/5/25 so school resumes on 1/6/25
12/22/2023 8:51:42	Bates	Staff member / miem	Xmas break time	Please have a half day for last day before Xmas break	Thurs and Fri off for Halloween next year.
12/22/2023 17:36:16	Horace Mann Laboral	Parent / padre / pai	Having the half days on a consistent day of the week	The days off around Halloween	Reevaluate how to manage issues surrounding Halloween
12/22/2023 17:37:11	Carlton	Parent / padre / pai	Love that we have more autonomy for the Carlton Calendar it is best for our innovation plan!!!	Loved the Halloween days off!	Insure that the communication is on point. Have the option to add the SPS calendar to our personal Google calendar. There use to be this option but this year I did not see it available. This would help with clear communication and less calls to district and each school.
12/22/2023 17:38:37	Collins Middle School	Staff member / miem	It was great having school closed Halloween to avoid the Salem traffic	Starting school before Labor Day	I would like a longer winter break. Getting out of school two days before Christmas and coming back right after New Years is very stressful especially for people traveling for the holidays
12/22/2023 18:09:46	District	Staff member / miem	I appreciated the days off around Halloween.	Salem is the first district back in school for professionals days. We start a week before other places. It feels like we've been back for a while before our students even start. It also shortens our summer.	I would like to return to school later and not lose the 3rd week in August. The last week in August seems sufficient and would include PD days. I also wonder how new hires feel about returning the second week of August and if that start date impacts their choice of district when accepting a job.
12/22/2023 18:11:19	Salem High School a	Parent / padre / pai	That the high school lined up with the younger grades this year	constant half day Wednesdays	DO NOT merge February and April breaks - they are well spaced to help us keep what sanity we have left
12/22/2023 18:15:55	HMLS and SHS	Parent / padre / pai	Early year start date	Back to back early release day in the same month.	I would love to see the Xmas two weeks break again
12/22/2023 18:20:09	Multiple elementary s	Staff member / miem	Having the two days around Halloween off was really helpful, especially because I am an employee who travels to multiple schools per day. The traffic to travel between schools close to Halloween is really difficult and takes so much time out of my day.	No	I recommend keeping a long weekend or day off on Halloween. Adding one or two days before/after Christmas/New Years for winter break is also nice for those who need to travel for the holidays.
12/22/2023 18:51:45	Salem High School	Staff member / miem	Extra day off at the end of winter break, day off for Halloween to not deal with traffic (although maybe didn't need two days)	We start earlier and end later than most other schools in the area, even with a similar number of days off, too many early release days	Only one day for Halloween, less half days
12/22/2023 18:53:21	Salem high school	Parent / padre / pai	The days off around Halloween but maybe the after Halloween it's hard getting around	All the early release	No school day After Halloween Lessen all the release days
12/22/2023 19:10:54	Salem High School	Parent / padre / pai	December 23 24 25 26 and January 1 2 3 December 23 early release - Jan. 3 Have All Scholars return to school on the 6th which will make's attendance more effective than having those extra day's of school time just for only a few students and families who are or may not be able to get to go on vacation for the Winter holiday season or mostly the attendance this time around the year has always been reduced especially when it's A short time period of A break for some people. That's my opinion and recommendation even if they need to go to school an extra day during the summer.	Having A short summer break and the High School returning before Grades 1-12 . Winter Break not enjoying enough time with family near and far away different places have school schedules	December 23 24 25 26 and January 1 2 3 December 23 early release - Jan. 3 Have All Scholars return to school on the 6th which will make's attendance more effective than having those extra day's of school time just for only a few students and families who are or may not be able to get to go on vacation for the Winter holiday season or mostly the attendance this time around the year has always been reduced especially when it's A short time period of A break for some people. That's my opinion and recommendation even if they need to go to school an extra day during the summer.
12/22/2023 20:10:03	Whes and Collins	Parent / padre / pai	Actual calendar works for us except for 2 dates. I'm listing them below.	The start date of the school should be postpone in September, not August. Based on the fact the school ends not later than 20th or 21st of June, at least we should have July and August available to plan vacations. Also, no school day for Halloween I don't think is adequate.	Please read above.
12/22/2023 20:36:04	Carlton	Parent / padre / pai	Having days off around Halloween is critical for traffic and bussing, so that's good.	Day off before Halloween is unnecessary. Two spring breaks (Feb and April) are also too much.	Instead of having the day before Halloween off, they should have the day AFTER Halloween off. Kids are exhausted and sugar high/crashed. Poor teachers dealing with that. 24/25 makes it easy to have a 4 day weekend with 10/31 and 11/1 off (Thurs/Fri). I also think the district should seriously consider dropping Feb and April breaks and having one Spring break in March. I know it's a MA thing but change has to start somewhere. Can always throw a 3 day weekend in feb and April if needed. This would also help with ending the school year earlier. With the addition of Juneteenth as a holiday (which is wonderful for its own sake) it causes real problems at the end of the year with a day off and then one or 2 more days of school. It's just silly. I suggest trying to end the school year the week before to make sure it's done well before Juneteenth (and allowing for a few snow days if needed). I think it's easier for most to plan for a longer summer than piecing together care for sporadic weeks during the year.
12/22/2023 20:50:53	Salem High School	Staff member / miem	Everything's fine	Everything's fine	For 24/25 when Christmas and New Years falls on a Wednesday it makes sense, in my opinion to have 2 weeks vacation.

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12/22/2023 21:05:28	SHS	Staff member / miem	n/a	lack of full school days on MCAS days (March 6th and May 22nd)	Consult the MCAS calendar as early as possible
12/22/2023 23:05:21	Collins Middle School	Parent / padre / pai	For Halloween have the kids have 10/31 & 11/01 off instead of what we had this year...	Outside of my other ideas , I don't think anything else needs to change.	Maybe take February Break away as they just had Winter Break but keep all the other breaks...
12/23/2023 5:39:06	Salem high school	Parent / padre / pai	All of it works	Nothing	Instead of February and April breaks, one longer break in/around March and early end of school for the summer. Either 10 days or two weeks. The students currently go from September to December (4 months) with only professional days off.
12/23/2023 8:02:11	Salem High	Parent / padre / pai	Having Halloween and day after off. Having two full weeks at Christmas (kids need that break) so does staff.	The day before Halloween is useless. I'd move April vacation to beginning of May. Also all your half days. There are way to many.	Yes, high school kids should be in school 8-4 like the reality they will face after graduation. Kids have about 92 days off a year. I'm the real world that is not reality. Too many days off.
12/23/2023 8:05:21	Saltonstall	Parent / padre / pai	I like that the kids start before Labor Day. I also really liked having the two days off before Halloween.	The day after Halloween it was still difficult to cross Salem to get my child to school not to mention the late night due to trick-or-treating.	I would like to see the kids have the day after Halloween off as well. And I would love to see only one half-day a month.
12/23/2023 9:01:06	SHS	Staff member / miem	Beginning prior to Labor Day. It allows students and staff to get 3 days in so that we can hit the ground running in Sept. Halloween off! OMG, what a gift this year! Traffic is usually miserable trying to get home, so that was big win. I know our families appreciated not having to fight their way through tourists for pickups and returning home. Extra day after New Year's Day	Still would like to see a 1/2 day before the Holiday break. Most districts this year had 12/22 off or 1/2 day. I know that for those of us who celebrate, we have a day in between school and Christmas Eve, but it would still help with travel.	Just take the above responses into consideration
12/23/2023 9:14:00	SHS	Staff member / miem	-	-	The school committee complete the school calendar a year in advance. So that in this situation you are soliciting feedback for the 25-26 school year. Finish two years this time
12/23/2023 9:56:52	Collins	Staff member / miem	Starting school before Labor Day and having Halloween off	Starting school after Labor Day. Could the day before Halloween be a half day?	Half days the Friday or day before Christmas break.
12/23/2023 10:29:57	WHES	Parent / padre / pai	Ending school before Juneteenth (or if we continue past Juneteenth, please make it more than a single half day after a 3 day weekend like 2022-2023 calendar)	Half day before Thanksgiving. I wish it was either a full day or that school was closed. Also, starting before Labor Day for only a 3 day week is a bit of a bummer, and I was very happy to read that we're starting after Labor Day next year!	See notes above. 1) keep start after Labor Day, 2) if ending school after Juneteenth, please make it at minimum one full day but preferably 2 or more days as needed, 3) day before Thanksgiving either a full day of school or close school.
12/23/2023 13:42:29	Witchcraft Heights	Staff member / miem	Overall the calendar was pretty good	I would have liked to have started Christmas Break after a half day on Wednesday Dec 20th.	Christmas break starts after a 1/2 day on Friday December 20th
12/23/2023 15:14:59	Bates	Staff member / miem	Halloween days off	1/2 day before Christmas break	pd days in august are difficult because I have limited child care
12/23/2023 15:24:38	ECC	Parent / padre / pai	I have no issues with the start and end dates or the week-long breaks (February, etc)	Having Wednesday half-days 1x/month	Please make half-days on Fridays or Mondays. A mid-week early release day is very hard for families in which both parents work. Having two half-days back to back in December also makes no sense. Also, I firmly believe that there is no reason that the day before Halloween should at least be at least a half day. Two full days off is so disruptive to learning that week.
12/23/2023 17:02:35	Witchcraft Heights	Parent / padre / pai	Before Covid the school used to open their doors for parents to drop off their kids at 7:30. I bet it's tough to find staffing for this time but for working parents who have to be to their jobs by 8-8:30 it is very difficult for me to figure out how I am going to get my son to school next year. My daughter has been helping me but cannot do this for much longer as she is now graduated and employed. I would super appreciate some thought going into being able to drop off the kids a little earlier.	I like the school calendar year as it currently runs now.	Opening up the schools a little earlier so parents can get to their jobs.
12/24/2023 8:07:43	Shs & salts	Parent / padre / pai	Most of the calendar	Halloween vacation. I'd like kids to have 10/31 & 11/1 off. No one wants to be around kids that have been up for Halloween & coming down off their sugar high.	Just the days off at haloween
12/24/2023 8:52:34	BAIS	Staff member / miem	traditional school breaks, slow start in August before Labor Day	The shortened (back to pre 22-23) break around the winter holidays.	Having a two week break (or one that goes through Jan 6, dia de los tres reyes) is culturally responsive & acknowledges that many of the families of our students of color take advantage of this time to be with family in other countries. With the shortened break this year, many of these students will miss additional days of school.

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12/26/2023 5:09:08	Saltonstall	Parent / padre / pai	The Christmas break is the right amount of time this year.	More time needed around Halloween. Too random days off that we both work in November - Election Day & Veterans Day.	More time needed around Halloween. Having Election Day and Veterans Day off in November is too much in addition to Thanksgiving. We both work on Election Day & Veterans Day. There is no benefit to getting out earlier in June. Because we both work he is just going to camps earlier which costs more.
12/26/2023 8:01:59	Collins and SHS	Parent / padre / pai	All dates, vacation, and end of year time works well taking all factors into account	parent/teacher conferences. Slots fill up quickly or times difficult to meet during day	Nothing major. Perhaps more slots or evening hours for parent/teacher conferences.
12/26/2023 20:21:05	Salem High School	Parent / padre / pai	School year starting after Labor Day	It would be awesome if February break would go away	No Feb. break
12/27/2023 8:20:45	Collins	Parent / padre / pai	Starting in September	n/a	Christmas break (2 weeks)
12/28/2023 11:19:29	Bentley Academy Inn	Parent / padre / pai	We enjoyed the time off over Halloween, that worked well for our family.	I don't know if it would be possible to have different breaks in Feb and April - maybe one break in March or just different weeks? It's so expensive to travel anywhere during the school vacation weeks.	No
12/28/2023 12:51:50	CMS and Saltonstall	Parent / padre / pai	I feel it all worked well this year. I also like that the first day of school will happen after Labor Day.	na	na
12/28/2023 13:41:12	CMS	Staff member / miem	2 weeks off at Christmas	Starting before Labor Day	Eliminate February and April vacation for 1 week off in March
12/29/2023 10:05:00	ECC	Staff member / miem	I missed the format of years passed. I did not find this years design easy to read.	It does not take acknowledgement of recognized color deficiency(Color Blindness) into the format. The circles are circles. They may look differentiated but not to those with color deficiency/vision issues.	Return to the older format of years passed. Differentiate with shapes and colors to show different types of days.
1/1/2024 7:33:52	Two children, one at	Parent / padre / pai	I thought the days around Halloween and going back one day later after the New Year were helpful.	Calendar was fine.	If there is a way to give a day off for students and staff or just a PD for staff before a long weekend like Memorial Day or Indigenous Peoples weekend.
1/2/2024 8:54:33	Collins	Parent / padre / pai	Was fine for our family	Halloween could have been a 1/2 day	No
1/2/2024 13:13:24	Bates	Staff member / miem	Start date.	Interim Assessments/STAR and DCA's in different months or a couple of weeks apart.	Early release or a teacher planning day the day before holiday break in December?
1/2/2024 17:27:40	Bates	Parent / padre / pai	Having Halloween off.	Not having the day after Halloween off.	The day after Halloween off instead of the day before.
1/2/2024 17:43:02	ECC	Staff member / miem	Having the extra day off after New Years is fantastic. This year Halloween is on a Thursday. We should have a half day so everyone can get out of school and home before roads shut down. Then we won't lose the day and have to make it up at the end of the year. Then we should have Friday off. Nice long weekend.	I would rather Halloween be a half day.	Space out the Aug/Sept. PDD days throughout the year. Staff are too focused on getting ready for the year and aren't fully present at these. We are just thinking about all that we have to do.
1/3/2024 8:32:26	Saltonstall	Staff member / miem	Day before and halloween closed Jan 2 closed	none	10/31&11/1- Closed 12/23-Closed
1/3/2024 9:03:33	Bentley	Parent / padre / pai	Starting school first week of sept	Starting school first in August	N/a
1/3/2024 9:04:15	Collins	Parent / padre / pai	Matching the schedule of surrounding districts	Days off which do not coincide with regional districts	No days off around Halloween, keep the kids in school
1/3/2024 9:04:19	Salem High, Saltonst	Parent / padre / pai	The whole calendar is great and works fine for my family and I.	Nothing	No
1/3/2024 9:04:42	Horace Man	Parent / padre / pai	Yes	NA	No
1/3/2024 9:05:18	Saltonstall	Parent / padre / pai	Winter break	February break	Week off in October instead of February break
1/3/2024 9:05:36	Witchcraft heights ele	Parent / padre / pai	No	Can we cut out winter break and let the kids out a week earlier in June?	No
1/3/2024 9:06:41	Salem High and Hora	Parent / padre / pai	Not applied	Unnecessary days off	Take a look and see what children are living in an single parent households before deciding these unnecessary days off parent work.and don't stay home all day. That's an stereotype its 2024 times are different get with the program. Who makes these decisions?
1/3/2024 9:07:24	Salem High School	Parent / padre / pai	I appreciate the school day schedule (start and end times)	The short holiday/winter break made it very difficult to visit extended family out of state. In particular, having school up through Dec 22 as a full day was challenging. I also think half day PD being on Wednesdays and not Fridays messes with student rhythm.	I would recommend ending school on Dec 20th and resuming class on January 6th. I would move PDs to Friday when it means a half day for students.
1/3/2024 9:08:17	Salem high school/co	Parent / padre / pai	The time off was fine this year.	Na	Being a working parent the drop off time at WHES is very inconvenient. We used to be able to drop off early and they would have Breakfast or play in the gym but they get dropped off right when school opens. Wish there was an option to drop off earlier.
1/3/2024 9:08:27	Collins	Parent / padre / pai	Sync all schools, Carlton should not be different than all the others	Sync all schools, Carlton should not be different than the others	Sync all schools, Carlton should not be different than the others.

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1/3/2024 9:08:40	Bates	Parent / padre / pai	Halloween no school	Half days on wednesday	Half days on friday
1/3/2024 9:10:13	Collins middle school	Parent / padre / pai	Most of the calendar worked great for us.	I don't think anything.	I would like them to have October 31 off as well as Nov.1.
1/3/2024 9:10:34	Salem High school	Parent / padre / pai	Full day staff development days	Half day staff development days, short winter holiday break	1) Start the high school day later!!! 2) have at least 2 full weeks off in Dec/Jan 3) Have full day staff development instead of many half days. That really chops up the schedule for the kids.
1/3/2024 9:11:16	Witchcraft, Collins and	Parent / padre / pai	Consistent Wednesdays as half days. This makes scheduling work easier. Halloween off was a major plus. Don't take that away.	Having January 2nd off was an issue for my family with work. Wished the day after Halloween was off instead of the day before Halloween.	Halloween off and the day AFTER Halloween off instead this year. Off Dec 23rd thru Jan 3 2025 based on the way the calendar falls this coming year. Keep half days on Wednesdays. Keep election day off if voting is occurring in schools.
1/3/2024 9:11:20	CMS	Parent / padre / pai	The CMS hours worked well for our family.	February break is excessive. We have a middle school aged kid now, so it's not as disruptive as it was when she was younger but it does create a hardship for working families to find childcare two times in the spring for elementary aged kids. We'd much prefer that time be allocated during the fall, perhaps to extend the Thanksgiving break, or for an earlier release in the summer.	Eliminate February break, reallocate those days elsewhere in the calendar.
1/3/2024 9:12:28	Bates	Parent / padre / pai	Be conscious of working parents. Certain unnecessary days off cause troubles with getting time off work. I'd rather have an earlier summer and less days off during the year. Also, there's way too many half days.	Multiple unnecessary days off	Less half days, earlier summer break, allowing "emotional health" days off instead of the schools deciding days off for people. Full time jobs allow 5 days for emotional health, so I feel like students should also have 5 days excused for mental health to destress if they need a break
1/3/2024 9:12:40	Witchcraft heights	Parent / padre / pai	The length of vacation.	Two 1/2 days in the same month. Day off before Halloween but not after. That did not make sense.	Do not have two half days, back go back, in December.
1/3/2024 9:12:42	Horace Mann Laboral	Parent / padre / pai	My family really enjoyed having the day after New Year's Day off. It gave us time to reset and get ready for the return to school.	The Halloween break followed by Election Day and Veterans Day did not work for our family. We had too many days off that made it very difficult to maintain a routine.	None
1/3/2024 9:13:00	Salem High School	Parent / padre / pai	The 2023-2024 school calendar was good	We would prefer to start school the last week of August so that the kids may get out a little earlier in June, but overall the school calendar this year was good.	None
1/3/2024 9:13:04	Bentley	Parent / padre / pai	The one week off for Christmas break was better than the previous year. Closing on Halloween itself was a good idea.	Back to back weeks with half days was a challenge to manage	The day off before Halloween seemed unnecessary, but I guess you can't bank on bad weather the day before.
1/3/2024 9:16:13	Saltonstall	Parent / padre / pai	I can't think of anything working well that was implemented by the calendar	Half days on Wednesday (and multiple days in some months) can be inconvenient. Two days off in October 30 & 31st. The extra day added to the December vacation. Starting school Aug 29th, but then having the 1st and 4th off. The last day being a half day on a Monday.	Starting in September consistently. Just October 31st off (not 2 days). Half days on Fridays instead of midweek.
1/3/2024 9:17:03	Salem High School	Staff member / miembro	The extra day after the December break was a welcomed bonus. I am in favor of keeping the February and April breaks and not changing to just one in March (if that is on the table.)	I prefer to start after labor Day which will be happening next year anyway. My biggest concerns with the calendar are not the specific days that we are in school but the placement of parent conferences, faculty meetings and professional development.	Not calendar issues but I would like to see the high school parent conferences be more in line with what the elementary schools do. I would also like to see Faculty meetings and PD NOT scheduled right before grades are due etc. The December break next year could potentially be two weeks long as Christmas and New Year's Day are both on Wednesdays. This isn't necessarily great for some of our families but many of our families may take the two weeks whether we have it off or not.
1/3/2024 9:17:14	Saltonstall	Parent / padre / pai	Having no school on Halloween	The short winter break. We have family overseas and it is hard to travel to see them for the holidays when the kids only have one week off. I don't want my child to miss school but I also don't want him to never get to spend Christmas with his grandparents and cousins.	Two week break over Christmas period. Longer school year.
1/3/2024 9:19:13	Witchcraft Heights Elementary	Parent / padre / pai	No issues with 2023-2024 calendar	No issues with 2023-2024 calendar	Only one request...for winter break. I would love to see it be December 23 - January 1; we try to travel to see family and starting winter break on Christmas eve often means we are not able to celebrate Christmas day with them.
1/3/2024 9:21:54	Horace Mann Laboral	Staff member / miembro	As a teacher and parent I really appreciated the day after New Year's Day to get ready to go back to school. It feel refreshing and gave me an extra day to get really for going back to school.	My students had a really hard time during the Halloween break and Election Day because of the constant interruptions in learning.	I would like to continue to have the day after New Year's Day (January 2nd) off.

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1/3/2024 9:22:39	WHES		Parent / padre / pai	National holidays that most businesses are closed makes childcare easier.	Halloween and the day after off is ridiculous at WHES. It is nowhere near downtown. January 2nd off is nonsense too. These days, 2 working parents in most households, makes it hard to find childcare. The YMCA is wonderful, but they wait until the last minute to sign people up.	Less school vacation. More Summer off.
1/3/2024 9:23:01	Salem high school		Parent / padre / pai	Si	Si	No
1/3/2024 9:25:46	Bates		Parent / padre / pai	Due to crowds in Salem, having Oct 30th and 31st off of school is helpful.	Overall with the proposed shift to start school after Labor Day, the calendar worked well.	No
1/3/2024 9:29:05	Bates		Parent / padre / pai	Start date looks great! Love it being after Labor Day. Halloween off was nice.	Too many half days!!! It's really hard to develop routine and consistency when there are so many NON-full weeks of school.	Would love to have the day AFTER halloween off. Would LOOOOVE to have NO February vacation in favor of a November break or combined March or longer April. 95% of families can't afford to travel in Feb - so they are stuck paying for expensive camps or taking work off and staying home (not ideal for most). Thank you for considering .
1/3/2024 9:31:14	Collins		Parent / padre / pai	Happy with later start time at CMS.	Winter break was too short. I preferred two weeks.	Longer winter break.
1/3/2024 9:39:19	Bates		Parent / padre / pai	Starting before labor day	The random days off that other towns do not have: Halloween, Jan 2, March etc	Start before Labor Day and don't throw random days here and there
1/3/2024 9:39:21	Carlton		Parent / padre / pai	Love having the day after Halloween off, I've always thought that if your town shoots fireworks off at 10:30pm you shouldn't have school the next day. It probably makes sense, due to traffic, to have Halloween off, but other days before that could maybe be treated as a "snow day" and the call made closer to the day, based on weather.	n/a	I've been happy with the days Carlton has off.
1/3/2024 9:41:43	Collins		Parent / padre / pai	I think the calendar this year worked well.	The August start - but that was solved already! Thank you!!	Since the Christmas/New Years break is mid-week next year. I would like to see them have the weeks of the 23rd and 30th off completely. It makes little sense to have them go to school on a Thursday or Friday to just have a weekend.
1/3/2024 9:41:55	Witchcraft Heights El		Parent / padre / pai	Just about everything except starting before labor day.	Starting before Labor Day does not work well for us.	Starting after labor day. Making the last day of school the same for all grades.
1/3/2024 9:44:25	Witchcraft Heights El		Parent / padre / pai	I am happy the two week Christmas break which took place last school year was not repeated this year. Giving two weeks off was not necessary and only burdened parents and caregivers by forcing them to take additional time off from work or finding childcare.	While I understand why schools were closed for Halloween day, I do not believe it was necessary to close schools on October 30 in addition to October 31. I also feel a half day on Halloween is sufficient time to get ahead of the traffic which occurs in the city. Giving these two days off only extends the school year and shortens our already short summer (same as last year with the 2 week Christmas break). It seems Salem school year ends later than most cities due to their decision to close on random days throughout the school year.	I sincerely hope Salem schools put an end to giving extra days off (like Oct 30/31 this year and the 2 week Christmas break the year before) for the next calendar year and going forward. It does make it very challenging for parents who work to find childcare when they often already have to do this during the other holidays and breaks throughout the year. If attendance truly matters we should put the focus on the children being in school and not giving out additional days off when in reality they do receive a good amount of time off between holidays, the numerous 1/2 days, Christmas Vacation, Winter Vacation and April Vacation. Not to mention how these extra days off also forces the end of the school year to be in late June or even later due to snow days.
1/3/2024 9:45:55	Witchcraft heights ele		Parent / padre / pai	Communication school-teacher-parent	As a parent I'm happy so far, more that not working I would have recommendations	I would like for school to have more after school sports or programs to help kids with their reading, writing or math to make them stronger students
1/3/2024 9:48:33	Colin's middle school		Parent / padre / pai	Yes	Nothing	No
1/3/2024 9:49:01	Collins		Parent / padre / pai	I loved the two weeks at Christmas time, as well as Halloween off! The day after Halloween would be great too	None	I like them going back before Labor Day but see that won't be an option this coming year
1/3/2024 9:51:01	Bentley		Parent / padre / pai	Having Halloween off was a blessing as trying to pick up in schools that are downtown is a nightmare	Multiple half days in December	Keep having no school on Halloween (and this year maybe Nov 1st as well as it is a friday)
1/3/2024 9:56:08	Early Childhood Cent		Parent / padre / pai	Having Halloween off worked really well	The December/January break is too short for traveling families. Having two weeks off would like we did last year would really help.	Two weeks off for the December/January break.
1/3/2024 9:56:55	Salem High school		Parent / padre / pai	No school around Halloween	Having school the after Halloween	Maybe having the day after Halloween the traffic is still bad
1/3/2024 9:58:04	Witchcraft Heights		Parent / padre / pai	Having Halloween and the day after New Years was great.	So many half days on Wednesdays for professional development days. Maybe take an entire day and make it for a Monday or Friday for more of a 3-day weekend or just move the half day to beginning or the end.	It's been a great year so far just the half days are my only complaint.
1/3/2024 9:59:54	Carlton		Parent / padre / pai	I understand Carlton is an Innovation School, I just wish the calendar would be the same as all the other schools in Salem.	2024/2025	I understand that Carlton is an Innovation School, but I wish they would have the same calendar as the other Salem Schools.
1/3/2024 10:02:47	Bates		Parent / padre / pai	It's okay	Dismissal time.	Many schools across the country have incorporated a later start time. Some schools in the south and in Florida often go 930-4 or somewhere along those lines. Many of the students have proven more successful being able to wake up later in the mornings

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1/3/2024 10:05:14	Bates	Parent / padre / pai	So happy to just have ONE week of winter break in December. Please keep that next year - having two weeks last year was TERRIBLE for working parents and my daughter was antsy to get back to school.	Too many Wednesday half days - it was disruptive to the school week and hard to juggle with work!!! It would be better if the half days were on a Friday as opposed to Wednesday or full days (preferably on Mondays or Fridays so that families can have long weekends!)	Would love to have Thurs Oct 31 and Fri Nov 1 off next year. Election day is Tuesday Nov 5 so if we can get Monday Nov 4th off - it becomes a nice extended fall break! Also - my daughter will be entering Collins next year and it starts so much later vs what we are used to at Bates. She loves the early start/early finish time. Would love to have Collins start and end earlier, if possible. (Not sure it is with bus schedules but wanted to ask!)
1/3/2024 10:06:21	Bates/Collins	Parent / padre / pai	Halloween off.	The extra day during Winter Vacation.	For next years calendar, having Thursday Oct 31, Friday Nov 1st, Monday Nov 4th and Nov 5th (Election) off as an extended fall break. If we can't be inclusive, GET RID OF GOOD FRIDAY!
1/3/2024 10:09:53	Shs & salts	Parent / padre / pai	For the most part this years calendar has worked out well.	2 days off before Halloween. We would prefer Halloween off & the day after.	Nov 1 off.
1/3/2024 10:10:57	Bates	Parent / padre / pai	September is best to start love it	Not a 2 week Christmas break	Christmas break to be 2 weeks
1/3/2024 10:13:40	Bates	Parent / padre / pai	Days off at Halloween, shorter Winter Break	Half days are challenging but I understand the need	I would really appreciate maintaining a shorter Winter Break for the sake of maintaining some routine for the kids. The first year of two weeks was really hard on my child when returning. This seemed to be the appropriate time off. I also hope that teachers opinions are very much prioritized in this survey because they are such a finite resource that is so critical, I would favor what makes them happy and satisfied at work.
1/3/2024 10:16:36	Carlton	Parent / padre / pai	NA	NA	Have October 31st and November 1st off from school
1/3/2024 10:17:15	Carlton	Parent / padre / pai	I liked some of the long weekends that didn't fall at the same time as a holiday. It's easier to afford travel at non -peak times. We liked the Halloween break. I'm glad the school year starts after Labor Day next year.	One week December-Jan break is too short. My kids got unexcused absences because we visited family in the West. We also need more time off that's not the same as everyone else	Please put half days on Fridays or the days before break. Please connect days off to make longer weekends and longer breaks that don't compete with standard holidays.
1/3/2024 10:28:42	Saltonstall	Parent / padre / pai	Days off around Halloween. Shorter Christmas break.	Multiple half days in a month.	Limit half days each month.
1/3/2024 10:38:07	Carlton	Parent / padre / pai	1/2 day or no school on Halloween; no school on Nov. 1; two weeks for winter break 12/23-1/3	Nothing	There was an error this year on the official calendar from SPS for Carlton. It's already confusing that the school has it's own calendar, it's really, really important that SPS support Carlton families by getting the calendar right.
1/3/2024 10:43:30	Carlton	Parent / padre / pai	The start time of the school year.	Why are there two weeks off in spring. Get rid of February break. Let the kids out a week earlier.	Later start times and dismissal times.
1/3/2024 11:00:32	Bates	Parent / padre / pai	Halloween off, Good Friday off, 1/2 off	Half days mid week, starting before Labor Day	Reevaluate the midweek half days, please! Possibly a November break since we have 2 days off anyway the first week.
1/3/2024 11:14:26	Saltonstall	Parent / padre / pai	The holiday schedule works fine as it is expected. The start time works well for me, as does the dismissal time.	There are too many half days, and they always fall on Wednesday which is a work day for me so it often conflicts my schedule and I lose hours at work or have to scramble for childcare. I'd prefer either less half days or if they need to have half days, they at least fall on a Friday. I would love a break in October or November, I liked the break around Halloween time that Saltonstall used to have. I also do prefer the later start date, after Labor Day as opposed to starting in August.	Half days on Fridays instead of Wednesdays.
1/3/2024 11:15:48	Salem High School	Parent / padre / pai	Halloween off was very helpful. We enjoy having February break. We often travel to visit family and combine it with museums or new experiences. It helps stop the sickness cycle at that point of the school year, too.	We would prefer to go back after Labor Day but this year with Friday off was fine.	Keep the Halloween holiday but just the 31st and start after Labor Day.
1/3/2024 11:17:09	Collins Middle School	Parent / padre / pai	Halloween off due to traffic.	2 days off for Halloween was not needed	Just day of Halloween off
1/3/2024 11:20:26	HMLS and ECC	Parent / padre / pai	The days off surrounding Halloween	The volume of half days midweek is ridiculous. I understand and appreciate the need for professional development, but can these be moved to a Friday so families can spend more time together in the form of a longer weekend?	I would: Change PDDs to Fridays instead of Wednesdays No school on Halloween and the day after, Nov 1 Later start time for the high school Longer school day for HMLS
1/3/2024 11:20:56	Collins	Staff member / miembro	The break for Halloween was a huge benefit	It would be great to have a half day before Winter break we do not need two days off for Halloween. a half day on Halloween would suffice for transportation. A longer Winter break would be nice. getting out on the 23rd and coming back on the the 3rd was short and doesn't decrease absences. Half days in November seem excessive given the number of federal holidays factored in.	Half day before winter break
1/3/2024 11:49:50	SHS	Parent / padre / pai	starting after Labor Day		see above

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1/3/2024 12:03:39	Bentley Innovation	Parent / padre / pai	Parent / padre / pai	Number of school days, this year's holiday break.	I think that Bentley starts way too early for little kids. Having kindergarteners this year, they have to make the bus by 645, means being up around 6 for the little ones is really tough even when they're in bed by 730.	Bentleys start time.
1/3/2024 12:09:03	Horace Mann, Witchcraft	Parent / padre / pai	Parent / padre / pai	Having 10/31 off was helpful for commuting purposes. The start times being staggered also helped with dropping off my kids.	Two days off for Halloween was a lot, I'd rather start after Labor Day than before Labor Day as well. I'd prefer to return to work on 1/2 rather than 1/3. The number of half days was challenging to approach as a parent, especially when there is no preschool aftercare. There were hardly any full weeks in November and December which concerned me as my son really does struggle with regression without school.	See above.
1/3/2024 12:13:40	Horace Mann	Parent / padre / pai	Parent / padre / pai	Resume a school on 1/3	All half days are Wednesdays.	I hope the half day is on Fridays since Wednesdays are the busiest day of the week. It is hard to get out of work early on Wednesdays.
1/3/2024 12:17:55	Carlton	Parent / padre / pai	Parent / padre / pai	Winter break was a good amount of time.	Start date was a little early. Halloween break was good but the day before was unneeded.	Start after labor, follow the union recommendations for PD and start dates.
1/3/2024 12:30:16	Collins/Witchcraft	Parent / padre / pai	Parent / padre / pai	Cant see the calendar anywhere to review it	Cant see the calendar anywhere to review it	Having the day after Halloween instead of Halloween
1/3/2024 12:30:53	Saltonstall	Parent / padre / pai	Parent / padre / pai	Winter break	Halloween we should have the Oct 31st and Nov 1st instead of Oct 30/31	Having Nov 1st off
1/3/2024 12:36:44	Saltonstall	Parent / padre / pai	Parent / padre / pai	Glad the extra week off after winter break went away this year. Half days and staff PD days are reasonable and spaced appropriately throughout the year.	Oct 30th, Jan 2nd and March 29th closures seem unnecessary. Halloween makes sense but day before is too much. Same with 1/2. Good Friday is also a specific holiday for a religious subset of students and doesn't need to be a district holiday	See above
1/3/2024 12:38:03	New Liberty	Staff member / miem	Staff member / miem	2 weeks in December	Halloween days off	Have Oct 31st off and day after. Fireworks end at 10pm. Large percentage of students from Latin countries who celebrate the 24th xmas eve. The 23rd should be a half day.
1/3/2024 12:38:04	Salem High School	Parent / padre / pai	Parent / padre / pai	Nothing specific, it's generally fine	Halloween days off, start before Labor Day	No
1/3/2024 12:45:12	Salem High School	Staff member / miem	Staff member / miem	I like the less half days at the high school.	Too short of a Winter break - three days when we come back in Jan - attendance will be low.	October 31st off only, half day before Winter break, longer Winter break
1/3/2024 12:49:40	Salem High School	Parent / padre / pai	Parent / padre / pai	I liked starting before Labor Day and the extra days off for Halloween.	this year's calendar was good	no
1/3/2024 12:51:46	Bates Elementary School	Staff member / miem	Staff member / miem	I really liked the fall break (the 2 days off for Halloween). Perhaps if it was considered again for next year, doing a 1/2 day that Wednesday, and then having 2 days off that Thursday and Friday. I also liked having the extra day in the new year off, it was a nice little bonus. As many of the districts in the state follow similar vacation schedules, it makes sense that we have a break in December, February and April.	Beginning school prior to Labor Day is very challenging for me personally. I live in a town that my children go back every year after Labor Day, and finding child care is very challenging, even with ample notice/planning. I know that this has to do with the way the calendar falls/union, etc. It would be nice to consider having a 1/2 day the day before December break (depending on when Christmas falls) as it can be challenging for all, students and staff.	I appreciate you asking for feedback and I hope that the feedback is truly taken into consideration when making the final decisions.
1/3/2024 12:52:12	Collins Middle School	Parent / padre / pai	Parent / padre / pai	It is acceptable but see comments below for suggestions.	Having a vacation in February so close to Christmas break and with traditionally not great weather isn't ideal. Perhaps if we had only one spring break we could start school and end school at times that make more sense. Going to school for a few days before labor day is a little weird and having the last day of school on a Monday (when the kids aren't really even learning anything) doesn't work well.	I would prefer that we implement one school vacation as suggested a few years ago rather than a February and April vacation. Perhaps we would also not get charged outrageously for trips if off the typical schedule with is why so many people take their children out of school for extra days and doesn't help with attendance.
1/3/2024 12:52:43	Horace Mann	Staff member / miem	Staff member / miem	Halloween half day	So many PD days at the beginning of the school year. Need more time in the classrooms.	No
1/3/2024 12:53:06	Bates	Staff member / miem	Staff member / miem	Having the days for Halloween felt like a good break, but with November already having a lot of days off, I'm on the fence. I liked it, but then felt it was hard to get into a groove before the holidays.	Working a full day before the Christmas break was stressful.	Not at this time. Thanks!
1/3/2024 12:57:50	Salem High School	Staff member / miem	Staff member / miem	Having Halloween off for students and staff was very helpful.	Starting before labor day. SHS does not have AC in most rooms and having classes in 90 degree classrooms isn't safe or productive. Better to go later in June weather-wise.	There are too many half days at SHS

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1/3/2024 12:58:23	Bates	Staff member / miem	Starting after Labor Day	Getting out so late in the school year	Eliminating February and April vacations, the long weekends would be enough; switch to a March break instead; Good Friday should be a half day or a full day; schedule early release days more strategically i.e. on Fridays; day of and day AFTER halloween would be ideal
1/3/2024 13:12:07	BAIS	Staff member / miem	day of halloween off worked well, only 1 week at Christmas	n/a	
1/3/2024 13:16:07	Carlton	Parent / padre / pai	Vacation weeks around holidays works well.	Getting out mid June does not work well considering most parents work and camp doesn't start until 7/1.	Start after Labor Day and finish at the end of June.
1/3/2024 13:21:24	WHES	Staff member / miem	One thing that worked well was the break at the end of October. It was also nice have a week and a half off for December vacation.	N/A	I would recommend a break on October 31st and November 1st.
1/3/2024 13:23:43	Bates	Parent / padre / pai	The way the calendar is works for me.	Did not like starting school at the end of August.	Having 10/31 and 11/1 off
1/3/2024 13:24:56	Collins Middle School	Staff member / miem	Having 10/31 / no school traffic is a nightmare getting anywhere in Salem.	Starting after labor day. If we have snow days it may impact the end of year reports/final payments etc.	No
1/3/2024 13:27:30	Salem High	Staff member / miem	The day off on Halloween was very helpful, and I appreciate not coming back directly on January 2nd.	It's okay. There are no glaring issues with it (to me).	I feel like having the 30th off was less helpful; I'd have rather had Nov. 1st off if we are getting 2 days off. The next day the kids were very out of it and not able to focus on academics.
1/3/2024 13:30:13	SHS	Staff member / miem	time to set up classroom before students	halloween days	1. since we start after labor day, maybe no days off for halloween and instead do an early dismissal on halloween--could also potentially do a delay the next day 2. with christmas on a wednesday and assuming we start break 12/20 at the end of the day, have it be a full day to encourage attendance 3. less time where teachers report at beginning of year--I felt like there was more classroom time than needed
1/3/2024 13:31:54	Bates	Parent / padre / pai	The holidays and weeklong breaks	The 2 days off at Halloween - very inconvenient. A half day on Halloween should be sufficient to get everyone home safely.	Keep the same schedule but shorten the year if there are extra days available
1/3/2024 13:38:07	Salem high school	Staff member / miem	January 2nd off was great	2 days off or any days off around halloween	For sure not have days off around halloween
1/3/2024 13:38:10	Bates	Staff member / miem	The end date is earlier in June.	Fewer pd days at the beginning of the year, and the others interspersed throughout the year.	Having a Halloween break just pushes back more time on the calendar. If anything, Halloween day should be a half day due to the bussing situation. Also, the day before a week long vacation (December, February, and April) should be a half day.
1/3/2024 13:40:48	Bates	Parent / padre / pai	Liked Halloween off	Christmas vacation too short. Should be 2 weeks	Put half days on Fridays so we can go away for the weekend. Even better if they fall during weeks when the Monday is a holiday
1/3/2024 13:44:11	Bates & SACS	Parent / padre / pai	Dropping last year's 1st week in January was a great fix. That is a very busy week for most companies, kicking off the 1st week of the year after the holiday break did not go over well at all.	Two days off for Halloween was not ideal... Salem is majority 2 parent working families, many have no coverage for the children for "Halloween".	n/a
1/3/2024 14:00:36	Carlton Innovation	Parent / padre / pai	Having Halloween off was of great help due to traffic conditions.	NA	Uniforms would be great.
1/3/2024 14:26:15	Salem high school	Parent / padre / pai	No	Worked	No
1/3/2024 14:31:06	Collins middle and EC	Parent / padre / pai	The current schedule works well	New early release dismissal times for both schools are too close in time to get from one side of the city to the other	Not having 2 half days in a row and pushing the ECC early release time back by additional 5 minutes to allow parents picking up kids at Collins to get to their younger children at the ECC during early release Days
1/3/2024 14:31:21	CMS	Staff member / miem	Jan. 2nd off, 3 PD days prior to start of the school year, and When students return the transition of 3 day, 4 day, and then full week of school is always helpful to get students back into the routine, but I know that is not always possible based on when labor day falls.	Although it was nice to have a long weekend over Halloween I didn't feel it was necessary. Hard to start so early in August this past year.	I would like to see those days tacked on at Thanksgiving or Christmas break. The year we had 2 weeks off at Christmas was a dream and I noticed a huge difference with staff moral returning after having that length of time off. I wonder if the data supported the reduction in absenteeism for our students that travel.
1/3/2024 14:31:47	CMS/SHS	Staff member / miem	Most things worked fine.	Personally, I did not think the Halloween Break was worth it. It disrupted the routines that we spent all fall building. Also, from a PD Facilitating perspective, it is really hard to get districtwide job alikes when Carlton has a different PD schedule from the rest of us. It would be helpful if job alikes were always on common days when the whole district has PD together.	I would recommend an Early Release Day on the final day before winter break (12/20) and maybe moving our March PD day to the first day after vacation (1/2 or 1/3). Next year is a weird winter break so who knows.
1/3/2024 14:42:37	Saltonstall	Parent / padre / pai	Halloween off, extended winter vacation as Covid spike mitigation Early release days on set/same day	Half days feel excessive and are hard to manage w work schedule	I'd like two days after new years day for Covid spike mitigation. Seems ideal since one while week is too much for many families (though we wouldn't mind the first week off)

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1/3/2024 14:49:10	Salem High School	Staff member / miembro	<p>Winter break, February break, and April break all work well and are timed appropriately. Having more than just 5 school days off for winter break also works well as many of us travel and/or have obligations during this time.</p> <p>Starting school before Labor Day worked well, but I guess that is not happening anymore. If we have a lot of snow, we are in school until July.</p>	<p>The two days we had off before Halloween. I think a half day on Halloween would be better.</p>	<p>1) At the high school, we spend the first two days of school playing games, going on scavenger hunts, having assemblies etc., and both teachers and students HATE it. As teachers, we want to meet our students! Students also want to meet their teachers, see the other students who are in their classes, know how to navigate from class to class, and see which school supplies they need to buy for their classes. These two days also delay students from making corrections/changes to their schedules because many of them don't come to school (we can't take attendance for our classes, so there's no way to know how many students are here). Not only are these two days a source of anxiety for students, it also prevents us from establishing clear routines, rules, and behavioral expectations.</p> <p>2) It would be nice if parent teacher conferences started at 5:00 or 5:30 instead of at 6:00 pm. Some of us have a long commute home and leaving school at 8:00 at night makes for an extremely long day.</p> <p>3) It would be great if mid-term/final exam days were half days. Students are overwhelmed having to take two exams in a single day and then spend the rest of the day reviewing for their other exams. It's just too much-which is why most high schools have half days during mid-terms/finals.</p> <p>4) It would be great if the last day of school was also a half day.</p> <p>Thank-you for asking for our feedback:)</p>
1/3/2024 14:50:18	Bates	Staff member / miembro	Most is just fine.	Having to work right up until 2 days before Christmas and then having an extra day off after most every school has returned to school (Jan 2nd off).	Extra day or 2 off before the Christmas holiday. Next year Christmas is on a Wed. We're hopeful to have our last day in school be the 19th so we don't have to go in for only 1 day on the 23rd. It would also work well for attendance #s, as many of our population travel during that time.
1/3/2024 14:54:03	Horace Mann	Parent / padre / pai	.	.	Having Halloween off this year was really a blessing!
1/3/2024 15:02:43	Bates	Parent / padre / pai	Halloween off	Two half days in a row in December. Day before Halloween. Extra day of Christmas break.	Limit half days to once a month. Have Halloween and the day after Halloween off, not the day before Halloween. Start after Labor Day. Go back to school the day after New Year's Day.
1/3/2024 15:14:22	Horace Mann	Parent / padre / pai	Start of the year, Halloween off.	Some of the days off	No day off January 2 if Jan. 1 falls on weekday. No day off October 30
1/3/2024 15:18:22	Collins Middle School	Parent / padre / pai	Mover las vacaciones de febrero para diciembre así la familias pueden irse de viaje con sus niños sin el pendiente de que faltarán a clases.	La semana de vacaciones de febrero porque es una perdida de tiempo innecesaria.	Sí, dar en diciembre las vacaciones de febrero.
1/3/2024 15:23:31	Collins	Staff member / miembro	The day off during Halloween (not sure it will be so important next year if the 31st is on a Wednesday)! The half PDs on Wednesday.	Coming back so early before Labor Day.	Post Labor day start for students.
1/3/2024 15:37:07	Salem High & Bates	Parent / padre / pai	Start after Labor Day. End at Memorial Day.	Starting before Labor Day and ending after Memorial Day	Starting after Labor Day and ending at Memorial Day
1/3/2024 15:39:20	Bated	Parent / padre / pai	I APPRECIATE the students having Good Friday off. Thank you.	I did not like Halloween and the day before school being closed. We deal with traffic all October. We know what to expect.	School open on Halloween and the day before Halloween.
1/3/2024 15:46:05	Collins	Parent / padre / pai	The Halloween holiday makes to much sense to not keep.	Schools shouldn't be closed for elections. Especially the schools that aren't polling locations.	The extra day after New Years was unnecessary.
1/3/2024 16:09:10	Salem High	Parent / padre / pai	In general, it works.	Started too early. Thank you for changing that! Full day on December 22; should be half day Why are there so many half days for PD? I imagine that is tough for working parents (as it was for me until my kids were teens...)	later start date, which is already happening. The high school starts WAY too early; research shows teens are unable to focus that early in the day. Any chance the start time could be later??? Tardiness would probably be reduced...
1/3/2024 16:46:32	Bates	Parent / padre / pai	Regular length December break	Too many half days	If any extra break time is needed a November break when they have voting day and Veterans Day or Halloween through voting day
1/3/2024 16:57:57	Carlton Innovation Sc	Parent / padre / pai	I liked having 10/31 and 11/1 off from school due to the town's festivities.	I did not like having 10/30 off as this seemed unnecessary. Traffic is likely worse in October on Fridays than Mondays.	I appreciate that the YMCA program offers support on half days, some full days. I would like to see this continue and remain a priority to support working families.
1/3/2024 17:22:29	Saltsonstall	Parent / padre / pai	Having time off around Halloween when traffic and tourism peaks in Salem	Starting back before labor day and having less than two weeks off for winter break.	Better communication about exact end date if the school year needs to be extended to make up for snow days
1/3/2024 17:24:21	Collins and Saltonstal	Parent / padre / pai	I think the beginning/ends dates are good.	There were two early release days in December on consecutive Wednesdays that made work difficult.	No

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1/3/2024 17:27:17	Bentley	Staff member / miembro	I have a question below -	Adding my question below -	Will the calendar recommendations to school committee align with potential changes resulting from STU/PSRP contract negotiations? For example, changes to number of professional days, school year start date, etc. Thank you!
1/3/2024 17:48:00	Collins	Parent / padre / pai	On the whole fine. We LOVED having Halloween off.	Lack of consistency of Wednesday half days and having them on weeks where we had a vacation day (such as during November!). Having January 2nd off. Maybe a later or earlier start to the new school year so we avoid that awkward holiday/half day/Friday off situation?	We hope we can have Halloween and the day AFTER off (for rest!) in 2024.
1/3/2024 17:57:46	Bates Elementary	Parent / padre / pai	Having Halloween off was great. We should have Nov. 1 2024 off too.	Curious to see what will happen with Christmas break with it on a Wednesday. Shall there be no school from 12/23 to 1/1 with return on 1/2/25?	Two weeks off for "winter break" was tough in 2022 for childcare. Please consider this again. 2023 worked better. But I understand the calendar doesn't always cooperate.
1/3/2024 18:27:41	Salem high school	Staff member / miembro	No need for so many PD'S. I'd rather spend time in my 10,000 square foot space maintaining and keeping it safe. Also, don't need the entire day off for Halloween.	All set	Nope
1/3/2024 18:46:40	Collins Middle School	Parent / padre / pai	Dec23-Jan 3	Oct 31-Nov1st	Na
1/3/2024 18:54:55	Bates	Parent / padre / pai	No two weeks of vacation like 2022-2023	None	None
1/3/2024 19:02:19	Saltonstall	Parent / padre / pai	Saltonstall's current daily start and end times work well for our family. The two separate weeks off in February and April, which are associated with federal/state holidays also work well for us.	The numerous but non-consecutive days off over Halloween and then Election Day and Veterans Day were difficult. Also having the day before Halloween but not the day after off was tough. I understand the demands of balancing the high tourist traffic but it was hard from a work schedule/childcare perspective to manage so many days off in several work weeks followed by the Thanksgiving break just a few weeks later.	Two consecutive weeks off without typically associated work holidays (federal/state holidays) would be difficult to manage as a parent of an elementary student.
1/3/2024 19:24:24	NLIS	Staff member / miembro	Halloween off	Winter Vacation should be longer like last year. It gives time for those traveling and celebrating the season to be back for the start of school in January.	It would be better to have the day after Halloween off instead of the day before.
1/3/2024 19:31:02	Carlton	Parent / padre / pai	Winter break, Feb and April breaks work well	The time off at Halloween was tough (10/30, 10/31). I would prefer to start after labor day and go further into the summer.	Starting after Labor Day and going later into June
1/3/2024 19:34:02	Salem High School	Parent / padre / pai	Start and end days, Halloween off, January 2nd off	October 30 off, Friday before Christmas being a full day	Please keep Halloween off. That was very helpful. Dec 23 through Jan 2 winter break would be great.
1/3/2024 19:37:55	Saltonstall	Parent / padre / pai	N/a	Half days in the middle of the week	Half days to Fridays
1/3/2024 19:40:48	Salem ECC	Parent / padre / pai	The half days instead of full inservice days, Halloween Off, shorter Xmas vacation than last year	Start back in January on the 2nd. The kids were ready. February break--nothing to do. Veterans' day off after having half days and Halloween and Thanksgiving break.	Change the February break to the week of Halloween so we, as locals, can enjoy the festivities and not have to worry about the traffic and getting the kids to and from school with all of the tourists. Plus, the teachers wouldn't have to deal with the day after Halloween sugar crashes the kids get. Keep Xmas break under two weeks.
1/3/2024 20:32:11	Collins middle school	Parent / padre / pai	Halloween off	The plethora of half days, and the fact that they are always on wednesdays.	A few more days off before Christmas to accommodate for travel and mitigate illness before the holiday. Consolidate the half days into full teacher professional days and be thoughtful about when they occur. Mid-week half days are not ideal. Alternating Mondays and Fridays would be more helpful. Do away with February vacation - let the kids get out earlier in June. Give a full day off before thanksgiving to accommodate those who need to travel.
1/3/2024 21:01:29	Saltonstall	Staff member / miembro	I liked the extra time around the December holiday/New Years. I also liked the October break but feel the day after Halloween would be a good day for either PD or day off as many students seem to be off a bit.	I would like to see more time for parent conferences.	Do we need February and April vacation? Could we do a March instead?
1/3/2024 21:54:27	Bates elementary	Parent / padre / pai	Open houses and dates of events for the school	There were a few weeks in a row of half days, this is very hard to work out childcare. The school day in general ends far too early.. half days ending at 11am are difficult as well. Both parents are full time and having the extra day off after new years was also tough for childcare.	Adjust the hours of the school day, 1:45 is too early to get out of school. 2/2:15 would be ideal. Less half days clustered so close together, one a month is enough, otherwise offer more after school programs and options especially for half days.
1/3/2024 23:06:21	Bates Elementary	Parent / padre / pai	Not anything noteworthy	Starting school after Labor Day instead of before, there are too many half days that becomes YMCA program grasping for straws at what to do. Christmas break is too short, February break is unnecessary, school ends too late in June...	Earlier start/end. Longer Christmas break over Feb break would be nice. Have less half days and have teacher PD packed into full days for less disruptions.
1/4/2024 3:20:35	Saltonstall	Parent / padre / pai	Unsure at this time.	2 full days at Halloween off. Maybe 1/2 days?	Not now

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1/4/2024 7:08:58	Saltonstall elementary	Parent / padre / pai	Yes	Yes	Muslim holidays
1/4/2024 7:19:23	Bentley Academy Inn	Parent / padre / pai	Having the day off for Halloween was great and significantly reduced our stress around that time / First day of school right after labor day	Full professional development days on random days during the week (it is really disruptive to the weekly routine and very confusing for our child)	Full professional development days on Mondays or Fridays / Keeping the day off for Halloween / Generally don't have the last day off school before the end of June
1/4/2024 8:59:50	Carlton	Staff member / miembro	The long weekend at Halloween and the extra day at Christmas break worked well for me this year.	a full week of school before labor day	No
1/4/2024 9:37:39	Carlton Innovation School	Parent / padre / pai	The holiday schedules and half day schedules worked well. The Feb and April breaks line up with other schools in the state, making it easier to find week long camp programs and activities while working full-time. The Oct break worked well due to increasing tourism traffic. We use the YMCA after school program and having the ability to have after school care on half days was so important vs. taking time off from work or signing up for limited availability with the YMCA for full day closures.	School starting in August was challenging but that appears to not be happening for the upcoming school year.	The only change I would recommend is already being addressed. Starting school in September is ideal. Otherwise, I'm satisfied and hope the current schedule continues for next year (time off at the end of Oct, Feb and April break aligning with many other schools, rather than one combined break in March, and half day professional development days so we can use the on site after school program.
1/4/2024 10:37:05	Central Office-CMS	Staff member / miembro	Being able to be remote during the school vacation weeks and summer.	I do not have any issues.	I would recommend during the Winter break to have all central offices closed. Whether this means the year round staff has it off or is remote for the time. It is very quiet during this time and not many people, if any come into the buildings. Plus it would save on electricity and heat prices. Also, during the summer months to have an early day on Friday (close at 12 or 1) or off like other districts/municipalities do.
1/4/2024 11:44:25	Collins Middle School	Staff member / miembro	Starting school before Labor Day! The Full PD days in March and November. The extra travel day January 2nd. Loved the consideration for traffic for Halloween, but would suggest just the day of Halloween and the day after.	N/A	Changing the days off in October to just the day of Halloween and the day after.
1/4/2024 11:44:28	Collins Middle School	Staff member / miembro	Starting before Labor Day. This allows for an easier transition in the first 3 weeks of school and less wasted days. This allows for a few extra days of school in the fall before the snowy winter months arrive, meaning less days potentially needing to be made up in June. The extra day of PD without students in March helps break up the long stretch between February and April Break. The extra travel day on January 2nd as opposed to traveling on 1/1. Look to move Halloween to half day and the day after no school. The day before Halloween felt wasted and half-day without PD to get out of Salem on Halloween would be enough.	Rethinking the days at Halloween as mentioned above.	Half day on Halloween, with a day off on 11/1 to let the city and kids of the city recover. Many self report being out late into the morning on 11/1.
1/4/2024 11:51:34	Carlton	Parent / padre / pai	School starting after Labor Day and days off for Halloween and the day after	Kids not getting out of school until the end of June	Let the kids out earlier in June, the summers seem so short now
1/4/2024 12:42:27	WHES	Parent / padre / pai	Clear vacation weeks	Mid-week half days or days off for professional development. Cant they be on a Friday to extend the weekend? Mid-week is disruptive	If you extend days off because of a holiday, make it after a holiday, not before i.e the day before Halloween
1/4/2024 12:48:39	Horace Mann Laboratory	Parent / padre / pai	I liked having Halloween off	Able to make everything work	Having 2 half days a month or two whole days off, not consecutive, in the same week can be difficult (like week of 11/6 & month of December)
1/4/2024 13:59:16	Bates	Parent / padre / pai	The shorter holiday break worked better for us this year than the two week break last year	There were too many half days mid-week	Half days could be moved to Fridays, or some half days eliminated in favor of a full day off for students, preferably on a Monday or Friday when many parents work remotely or could take a long weekend
1/4/2024 14:22:14	Collins	Parent / padre / pai	n/a	February Vacation week unnecessary	Skip Feb vacation week and end the school year one week earlier. It's better to have more summer vacation than a week in cold February! Thanks!
1/4/2024 14:23:26	Salem High School	Staff member / miembro	the two days off at Halloween	Not having a week day off before Christmas	Next year because Christmas falls on a Wednesday, I would suggest 2 full weeks off. This would enable the students and staff to travel.
1/4/2024 14:42:24	SHS	Staff member / miembro	I would like the students to begin the school year after Labour Day.	Winter break could be two weeks so that I may visit much family out of state.	I recommend omitting the February vacation and adding the extra week at Christmastime. We usually have a snow storm the week after Feb Break then take more time off. Then we should have our Spring Break the last week of March, like on the west coast and east coast of the U.S.. Thank you for having all take part in this survey and your consideration(s).
1/4/2024 14:59:39	Salem HS	Parent / padre / pai	Most of it is fine for our family.	The vacation weeks could be spread out better.	I'd prefer a fall break during Election week in November instead of February and April breaks. I'd also prefer if the PD days were full days so they were less frequent.

Timestamp	School your student attends	Are you a parent or staff member?	Looking at the 2023-2024 school calendar, what works well for you? / Mirando el calendario escolar 2023-2024, ¿qué te va bien? / Olhando para o calendário escolar de 2023-2024, o que funciona para você?	Looking at the 2023-2024 school calendar, what does not work for you? / Mirando el calendario escolar 2023-2024, ¿qué es lo que no te funciona? / Mirando el calendario escolar 2023-2024, ¿qué es lo que no te funciona?	Are there specific changes you would recommend? / ¿Hay cambios específicos que recomendaría? / Há mudanças específicas que você recomendaria?
1/4/2024 15:40:51	Salem High School	Parent / padre / pai	Seems fine overall	No issues I can think of.	Seems long past time to go to one winter break in March vs both February and April. Maybe with a couple more 3-day weekends? February week just seems overkill 6 weeks after Christmas vacation.
1/4/2024 16:33:16	ECC	Parent / padre / pai	Having November 1st off would be nice instead of October 30.	Pretty flexible	Maybe ditching Feb/April break for a Halloween/March break
1/4/2024 17:00:01	Saltonstall	Parent / padre / pai	I did like the students having off 10/30 and 10/31 this year for those who have to travel through or near downtown for traffic purposes.	Overall it worked out ok.	Next year, based on how the days fall, it would be nice to have 10/31 and 11/1 off. It's hard for students to return after Halloween for both students and teachers. Carlton has had this off in the past and the parents have reported in various groups how beneficial it is. With 11/5 being election day, adding 11/4 would likely make sense since many kids will already miss school to travel for the long weekend. In 2022/2023 school year there was a 2 week winter break. I would NOT recommend that one of a break. It was very difficult on working parents who in many cases needed to either take off 2 weeks or find childcare for their children, which is very hard during this time of year. It was also a big challenge on students as it was too big of a break in their routine. I also worried about the hourly workers, such as food staff and paras who would go without being paid for 2 weeks. It's a massive financial impact for them at a very difficult time of year.
1/4/2024 17:03:21	Saltonstall	Parent / padre / pai	Aligning holidays and days off with other districts in the state. I am an educator parent and having drastic differences in Salem school calendar from the district that I work in, impacts my work attendance and my children and attendance in school.	Constantly changing the school start times. Our school has been amazing supporting us with drop offs. But it would be nice to have a morning program available for commuting parents.	I think the school calendar we have now works well overall. I have minimal concerns.
1/4/2024 19:06:30	Horace mann	Parent / padre / pai	The days are ok	The early start time	Starting a little bit later
1/4/2024 20:53:17	Carlton, Collins	Parent / padre / pai	I like Jan 2 off.	The day before Halloween off	Starting after Labor Day which seems as if that's the plan for next year
1/4/2024 23:51:02	Collins & WHES	Parent / padre / pai	Most of it	A few things	2 Week Break After Christmas
1/4/2024 23:59:08	Collins & Witchcraft	Parent / padre / pai	Holidays	Half days on Wednesdays	2 Weeks off After Christmas, later middle school & HS start times, day after Halloween off.
1/5/2024 8:21:27	Saltonstall	Parent / padre / pai	I'd be ok scrapping the April vacation and just having one week off, in March.	So many days off between Halloween and Thanksgiving, that was really rough.	Can the half days be on a Friday so we can get a head start on the weekend? Or merge two so we get a Friday or Monday off?
1/5/2024 9:09:55	Carlton Innovation/ski	Parent / padre / pai	For Carlton it would be nice to have a monthly calendar to print	I find it confusing	Monthly printable calendar
1/5/2024 9:51:44	salem high school	Parent / padre / pai	no school on halloween was a great idea--we live near downtown and that is always a challenging day for getting anywhere, Jan 2 holiday also made the "first week back" after vacation better	calendar was made public rather late in spring 2023 and made summer planning difficult -- with the start date set for next fall already in January, this is a huge improvement	continue to publish the Fall start date as early as possible
1/5/2024 9:54:50	Horace Mann	Parent / padre / pai	Most of it works well.	I was confused why students didn't return on January 2nd. Not a big deal but I'd prefer the winter break end on the first school day after New Years a day.	Return to school from winter break the first school after New Years Day.
1/5/2024 15:51:17	Salem High School at	Parent / padre / pai	Send us Calendar dates	If I don't have a copy of it	None
1/5/2024 17:36:05	Hmls	Staff member / miembro	Having an extra day off	Having a full day before break	Bring back an extra week off
1/5/2024 17:47:53	Salem High School at	Parent / padre / pai	The half days are the same for all schools	Starting the school year before Labor Day	Recommend the 2 week winter break instead of just 1. A week after Christmas/holidays to allow viruses/Flu/colds contagious peak to subside.
1/5/2024 18:58:51	Bates	Staff member / miembro	not having the first week in Jan off	The 2 full days off before Halloween, Winter Break not starting until the Friday and being a full day	Winter Break in December should begin Friday, December 20. - Teachers have a professional development day the day after Halloween
1/5/2024 18:59:25	Carlton	Parent / padre / pai	Start and end dates.	Too many half days, and in the middle of the week.	Move half days to Fridays. Do not have two weeks off for Christmas, I was thankful Carlton didn't adhere to that last year. It's too great a burden for working parents to have to find childcare for two weeks at Christmas.
1/5/2024 21:15:32	Salem High School	Parent / padre / pai	We liked the days off at Halloween (finally!) and the usual school vacation breaks in December, February and April.	We didn't like that school started before Labor Day again (so glad to see that we're going back to starting after). We did enjoy the extra week off in January the year before (that was a nice surprise!) and were disappointed not to have that week again this year. But if it's a choice between having the first week of January off and giving up Feb or Apr school vacation weeks we would choose to keep Feb & Apr.	I'd love to see some thought given to shifting the school day to a later start and finish for middle and high schoolers. Doesn't research lean towards better learning for those age groups when the day doesn't start so early?

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1/5/2024 21:33:08	Salem HS	Staff member / miem	Starting before Labor Day. Having one week off for Winter Break. Having a second day off after New Years. Having the 2nd off was an incredibly helpful transition.	It would have been nice to have a half day leading into Winter Break. It would have assisted with travel plans.	Since we are starting school after Labor Day next year due to the Teacher Contract, it would be helpful to look at how we can adjust breaks so that we are not in school until the last week of June. While I understand we need to hit 180 days, the reality is that students and staff begin losing steam during June. The longer we go into the month, the more difficult it is to maintain a thriving learning environment. Therefore, I'd encourage us to be creative about when we choose to give time off so we can still manage to wrap up the school year by the middle of June.
1/5/2024 22:50:55	Salem High	Staff member / miem	I enjoyed having the extra day off after the new year. Gives staff (and students) one more day to recoup before a long stretch to February break.	See below	*no use for 4 PD days in August. Splitting them up throughout the year is a better use of time. 2-3 is PLENTY! *12:30 dismissal on the Wednesday before thanksgiving (this makes of difficult for people who commute for the holiday) *not giving two days off for Halloween. Halloween should be a half day (or earlier-no lunch) to get people out of the city quicker. This would count as a full calendar day, and would be the most productive way to accommodate all. *half days for midterms (high school). Go back to the old schedule. This is important/valuable time for teachers to grade efficiently, provide feedback to students, meet with students about academic concerns, and allow retake time.
1/6/2024 9:10:32	Carlton innovation scl	Parent / padre / pai	No school on Halloween and the day after. Starting summer vacation the 2nd week in June	Shorter winter break (December/january)	N/a
1/6/2024 9:26:03	Horace Mann Elemer	Parent / padre / pai	First day of school worked great and lined up well for when most camps end.	Halloween off is fine and understandable but the day before seemed unnecessary	Maybe going back the day after new years instead of the next day
1/6/2024 10:03:10	Saltonstall	Staff member / miem	Halloween and the day after off. A longer December break (coming back the 3rd)	Starting two weeks before Labor Day	Teacher PD is limited to the week before Labor Day and does not start two weeks before. June 19 is a work day when needed to make up snow days or for the 180 day calendar.
1/6/2024 20:07:54	collins	Parent / padre / pai	I liked having Jan 2 off	We should have had Nov 1 off instead of Oct 30	see above
1/7/2024 8:08:52	CMS	Parent / padre / pai	Really enjoyed having the day after new years off	Do not like when school starts before laboror day, didn't need two days off before Halloween.	Not starting so early in August unless Labor Day falls really late
1/7/2024 8:12:58	SHS	Parent / padre / pai	Having January 2nd off	Starting so early in June. Was nice but didn't really need two days prior to Halloween off End of school snow days falling around Juneteenth	Not starting so early in August when Labor Day comes early
1/7/2024 19:49:17	Collins	Staff member / miem	CMS used a half day for conferences very effectively	November was very hard - we only had 14 school days over 4 weeks. Coming back on January 3rd was not as great as the longer break last year. I'd much rather have the March PD day earlier in the year. Having Oct 31 and Nov 1 off might be easier. I know with the weekend timing this year it was hard, but maybe next year a half day then the day off?	Extend at least 2-3 days extra in January. Even a 2 day week instead of 3 would be better. We had MANY students absent this past week. Move the march PD day earlier in the year - either August or at least December or January. Think about more half day Wednesdays for PD - they are so impactful for our ability to move the work forward as a team. Thanks!
1/7/2024 20:53:29	Collins Middle School	Parent / padre / pai	Aligning with other districts calendars so we have the same days off & vacations. Also be generous to let staff and students recharge. I realize that they all complain that they don't want to be there any extra days in June but there is SO much burn out. Though I do like that you start the last week in August. BUT only if it aligns with other districts or I need to take days off. Hahaha	The new layout, i prefer the rectangle days and lines between for separation and distinction. I'm a little traditional with calendars.	With all the above said, don't make major or drastic changes. No huge time changes to everything. If it all stays the same then ABSOLUTELY fine because ultimately I would rather know what to expect and things be predictable. So ya just keep it the same.
1/7/2024 22:05:52	Horace Mann & collin	Parent / padre / pai	How it's been this year has been better than last	I cannot afford a 2 week straight Christmas break. I also do not want the start or end times to change.	Having the day after Halloween off as opposed to the 2 days prior. I would also like to see more half days associated with long weekends versus the Wednesday half days every month I feel like we have a ton of half days compared to other districts.
1/7/2024 22:30:19	Shs	Parent / padre / pai	The Halloween break	Starting before labor day	I preferred a longer Christmas break or can we have a combined March break?
1/7/2024 23:15:35	ECC (I also provide c	Parent / padre / pai	Having Jan 2nd off, mostly good.	half days. My younger kiddo is napping during the early pick up time. It's especially inconvenient when Carlton doesn't have one.	More alignment between Carlton and the rest of the district.
1/8/2024 4:41:58	BAIS	Parent / padre / pai	Generally ok	Short winter break	Halloween on a Thursday is tricky. Do we take the whole week off?
1/8/2024 6:32:34	Salem High School	Parent / padre / pai	I liked Halloween off for students	No	Two-week winter break over the New Year's holiday period
1/8/2024 8:18:11	WHES	Parent / padre / pai	Starting after Labor Day; "regular" December break.	No big delay to start kindergarten; extra days off in the fall	Halloween and the first of November
					Early drop off available at WHES.

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1/8/2024 8:41:26	Saltonstall	Parent / padre / pai	The hours	All the half days	Halloween break, full day staff development
1/8/2024 9:57:47	Bates	Parent / padre / pai	Halloween off was great - not having to fight tourist traffic to go to school was helpful.	The half days on Wednesdays would be better if they were the beginning or end of the week	The day after Halloween might be helpful to have either off or as professional development as there is still significant traffic.
1/8/2024 10:19:58	Salem High School	Staff member / miembro	back to School after labor Day and Halloween days off also tow weeks for christmas break.	N/A	N/A
1/8/2024 14:12:15	saltonstall	Parent / padre / pai	everything's good this year!	starting before labor day	more time off around halloween. allowing one "excused" absence for students and teachers to be considered as a mental health day, at their chosen time.
1/8/2024 17:51:17	Saltonstall	Parent / padre / pai	Everything other than mentioned below.	No school on Halloween or the day before. 2 weeks off for winter break.	School on Halloween week and 2weeks off for winter break
1/9/2024 4:12:39	Horace Mann	Parent / padre / pai	School year end time	Jan.2 off	No
1/9/2024 8:09:25	Horace mann laborator	Parent / padre / pai	Las vacaciones	Las salidas temprana	No
1/9/2024 8:19:57	WHES & ECC	Parent / padre / pai	Yes	The half day release for both my kids is 12pm and makes it difficult to get to our bus stop in time for my WHES child.	WHES releases at 2:35 and ECC is 2:50. If I choose to do pm pick up that only allows me 15 mins to get to the other school. There would be no leeway with traffic to get there in time.
1/9/2024 11:11:48	Bentley	Parent / padre / pai	Generally works well. My daughter was in preschool at bates and the half days are hard because no after school care but next year she will be in kindergarten and should be easier to handle. I liked Halloween off this year! That helped regarding traffic!	the half days for Pre-K	Not really. Extended school year would help but unsure if that is feasible!
1/9/2024 15:53:20	Carlton	Parent / padre / pai	I liked that we did NOT have 2 weeks at the holidays. We would much rather get out earlier in June than have any extra days during the holidays. What was scheduled was great.	The break around Halloween was way too long this year. My child had M-W off that week, and then November has so many days off as well. Please no fall break, it is disruptive to kids getting back into the swing of school. Perhaps a half day on Halloween and the day after (Nov 1) would be great.	It would be great to have a March break and not a Feb and April break. Feb just seems too soon to break again after the holidays. The months of March through June are the hardest and a break then is better. Also glad to see school will start after Labor Day this year!
1/9/2024 20:24:36	Collins Middle School	Parent / padre / pai	The calendar worked well this year.	N/A	No
1/11/2024 18:18:41	Salts	Parent / padre / pai	The time off near Halloween. The traditional vacation dates that line up with other town in ma so my children have people available to watch them those weeks	Starting before Labor Day	Going back to the after Labor Day start. It cuts summer short and there is such limited time to enjoy during the summer as a family as it is. This really made summer feel less. Children were very upset to go back so early.
1/11/2024 19:46:23	Witchcraft Heights El	Parent / padre / pai	The shorter winter vacation compared to last year, and having the day off on Halloween.	I don't like school starting in August, this doesn't leave much vacation time between camp and school. I appreciate the day off on Halloween but having the day before off was unnecessary and created a challenge as a working parent. As a non-Catholic that did not grow up in MA, having Good Friday off is still shocking to me.	Start school after Labor Day. Limit winter break to 1-1.5 weeks. Have the day off for Halloween but keep school open the day before and after. Keep school open on Good Friday. Consider aligning any other necessary days off with other non-Christian religious holidays, such as Jewish high holidays.
1/12/2024 6:32:31	HMLS	Parent / padre / pai	Having october 30 and 31 as non school to avoid all that traffic	Winter break could have started at least one day earlier to allow travel time to get to families that live far	Maybe consider start/end days of school year to allow for week of 10/31 to be a non school week.
1/12/2024 10:32:43	BAIS	Staff member / miembro	Early return to school was beneficial for our families.	Having Oct. 30th off wasn't really necessary; Also returning to school after the winter holidays on a Wednesday, was not good for attendance data.	Halloween, we should have the full day off to avoid bus delays due to downtown crowds. Also, we should not be returning to school on Thursday Jan. 2nd, as we know a lot of families still vacationing overseas.
1/12/2024 10:33:03	WHES	Staff member / miembro	Short winter break. Having PDs on Wednesdays and Job Alike on Friday.	Not paid Feb vacation	Keep the short winter break
1/12/2024 10:39:01	Horace Mann	Staff member / miembro	No school on October 31st works for transportation and attendance purposes.	No need to have October 30th off.	No back to back PD-Half days for families.
1/12/2024 10:39:26	Salem High School	Staff member / miembro	The color system for holidays, early release. Having October 31st off is great also.	N/A	As of yet no.
1/12/2024 10:39:30	Saltonstall	Staff member / miembro	We need Halloween off because we are right at the center and several streets get close. I am ok to leave on get holiday break from dec 23 to jan 2 but it is for sure that the attendance on Jan 2 and 3 will be really low. Many families travel during that break and usually jump off to return the next Monday.	Avoid having PD on 2 weeks in a row because that means 2 earlier release days too soon for families	1 day in Halloween, no PDs back to back
1/12/2024 15:12:09	ECC & Bentley	Parent / padre / pai	I very much appreciated Halloween day off. And would want that Thursday off this year (2024-2025 SY)	The half days... I would prefer less full days off vs many half days. The day of the week doesn't matter to me.	See above, also next Christmas season it seems pointless to come in 1 day on the 23rd and Jan 3 I'd rather just have the 2 weeks off and maybe nix the Feb week next year?
1/15/2024 11:19:38	HMLS, CMS	Parent / padre / pai	Winter break worked well, and so did having the two days off at Halloween.	Half days would be so much easier to handle on Fridays.	Move half days to Fridays

2024-25 Enrollment Targets for Student Assignment January 22, 2024

Overview

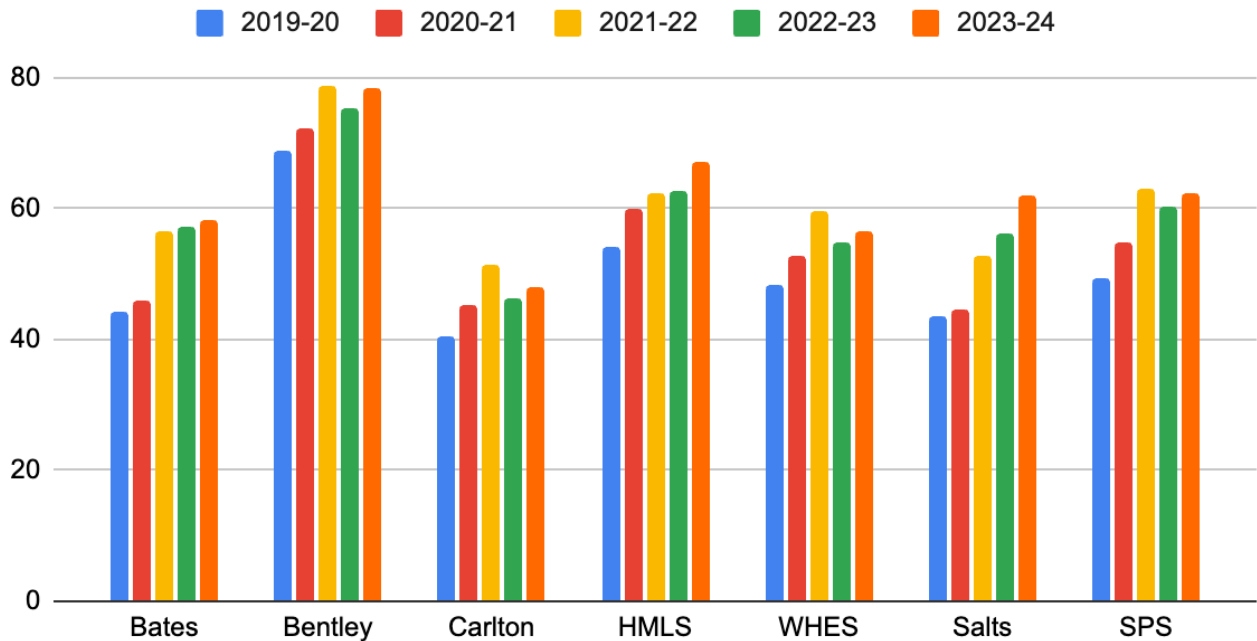
Following the district’s student assignment policy (SC Policy #5103),¹ the Superintendent is charged with setting annual enrollment targets for each individual school. The goal of these annual, school-based enrollment targets is to increase the equitable distribution of students of different backgrounds across the district and to ensure that students who face multiple barriers to success in education are not concentrated within one or more schools. The overall goal is to have all schools enrolling a percentage of students who are low income that is within five percentage points (5%) of the district average.

The targets to be set are based on the most recently published percentage of low income students, as determined by the state, and include two categories of students, low income, and non-low income. Each school’s enrollment targets will be used to assign entering kindergarten students as well as all those applying to enter all other grade levels, at all points throughout the year.

Percentage of Low Income Students by School, 2023-24

According to the policy, the annual school enrollment targets are to be based on the most recent state determination of the percentage of low income students within a school. The graph below depicts the percentage of low income students by K-5/K-8 school, as determined by the state², from October 2019 to October 2023.

% Low Income/Economically Disadvantaged by School, 2019-2023 (October 1st)



¹ For full text of the policy, please visit: https://www.salemk12.org/families/student_enrollment/student_assignment_policy

² The state determines whether or not a student is low income if they are identified as participating in state public assistance programs, including the Supplemental Nutrition Assistance Program, Transitional Aid to Families with Dependent Children, MassHealth, and foster care; or certified as low income through the new supplemental data collection process.

	Bates	Bentley	Carlton	HMLS	WHES	Salts	SPS
2019-20	44.4	68.7	40.4	54.2	48.2	43.4	49.3
2020-21	45.9	72.3	45.3	60	52.8	44.5	55
2021-22	56.5	78.7	51.3	62.5	59.6	52.9	63.1
2022-23	57.2	75.2	46.3	62.6	54.7	56.2	60.3
2023-24	58.4	78.4	48	67.1	56.7	62.1	62.2

School Enrollment Targets for 2024-25 Student Assignments

The school enrollment targets that will be used for all assignments during the 2024-25 school year are outlined below. Table 1 summarizes the targets for the elementary and K-8 schools where all student assignments are bound by the district’s student assignment policy. The first column presents the school’s current percentage of low income students and the second column identifies whether or not enrollment is “balanced” within each school, based on the percentage of low income students who are enrolled. The third and fourth columns describe the enrollment targets that will be used to assign both low income and non-low income students within each school. Enrollment targets of 50%/50% will be used for schools with “balanced” enrollment. Targets for schools that are not balanced in their enrollment are set based on the specific data for each school.

Table 1: 2023-24 Enrollment Targets for Elementary and K-8 Schools

Elementary and K-8 Schools	Oct 2023 (% Low Income)	Is the enrollment within this school balanced (within 5% of district avg)?	2023-24 Low Income Target	2023-24 Non-Low Income Target
<i>Bates K-5</i>	58.4%	Yes	50%	50%
<i>*BAIS K-5</i>	78.4%	No	35%	65%
<i>Carlton K-5</i>	48%	No	65%	35%
<i>HMLS K-5</i>	67.1%	Yes	50%	50%
<i>**WHES K-5</i>	56.7%	Yes	50%	50%
<i>Saltonstall K-8</i>	62.1%	Yes	50%	50%
<i>SPS-District</i>	62.2%			

***BAIS Language Learning Bucket #2 only**

****WHES is within 5% of the district average when the % is rounded to the nearest whole number.**

Application of the Enrollment Targets to the 2024-25 Student Assignments

The above enrollment targets will be applied to the total number of spaces available within each school, creating a proportion of spaces available for students living in low-income households and students living in non-low income households. For more information, please contact the Parent Information Center at 978-740-1225 or pic@salemk12.org.

Important Notes

- Salem saw a slight increase in low-income students in the last year (from 60.3% in Oct. 2022 to 62.2% in Oct. 2023).
- Last school year Bentley Academy Innovation School (BAIS) shifted to a full (wall to wall) dual language program and will over time phase out its general education programming. As a reminder,
 - o Families interested in Dual Language select Bentley as their first choice school in the Kindergarten application form.. (*Families are no longer required to check an “opt-in” box.*)

- o The two language learning groups–
 - Group 1: Spanish speakers who are identified as early proficient English Learners and who are measured at WIDA levels 1-3 of English proficiency and are at levels 2 and above on the Pre-Las Español;
 - Group 2: Native English speakers and speakers of non-Spanish languages are determined by information from the home language survey, the bilingual continuum, interviews with family members, and the WIDA screener (given to those who identify a language other than English on the home language survey).
- o A lottery will only be held for seats in either or both language groups should there be more applicants than available seats. The lottery for language learning Group 2 will use the enrollment targets set by SPS. These targets will not be applied to Group 1 given the requirement that a student demonstrate proficiency in Spanish in order to be considered. A total of 50 seats (2 classrooms) are available.
- Available seats for our pre-kindergarten program will be assigned to the ratio that we established in advance of the 23-24 school year:
 - o 65% of the seats for students living in a household identified as low income
 - o 35% of the seats for students living in a household identified as not low income
 - o Current low-income enrollment is 47.4%, during the 22-23 school year it was 43.7%
- For the new pre-Kindergarten DL program at Bentley we plan to open, we will follow the same assignment process as the Bentley DL Kindergarten lottery. One exception is that rising Pre-K students will take the Pre-IPT oral instead of the WIDA screener. Students accepted to the Bentley Pre-Kindergarten program will be guaranteed seats in the Kindergarten DL program at Bentley. In the 25-26 school year, there will be fewer Kindergarten DL seats depending on the number of students who stay with the program from Pre-K.



FY25 Capital Requests

Category	TIER	Description	New?	Purchase/Project/ Annual Maintenance?	Ameresco?	Total Est. Cost over 3 years	FY25 Requests	Notes
ADA	Tier 1					\$250,000	--	Spending down ADA investments on sinks, signage, repairs.
Playgrounds	Tier 3	Playground Structures & Repairs	y	purchase	n	\$2,200,000	\$500,000	Repairing playgrounds and purchasing play structures. K Bates , ECC, and HMLS are priorities per the 2022 Playground audit
FY25 Playground Total								\$500,000
Envelope & Weatherization	Tier 2	Lighting	y	project	y	\$837,000	\$280,000	Costs per Ameresco for upgrades & controls
Envelope & Weatherization	Tier 2	Painting	y	annual maintenance		\$750,000	\$250,000	Costs based on Summer '23 quotes; scheduled painting for up to two schools per year
Envelope & Weatherization	Tier 2	Roofs	n	project	y	\$7,085,000	\$0	Costs per Ameresco; Looking to Accelerated Repair program at MSBA
Envelope & Weatherization	Tier 1	Gym Floors	n	project	n	\$750,000	\$0	Planning for future investments; not in FY25
Envelope & Weatherization	Tier 1	MEP	n	annual maintenance	n	\$300,000	\$325,000	Includes preventative & repair work at each school during the summer and school breaks
Envelope & Weatherization	Tier 2	MEP	n	annual maintenance	?	\$1,125,000	\$625,000	Mechanical & Electrical, including upgrades, /replacements for fire panels
Envelope & Weatherization	Tier 1	Weatherization	y	project	y	\$240,000	\$275,000	Per Ameresco, cost of weatherization at all schools
FY25 Envelope & Weatherization Total								\$1,755,000

HVAC	Tier I & Tier 2	Chiller Repairs @ CMS & SALTS & general HVAC	n	purchase	y	\$2,100,000	\$800,000	SALTS & CMS chillers need significant repair. Total includes repairs & preventative maintenance.
HVAC	Tier 2	Controls	n	purchase	y	\$785,000	\$255,000	Replace HVAC controls, including pneumatic controls at SALTS (per Ameresco)
HVAC	Tier 2	Generators	n	purchase		\$680,000	\$185,000	Prioritizing WHES generator
HVAC	Tier 2	WHES boilers	n	purchase	y	\$1,500,000	\$750,000	WHES first, per Ameresco, followed by HMLS
FY25 HVAC/Mechanical Total								\$1,990,000
Technology	Tier I	Hardware	n	annual maintenance		\$1,200,000	\$500,000	Building a plan to phase our hardware requests into the Operating Budget, In the mean time, need to begin replacing student & staff devices beyond what is funded through Footprint.
FY25 Technology Total								\$500,000
Safety & Security	Tier 2	Security: Cameras--new & replacement & doors	n	annual maintenance		\$675,000	\$225,000	Adding security cameras, replacing & repairing existing cameras; investing in other security items, including doors, locks, PA systems.
FY25 Safety & Security Total								\$225,000.00
T		Total				\$20,477,000	\$4,970,000	

COMMUNITY RELATIONS	1000
SCHOOL-COMMUNITY RELATIONS	1101
NONDISCRIMINATION	1101.1

The Salem Public School District has the responsibility to ~~reduce~~**overcome**, as much ~~inasmuch~~ as possible, any barriers that prevent ~~children~~, students and staff from achieving their potential. To create that environment, the Salem School Committee shall:

1. Promote the rights and responsibilities of all individuals as set forth in the state and federal constitutions, applicable legislation and judicial interpretations;
2. Encourage positive experiences ~~in human values~~ for all its students, staff, and other members of the community, affirming the diversity of **identities and experiences**~~familial backgrounds, socioeconomic statuses and ethnicities~~ represented in the Salem schools community;
3. Work toward a more integrated, harmonious community and to enlist all individuals, groups and agencies—both private and governmental—to support this effort;
4. Use all appropriate communication and action techniques to hear and address the grievances of any individuals and/or groups;
- ~~5. Consider carefully the potential benefits or adverse consequences of any decision made within the Salem school system on human relationships within the schools and the larger Salem community;~~
- 5.6. ————Initiate procedures and practices that will actively promote the objectives of this policy in the Salem school system.

This policy of nondiscrimination shall extend to all students, staff, the general public, and individuals with whom the School District does business. No person shall be excluded from or discriminated against in admission to a Salem public school, or in obtaining the advantages, privileges, and/or courses of study of our public schools on account of **race, color, ethnicity, national origin, ancestry, religion, disability, age, genetic information, active military or veteran status, marital status, pregnancy, or pregnancy-related condition, gender, gender identity, sex, sexual identity, sexual orientation, physical appearance, or home status** or any other protected category as defined by state and/or federal law~~x, sexual orientation, gender identity, age, race, color, national origin or socioeconomic status, religion and non-religion, disability or pregnancy.~~

If someone has a complaint or believes that they have been discriminated against because of their sex, sexual orientation, gender identity, age, race, color, national origin or ethnicity, socioeconomic status, religion and non-religion, disability, or pregnancy, they are encouraged to register that complaint with the District's Title IX compliance officer.

LEGAL REFS: Title VI, Civil Rights Act of 1964

Title VII, Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972

Executive Order 11246, as amended by E.O. 11375

Equal Pay Act, as amended by the Education Amendments of 1972 Title IX,
Education Amendments 1972

Rehabilitation Act of 1973

Education for all Handicapped Children Act of 1975

M.G.L. 71B:1 et seq. (Chapter 766 of the Acts of 1972) M.G.L. 76.5;
Amended 2011

M.G.L. 76.16

BESE regulations 603 CMR 26.00; Amended 2012

BESE regulations 603 CMR 28.00

First reading: 17 December 2012

Second reading: 7 January 2013

Third reading: 22 January 2013

Approved: December 20, 2021

Reviewed 12/15/23

**PERSONNEL 4000 ALL EMPLOYEES 4100 NONDISCRIMINATION AND EQUAL
EMPLOYMENT OPPORTUNITY 4106**

The Salem Public Schools strives to provide a safe, respectful, and supportive learning environment in which all students can thrive and succeed in its schools. The Salem Public Schools prohibits discrimination on the basis of race, color, ethnicity, national origin, ancestry, religion, disability, age, genetic information, active military or veteran status, marital status, pregnancy or pregnancy-related condition, gender, gender identity, sex, sexual identity, sexual orientation, physical appearance, or home status or any other protected category as defined by state and/or federal law ~~race, color, sex, gender identity, religion, national origin, or sexual orientation~~ and ensures that all students have equal rights of access and equal enjoyment of the opportunities, advantages, privileges, and courses of study.

The Salem School Department is also an equal opportunity employer and subscribes to the fullest extent to the principle of the dignity of all people and will take action to ensure that any individual within the Department who is responsible for hiring and/or personnel supervision understands that applicants are employed, assigned, and promoted without regard to ~~their~~ ~~race, color, ethnicity, national origin, ancestry, religion, disability, age, genetic information, active military or veteran status, marital status, pregnancy, or pregnancy-related condition, gender, gender identity, sex, sexual identity, sexual orientation, physical appearance, or home status or any other protected category as defined by state and/or federal law~~ ~~race, color, age, sex, national origin, religion, disability, veteran status, gender identity, or sexual orientation.~~

Inquiries or complaints regarding compliance with nondiscrimination laws may be directed to the superintendent's office.

Legal References: 603 CMR 26, Access to Equal Educational Opportunity
MGL 76:5, 151B:1-10, 151C:1-5

Section 504 of the Rehabilitation Act
Title IX of the Educational Amendments of 1972
Titles VI and VII of the Civil Rights Act of 1964
Age Discrimination Act of 1967 (ADEA)
Titles I and V of the Americans with Disabilities Act of 1990 (ADA)
Title II of the Genetic Information Nondiscrimination Act of 2008
(GINA)
Civil Rights Act of 1991

Approved: December 17, 2018

Reviewed 12/15/23