

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



**Ms. Beth Anne Cornell  
Mr. Manny Cruz  
Ms. Amanda Campbell**

**Mayor Kimberley Driscoll, Chair**

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

**DATE POSTED:** February 24, 2022

**REGULAR SCHOOL COMMITTEE MEETING**

Notice is hereby given that the Salem School Committee will hold a **Regular School Committee meeting on February 28, 2022 at 7 p.m.** This is an on-line Zoom meeting.

**Zoom Link to participate:**

<https://us06web.zoom.us/j/84975920802?pwd=UG8zMVNyNFFFTZDZ0d2szNDNWempLdz09>

**Passcode: MzbL2D**


**I. Call of Meeting to Order**

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

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

**b. Live Spanish Interpretation.**

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

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

**c. Instructions for Participating in Public Comment**

Should any member of the Salem community wish to participate in public comment during this meeting, please click on the below link to sign up and submit your comment electronically: <https://forms.gle/fUahCUrQsScYPKQ4A>. A district staff member will be compiling all comments which will be shared with members prior to the end of the public meeting. Comments will also be summarized in the meeting minutes. Please contact Jensen Frost at [jfrost@salemk12.org](mailto:jfrost@salemk12.org) or 617-285-7567 with any questions or to report any technical difficulties you experience.

**II. Approval of Agenda**

**III. Approval of Consent Agenda**

- a. Approval of minutes of the Regular School Committee meeting held on 2/7/22
- b. Approval of minutes of the Committee of the Whole meeting held 2/15/22
- c. Approval of Warrants: 2/10/2022 - \$285,740.62; 2/17/2022 - \$569,581.08; 2/24/2022 - \$456,251.11

**IV. Presentation of Honorable Mention Award - MA Partnership for Youth Poster Contest**

- V. **Student Showcase - Salem Prep High School**
- VI. **Public Comment**  
Please see above for instructions on participating in public comment.
- VII. **Superintendent's Report**
  - a. Personnel Report
  - b. Calendar options for SY 2022-2023
  - c. High school redesign presentation
- VIII. **Report from the Student Representative – Hawa Tabayi**
- IX. **Action Items: Old Business**
- X. **Action Items: New Business**
  - a. Deliberation and vote on SHS ROTC overnight/out-of-state field trip to Elizabeth, NJ
  - b. Deliberation and vote on recommendations for masking in Salem Public Schools
- XI. **Finance & Operations Report**
- XII. **Subcommittee Reports**
  - a. **Policies for Second Reading:**
    - [1103 Distribution of Notices](#)
    - [1105 Media Relations/News Releases](#)
    - [1107 Public's Right to Know](#)
- XIII. **School Committee Concerns and Resolutions**
- XIV. **Adjournment**

Respectfully submitted by,

*Mindy Marino*

Executive Assistant to the Superintendent

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

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



**Sra. Beth Anne Cornell  
Sr. Manny Cruz  
Sra. Amanda Campbell**

**Alcaldesa Kimberley Driscoll, Preside**

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

**FECHA DE PUBLICACIÓN:** 24 de febrero de 2022

**REUNIÓN REGULAR DEL COMITÉ ESCOLAR**

Por la presente se notifica que el Comité Escolar de Salem llevará a cabo una **Reunión regular del Comité Escolar el 28 de febrero de 2022 a las 7 p.m.** Esta es una reunión en línea por Zoom.

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

<https://us06web.zoom.us/j/84975920802?pwd=UG8zMVNyNFFTZDZ0d2szNDNWempLdz09>

**Contraseña: Mzbl2D**


**I. Convocatoria a la Sesión Abierta**

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

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

**b. Interpretación al español en vivo**

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

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

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

Si cualquier miembro de la comunidad de Salem desea participar en el comentario público durante esta reunión, por favor pulsar en el enlace de abajo para registrarse y someter su comentario electrónicamente: <https://forms.gle/fUahCUrQsScYPKO4A>. Un miembro del personal reunirá todos los comentarios que serán compartidos con los miembros antes de finalizar la reunión pública. Los comentarios también serán resumidos en las minutas de la reunión. Por favor, póngase en contacto con Jensen Frost en [jfrost@salemk12.org](mailto:jfrost@salemk12.org) o en el 617-285-7567 si tiene alguna pregunta o para informar de cualquier dificultad técnica que experimente.

**II. Aprobación de la Agenda**

**III. Aprobación de la Agenda Consensuada**

- a. Aprobación del acta de la reunión regular del Comité Escolar celebrada el 2-feb-22
- b. Aprobación del acta de la reunión del Comité Plenario celebrada el 15-feb-22

- c. Aprobación de las órdenes de pago: 10-feb-2022 - \$285,740.62; 17-feb-2022 - \$569,581.08; 24-feb-2022 - \$456,251.11

IV. **Presentación del Premio de Mención Honorífica - Concurso de Afiches de la Asociación para la Juventud de MA**

V. **Exposición de estudiantes - Salem Prep High School**

VI. **Comentario Público**

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

VII. **Reporte del Superintendente**

- a. Informe de personal
- b. Opciones de calendario para el año escolar 2022-2023
- c. Presentación del rediseño de la escuela secundaria

VIII. **Reporte de la Representante estudiantil – Hawa Tabayi**

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

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

- a. Deliberación y votación sobre la excursión del ROTC de SHS a Elizabeth, NJ.
- b. Deliberación y votación sobre las recomendaciones para el uso de mascarillas en las escuelas públicas de Salem

XI. **Reporte de Finanzas y Operaciones**

XII. **Reportes de los Subcomités**

a. **Políticas para la segunda lectura:**

[1103 Distribución de avisos](#)

[1105 Relaciones con los medios de comunicación/comunicados de prensa](#)

[1107 Derecho del público a saber](#)

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

XIV. **Clausura**

Sometido respetuosamente por,

*Mindy Marino*

Asistente Ejecutiva del Superintendente

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

**ESCUELAS PÚBLICAS DE SALEM  
REUNIÓN REGULAR DEL COMITÉ ESCOLAR**

**FECHA: 28 de febrero de 2022**

**PÁGINA: 2**

**D R A F T**

**Salem Public Schools  
Salem School Committee  
Meeting Minutes  
February 7, 2022**

On February 7, 2022 the Salem School Committee held its regular School Committee meeting at 7:00 PM using the Zoom platform.

**Members Present:** Mayor Driscoll, Ms. Mary Manning, Mr. Manny Cruz, Ms. Amanda Campbell, Dr. Kristin Pangallo, Ms. Beth Anne Cornell, and Mr. James Fleming

**Others in Attendance:** Superintendent Stephen Zrike, Assistant Superintendent Kate Carbone, Chelsea Banks, Liz Polay-Wettengel, Marc LeBlanc, Linda Farinelli, Adam Colantuoni

**Call of Meeting to Order**

Mr. Cruz calls the meeting to order at 7:02pm and requests a call of attendance by the school committee secretary.

**Attendance**

The school committee secretary called the attendance.

|                   |             |
|-------------------|-------------|
| Ms. Campbell      | Not Present |
| Ms. Cornell       | Present     |
| Mr. Cruz          | Present     |
| Mr. Fleming       | Present     |
| Ms. Manning       | Present     |
| Dr. Pangallo      | Present     |
| Mayor Driscoll    | Present     |
| 6 Members Present |             |

**Approval of Agenda**

Mayor Driscoll entertains a motion to approve the agenda. Mr. Fleming motioned and Mr. Cruz seconded. A roll call vote was taken as requested by the school committee secretary.

|                    |     |
|--------------------|-----|
| Ms. Cornell        | Yes |
| Mr. Cruz           | Yes |
| Mr. Fleming        | Yes |
| Ms. Manning        | Yes |
| Dr. Pangallo       | Yes |
| Mayor Driscoll     | Yes |
| Motion carries 6-0 |     |

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### Approval of Consent Agenda

Mayor Driscoll requested a motion to approve the Consent Agenda. Mr. Fleming motioned and Dr. Pangallo seconded. A roll call vote was taken.

|                |     |
|----------------|-----|
| Ms. Cornell    | Yes |
| Mr. Cruz       | Yes |
| Mr. Fleming    | Yes |
| Ms. Manning    | Yes |
| Dr. Pangallo   | Yes |
| Mayor Driscoll | Yes |

Motion carries 6-0

### Public Comments

Ann Berman, 1401 Crane Brook Way - Peabody, MA 01960

Good Evening Mayor Driscoll, Supt. Zrike and members of the School Committee. On Monday, January 24th, Dr. Zrike and I had the pleasure of delivering gift certificates from Andrew Michaels Salon and Spa to our Salem Public Schools nursing staff. The salon generously donated some of those gift certificates upon hearing who they were for. Our nurses have been working enormously hard through this entire pandemic, taking care of our students and our staff. We hope this will give them a little time to take care of themselves! They certainly deserve it.

On Monday, January 31st, Mrs. Napierkowski and I proctored the AFL-CIO Scholarship Exam at Salem High School. This exam was open to any Salem Public School senior. We had 17 students sit for the exam. These students will compete for scholarships from the AFL-CIO and AFTMassachusetts. The top four scores will earn them a \$1000 scholarship from the Salem Teachers Union. This is a difficult exam which encompasses labor law from the late 1800's through current day events. I applaud them in their academic efforts and achievements. We will keep you posted on the scholarship winners.

On that same note, the Salem Teachers Union will be starting to advertise for our annual Scholarship Raffle. This event helps to cover the cost of the 4 scholarships. If anyone in the Community is able to donate a good or service, we would appreciate hearing from you! You can reach out to me at [aberman@salemk12.org](mailto:aberman@salemk12.org). Anything from services offered to gift cards are welcome and appreciated. Thanks for your time tonight!

### Educator's Showcase

Dr. Zrike introduces Ms. Grandt and Ms. Phelps to talk about the publication of the Husky Herald, highlighting the work of the students who are working on the school newspaper in an afterschool program. Ms. Grandt turns the presentation over to Ms. Phelps, she shares her screen to share the goals of starting a school newspaper, images of the student reports and staff from 3rd graders - 5th graders. Ms. Phelps introduces her reporters who share the reasons why they are proud to be a reporter, what they've learned as reporters, what their favorite piece of

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the newspaper is, and what their future goals are for the Husky Herald. Five students share their responses. Ms. Phelps provides a preview of the Husky Herald and shares some highlights of the process and publication.

Mayor Driscoll thanks the HMLS panel and shares her excitement for what they are learning and sharing through the process of the newspaper. She shares gratitude to Ms. Grandt and Ms. Phelps for their work at HMLS and the work on the newspaper.

Ms. Manning shares her thoughts reminiscing on doing work on the school paper when she was in high school. She questions the name of the paper, noting "The Husky Herald." Ms. Phelps notes that HMLS adopted the husky as their mascot this year and calls upon a student to explain the meaning of herald. Ms. Manning asks how the husky mascot was adopted at HMLS and Ms. Grandt notes that the school didn't formerly have a mascot and the fifth graders were able to vote on the husky name.

Mr. Cruz comments that he was an HMLS alumni and he is excited to see the newspaper because there wasn't a school paper when he went to HMLS. He requests autographs from all those working on the newspaper.

### **SHS 22-23 Program of Studies**

Mr. Burns and Ms. Flores present on the Salem high School Program of Studies. He notes proposed changes would increase courses that lead to pathways for advanced coursework and college credits or to increase the hours to receive vocational credits. He notes specific enhancements to a variety of courses and program the proposal will cover and turns the presentation over to Dr. Flores.

Dr. Flores notes the program of studies is aligned to the redesign plan for SHS. She shares five guaranteed experiences that will be a result of the proposal of the Program of Studies including: four year graduation plan, high quality SEL and academic learning, credits/credentials through coursework, CTE, internships, and/or job training, participation in the arts, participation in at least one extra-curricular activity. Dr. Flores then provides an overview of the timeline for the alignment process. Dr. Flores continues to explain the formalization course trajectory of existing and new strands, expanding early college offerings, expanding advanced coursework offerings, increasing accessibility, updating student supports program and offerings. Dr. Flores wraps up the presentation sharing the final updates of the Program of Studies in relation to the redesign program.

Dr. Pangallo notes the discussion in the curriculum subcommittee being helpful to dive into further detail of the program of studies.

Ms. Manning asks in the aligning high-level overviews, there was 7 numbered but 4 and 6 were not noted in the slide deck and wonders why they are missing. She also asks in terms of redesigning "this and that," if that's referencing redesigning this year's booklet or if the redesign for the coming year. Dr. Flores notes the redesign is intended for the coming school year, in

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September. Dr. Flores notes the numbering was an issue in the slide deck and that everything needing to be presented has been noted.

Mr. Cruz asks for more detail surrounding criminal justice programming and related fields. Dr. Flores responds with information about the preliminary details of how that programming will unfold. Mr. Burns notes partnerships with local universities and how the expansion is able to take form with partnership. Mr. Cruz notes interest in seeing future opportunities for criminal justice in it's many entities.

### **COVID updates - test at home program, updated response protocols and staff vaccination requirement**

Ms. Banks shares data of the average daily COVID-19 cases reported. She notes a more manageable number. Ms. Banks shares the updated protocols for testing with mention of the at-home testing available and the modified schedule of pool testing within the schools. Continued layers of mitigation (masks, ventilation, filtration, etc.) are still being used. Contact tracing is used at the discretion of the school nurses.

Dr. Zrike shares that the district sent letters to the unvaccinated employees noting a March 4th deadline for the first shot unless provided with medical or religious exemption. As clean-up of records continues, almost 93% of staff are vaccinated. He notes higher community member vaccines would allow for a transition in mitigation strategies.

### **Presentation on goals for 2021-2022 school year**

Dr. Zrike notes the goals discussed during his evaluation process and the leadership retreat and how he's created the focus goals noted in the packet for this evening's meeting. He mentions his goals are: student learning, professional growth role and equity building, and building stronger bridges and collaboration with community partners.

Mayor Driscoll notes needing a reminder of the information on the shared goals and suggests Ms. Manning and Mr. Cruz could talk through the data and sharing it with the committee.

Dr. Zrike notes exciting news in regard to empowering student voice - noting close to fifty students interested in the Student Advisory Group for the middle school level. He wanted to make mention to the high level interest in the need to have student voice heard.

Ms. Manning asks how he will make the selection of the large number of interest down to a small number of seat for this group. He notes needing Ms. Manning's advice as a former middle school seat. He mentions the possibility of adding more seats or the possibility of a rotating grouping.

### **Report from the Student Representative - Hawa Hamidou Tabayi**

Mr. Cruz reports out noting the SAC has drastically increased their membership. They've had to push back their retreat due to challenges in scheduling but hoping to move forward with the



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mid-February retreat. The SAC would like to set up a time with Dr. Zrike and the school committee, to determine actions to make progress toward goals for student justice and rights within the district. They are requesting feedback from student voice via Google Forms and pushing that through social media and are hoping to report back on the happenings of students across the district.

### **Old Business**

None

### **New Business**

#### **Deliberation & vote on Curriculum subcommittee's recommendation to approve proposed revisions to the SHS 22-23 Program of Studies**

Mayor Driscoll requested a motion on approving the revisions to the SHS Program of Studies, SY 22-23. Dr. Pangallo motioned, Ms. Cornell seconded. A roll call vote was taken.

|                |     |
|----------------|-----|
| Ms. Cornell    | Yes |
| Mr. Cruz       | Yes |
| Mr. Fleming    | Yes |
| Ms. Manning    | Yes |
| Dr. Pangallo   | Yes |
| Mayor Driscoll | Yes |

Motion carries 6-0

#### **Deliberation & vote on Curriculum subcommittee's recommendation to approve declaration of outdated curriculum materials, resources and equipment as surplus property**

Mayor Driscoll entertains a motion. Ms. Manning made the motion and Dr. Pangallo seconded. Mayor Driscoll requests a quick overview of what this request entails. Dr. Pangallo notes the schools have identified a number of books, carts, IT devices, etc. that are no longer in usable condition and need to be disposed of. A roll call vote was taken.

|                |     |
|----------------|-----|
| Ms. Cornell    | Yes |
| Mr. Cruz       | Yes |
| Mr. Fleming    | Yes |
| Ms. Manning    | Yes |
| Dr. Pangallo   | Yes |
| Mayor Driscoll | Yes |

Motion carries 6-0

#### **Deliberation & vote on approval of CMS gr. 8 trip to NYC May 19, 2022 - May 20, 2022**

Mayor Driscoll requested a motion. Mr. Fleming made the motion and Dr. Pangallo seconded. Mr. Condon shares an overview of the two-day trip with all the educational locations of New York being covered. He notes a 10:1 ratio for children:chaperone. Dr. Pangallo asks about student eligibility based on behavior, etc. Mr. Condon notes student status is taken into account. Ms. Manning asks if there was a minimum or maximum amount of student participation needed and asks about fundraising efforts. Mr. Condon gives a review of how many students have been confirmed for the trip and the upcoming fundraiser efforts. A roll call vote was taken.

**DRAFT**

Ms. Cornell            Yes  
Mr. Cruz                Yes  
Mr. Fleming            Yes  
Ms. Manning           Yes  
Dr. Pangallo            Yes  
Mayor Driscoll        Yes  
Motion carries 6-0

**Finance Report**

Mr. Cruz makes a motion to accept the budget transfer in the amount of \$175,695 from Special Ed Transportation to In-District Special Ed Transportation. Dr. Pangallo seconded the motion.

A roll call vote was taken.  
Ms. Cornell            Yes  
Mr. Cruz                Yes  
Mr. Fleming            Yes  
Ms. Manning           Yes  
Dr. Pangallo            Yes  
Mayor Driscoll        Yes  
Motion carries 6-0

**Subcommittee Reports**

None mentioned

**School Committee Concerns and Resolutions**

**Adjournment**

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

Ms. Manning            Yes  
Mr. Fleming            Yes  
Mr. Cruz                Yes  
Dr. Pangallo            Yes  
Ms. Cornell            Yes  
Mayor Driscoll        Yes  
Motion carries 6-0. Meeting adjourned at 8:23pm

Respectfully submitted by,

*Jensen Frost*

Executive Administrative Assistant to Assistant Superintendent

**Salem School Committee  
Committee of the Whole Meeting Minutes  
Tuesday - February 15, 2022**

A Committee of the Whole (COW) meeting of the Salem School Committee was held on Tuesday, February 15, 2022 at 6:00pm using the Zoom platform.

**Members Present:** Mayor Kimberley Driscoll, Ms. Mary Manning, Ms. Amanda Campbell, Dr. Kristin Pangallo, Mr. Manny Cruz, Mr. Fleming and Ms. Beth Anne Cornell

**Members Absent:** None

**Others in Attendance:** Dr. Stephen Zrike, Kate Carbone, Mary DeLai, Chelsea Banks, Dr. Charlene Moske-Weber, Anna Martel, Dr. Sarah Moore, Dr. Clovene Campbell

**Call of Meeting to Order**

Mayor Driscoll calls the meeting to order at 6:02pm. She notes there is only one topic for the evening and identifies all committee members by name for the record as all members are in attendance this evening. Mayor Driscoll introduces the different folks who've joined the meeting and provides an overview of the meeting's intent regarding next steps in masking within the Salem Public Schools. She continues to provide an overview of the data provided by the district in terms of testing and vaccination. She turns the meeting over to Dr. Zrike ahead of the invited guests providing their thoughts on approaching the masking policy within the district.

**Discussion on mask mandate in Salem Public Schools**

Dr. Zrike makes mention of the data sent over to the committee ahead of this meeting. He notes the vaccine rates by school with a significant increase in the past months though it's noted the rates are not near the 80% threshold which was the target number DESE previously noted for mask lifting. He mentions the spike in cases following during the holiday season and following the season but seeing a decline in cases at this time. He mentions the reality of seeing cases increase following breaks and vacations but also knowing that a sense of normalcy is a desire throughout the community as fatigue for masking has set in. He turns it back to the mayor to hear from the invited guests.

Mayor Driscoll calls on Dr. Campbell to share thoughts, perspectives, and metrics that may be important when considering lifting masks being worn in schools. Dr. Campbell states the lifting of the masks mandate really means that masks are optional, not that they are not allowed. She notes that those who continue to wear their masks and those who choose to go optional if the mandate is lifted, should not be shamed for their decision. She mentions the data surrounding cases following a break and being mindful of the date of return and perhaps waiting two weeks following the vacation to consider lifting masking as a precaution upon return.

Mayor Driscoll calls upon Ms. Sara Moore, member of the Board of Health. She shares her role and brings her thoughts on masking noting it's a gray area and tough decision ahead for the committee. She mentions ideas of one-way masking, the quality of masking, and the equity standpoint of masking. She echoes ensuring having very clear metrics to guide the decision. She highlights schools being different than restaurants and gyms in the light that going to school is required and is not a choice. She notes the data surrounding the vaccination rates with concern for some schools only showing rates in the 30%. She mentions equity and access as a concern for safety if masking is lifted. Dr. Moore closes her thoughts mentioning the social emotional aspect of masking and notes that lifting the mask mandate will not repair the issues our community faces with mental health in regard to COVID-trauma.

Mayor Driscoll introduces Ms. Anna Martel, school psychologist to the discussion. Ms. Martel echoes Ms. Moore's reference to the lack of data that notes mental health as part of the distress and anxiety for students. From a social-emotional perspective she believes that removing the masks will benefit students as they will be able to view and understand facial social cues. She mentions the concern for students who seek the mask as a comfort to "hide behind," and noting we don't want to create a reliance on masks for those who find it as a tool to "hide." She notes students are resilient and can bounce back from masking and recognizes the need for increased vaccines but does support removing masks for the better of social-emotional needs.

Dr. Charlene Moske-Weber notes appreciation for every perspective shared this evening. She notes lifting the mask mandate will come with choice and respecting one another is important. She shares mitigation strategies that will need to be important such as hygiene, staying home when sick, etc. to help with staying healthy with the potential of removing masks. Dr. Moske-Weber raises the question of "when will this feel right?" and mentions everyone has been traumatized by COVID and normalcy needs to return when it feels right. She notes the data in Salem and recognizes the drop in cases. She mentions keeping an eye on the data and pivoting if needed in the future.

Mayor Driscoll comes back to the committee noting the data. She provides a synopsis of what the invited guests have said, mentioning perhaps not tying a specific date to the lift, hesitancy on the day after vacation, and what are the most important metrics to consider in making this decision. She mentions a few items to consider for the committee in terms of requesting more data or information from the district ahead of making the final decision.

Dr. Pangallo wanted to know if there was a plan to share the vaccine data for anyone watching and to note where families can see the latest case count metrics. Ms. Banks shares her screen with the vaccination changes between December 2021 and February 2022. Mayor Driscoll shares vaccination rates by grade level clusters. Dr. Pangallo notes the vaccination rates and numbers by ethnicity group. She notes the disproportionate metrics in the ethnic groups throughout the district.

Mr. Cruz notes the vaccination and case count metrics and what he would like to see in change when considering the mask removal. He notes that the governor's change does not need to go into effect on the 28th and we have the decision to make here. He notes the Bentley numbers are alarming and raising the numbers there for vaccination would need to change to increase his comfort with this change. He also mentions the student population within the district not yet eligible for vaccination and that those students would be at risk but could potentially put their siblings and family members at risk as well.

Dr. Pangallo notes there are three schools with student populations that are not eligible for vaccination and to keep that in mind when considering the next steps in the discussion.

Ms. Manning requests the slides being presented to the attendees for a longer time for folks to be able to view the metrics. She also notes the results from the family and staff survey regarding comfort of masking or removing and mentions the folks who did not want the masks removed and those who would like to wait a few weeks are withing seven votes of those who would like to remove the masks on 2/28/22. She notes previous meetings where the committee would look to the state guidelines and decisions and the department of education guidelines to help guide their decisions and this is now one where the committee will need to create guidance on their own. She notes considering a timeline to revisit metrics and consideration of the masking down the line.

She also mentions the concern of policing masking and which students are required to wear a mask or if their parents want them to wear a mask and how staff will enforce that process with a big change of removing masks. She also notes hesitancy for the February 28 date - if it were April vacation her thoughts would be different but with winter break, it's a concern.

Ms. Cornell echoes the concern brought up by Ms. Manning for teachers needing to monitor mask requirements for children versus those who are mask free. She notes the concern for putting another task on the plate for teachers. She also shares concern for vaccine rates at the elementary school level and the former threshold number being 80% and not one of the schools is even at 70%. Ms. Cornell wonders how to land on a decision based on metrics in terms of positivity rate and vaccination rate. She also questions the efficacy or one-way masking.

Dr. Pangallo responds to Ms. Cornell for masking noting the various percentages thrown around. She notes one-way masking will provide some protection but universal masking will be the most effective protection for the community. She also notes the need to have masks available in terms of equity and access as noted by Dr. Campbell. She shares a bar graph noting case counts and what "low case counts" mean today versus a month ago which are lower but they are still high when looking back in the fall and this time last year. She also identifies being equity driven in decision-making.

Mayor Driscoll notes the metrics being a driving factor for lifting the mandate but also being the driving factor in the event we do lift the mandate and need to return for masking if numbers and data drive into that direction.

Ms. Amanda Campbell notes a few areas of concern. First, having a set of metrics to reference, realizing that new variants may arise and knowing what works now may not work for a future variant. Second, how fine are we applying a mandate lift - are we to consider grading bands - K-8, or 9-12, or school specific etc. Third, noting the split vaccine eligibility across the district in terms of our youngest learners as well as the concern for students having younger unvaccinated siblings in their homes. The last component - universal/one-way masking and the concern for finding properly and consistently fitting masks for students.

Mayor Driscoll notes the current masking policy will remain through the 28th as that date will be the next time to discuss and make informed decisions on that date.

Mr. Fleming wonders if a policy would need to be universal or if we could adopt a policy in terms of age, school, grade level, etc. He also would like to hear the opinions of the unions - teacher and custodial. He also wants a clearer vision of where the parents are - he thinks expanding and analyzing data in that survey is important.

Ms. Cornell notes the mask mandate dropping on February 28th per the governor but questions athletics in terms of the MIAA noting it's the responsibility of school districts to inform other districts of what they are expected to do in terms of masking. Dr. Zrike notes there is a mask mandate in our school system and folks would be expected to wear masks. Ms. Cornell asks if there are away games that day and if students would be required to wear masks in a different district with perhaps a different policy. Dr. Zrike doesn't think there is a game that day but would look into that question.

Dr. Zrike notes the two slides shown tonight are now up on the SPS website under "COVID-19" for viewing.

Mayor Driscoll wraps up noting a desire to be thoughtful about coming to a decision regarding this issue, wanting metrics to tie our decision making to, wanting to know a bit more about masking efficacy and recognizing equity issues raised, and better understanding what the school district staff may consider with future variants and changes.

Dr. Pangallo extends gratitude for community members reaching out to the committee with their opinions and thoughts.

**Adjournment**

Mr. Cruz makes a motion to adjourn. Mr. Fleming seconded. A roll call vote was taken.

|                |     |
|----------------|-----|
| Ms. Campbell   | Yes |
| Ms. Cornell    | Yes |
| Mr. Cruz       | Yes |
| Mr. Fleming    | Yes |
| Ms. Manning    | Yes |
| Dr. Pangallo   | Yes |
| Mayor Driscoll | Yes |
| Motion carries | 7-0 |

The meeting ends at 7:02p.m.

Respectfully submitted by,

*Jensen Frost*

Executive Assistant to the Deputy Superintendent



We come together as one



to Conquer the World.



Smaller or bigger !!







# CERTIFICATE OF AWARD



This certificate is awarded to:

## Zoe Zohn

*HONORABLE MENTION – ELEMENTARY SCHOOL DIVISION*

“Peace Brings the World Together”  
Massachusetts Partnerships for Youth, Inc.  
Poster Project 2022

---

Margie Daniels, M.Ed., L.I.C.S.W.  
Executive Director  
Massachusetts Partnerships for Youth, Inc.

Salem Public Schools  
 SY 21/22 Personnel Report - Summary  
 November 1, 2021 - January 31, 2022

|  | ADMIN    |          | AFSCME   |          | NON UNION |           | PSRP     |           | TEACHER   |           | TOTAL     |           |
|--|----------|----------|----------|----------|-----------|-----------|----------|-----------|-----------|-----------|-----------|-----------|
|  | New Hire | Exited   | New Hire | Exited   | New Hire  | Exited    | New Hire | Exited    | New Hire  | Exited    | New Hire  | Exited    |
| Bates Elementary School                        |          |          |          |          | 1         | 2         |          | 1         | 1         |           | 2         | 3         |
| Bentley Academy School                         |          |          | 1        |          | 2         | 2         | 1        | 2         | 2         | 2         | 6         | 6         |
| Buildings & Grounds Department - District Wide |          |          |          |          |           |           |          |           |           |           | 0         | 0         |
| Carlton Innovation School                      |          |          |          |          |           |           |          |           |           |           | 0         | 0         |
| Central Administration                         | 1        | 1        |          |          |           | 1         |          |           |           |           | 1         | 2         |
| Collins Middle School                          |          |          |          |          |           |           | 1        | 1         | 2         | 5         | 3         | 6         |
| Daily Building Substitutes                     |          |          |          |          | 4         |           |          |           |           |           | 4         | 0         |
| District Wide                                  |          | 1        | 1        |          | 2         | 2         |          |           | 1         | 4         | 4         | 7         |
| Early Childhood Education                      |          |          |          |          |           |           | 1        |           |           |           | 1         | 0         |
| Food Service Department                        |          |          |          |          |           |           |          |           |           |           | 0         | 0         |
| Horace Mann School                             |          |          | 1        |          |           | 1         | 1        | 1         | 1         | 1         | 2         | 3         |
| New Liberty School                             |          |          |          |          |           | 1         |          |           |           |           | 0         | 1         |
| Nurse Department - District Wide               |          |          |          |          |           |           |          |           |           |           | 0         | 0         |
| PIC - District Wide                            |          |          |          |          |           |           |          |           |           |           | 0         | 0         |
| PPS Department - District Wide                 |          |          |          |          |           |           |          |           |           |           | 0         | 0         |
| Salem High School                              |          |          | 1        | 2        | 9         | 2         | 4        | 2         | 3         | 6         | 17        | 12        |
| Salem Prep School                              |          |          |          |          |           |           |          |           | 1         |           | 1         | 0         |
| Saltonstall School                             |          |          | 1        |          | 1         | 1         |          |           | 1         | 1         | 3         | 2         |
| Support Staff - District Wide                  |          |          |          |          |           |           |          |           |           |           | 0         | 0         |
| Transportation - District Wide                 |          |          |          |          |           |           |          |           |           |           | 0         | 0         |
| Witchcraft Heights School                      |          |          |          |          | 2         |           | 1        | 3         | 1         | 1         | 4         | 4         |
| <b>Total:</b>                                  | <b>1</b> | <b>2</b> | <b>5</b> | <b>2</b> | <b>21</b> | <b>12</b> | <b>8</b> | <b>10</b> | <b>13</b> | <b>20</b> | <b>48</b> | <b>46</b> |

\*Seven (7) of the nine (9) non-union hires at SHS were athletic coaches.

2/3/21 ~ Dave Turcotte, Interim Human Resources Manager

| SALEM PUBLIC SCHOOLS                       |  |
|--|--|
| Unfilled Positions as of February 15, 2022 |  |
| School                                     | Position   |
| Bates Elementary                           | Lunch Paraprofessional - Part-Time                             |
| Bates Elementary                           | Preschool Paraprofessional                                     |
| Bentley Academy Innovation School          | Building Based Substitute                                      |
| Bentley Academy Innovation School          | Instructional Paraprofessional                                 |
| Bentley Academy Innovation School          | Special Education Instructional Paraprofessional               |
| Carlton Innovation School                  | Speech and Language Pathologist, Long Term Substitute          |
| Collins Middle School                      | Bilingual School Adjustment Counselor                          |
| Collins Middle School                      | ELA Teacher (Grades 6-8)                                       |
| Collins Middle School                      | Middle School Health Teacher                                   |
| Collins Middle School                      | Middle School Science Teacher                                  |
| Collins Middle School                      | Paraprofessional - Special Education Instructional             |
| District Wide                              | Bus Driver   |
| District Wide                              | Coordinator of Out of School Time Programs                     |
| District Wide                              | Daily Substitute Teachers                                      |
| District Wide                              | Director of Social Emotional Learning, Culture & Climate       |
| District Wide                              | Elementary Tutors  |
| District Wide                              | Executive Director of Employee Engagement                      |
| District Wide                              | Float School Nurse   |
| District Wide                              | Nursing Assistants- Full Time Float Positions                  |
| District Wide                              | Part-Time Lunch Paraprofessional                               |
| District Wide                              | Recruitment Manager  |
| District Wide                              | School Psychologist  |
| District Wide                              | Senior Clerk Typist, Office of Teaching & Learning             |
| District Wide                              | Senior Clerk Typist, Special Education Department              |
| District Wide                              | Special Education 1:1 Intensive Instructional Paraprofessional |
| District Wide                              | Substitute Nurses, Per Diem                                    |
| Food Service Department                    | Cafeteria Helper - 15 Hours Per Week                           |
| Food Service Department                    | Cafeteria Helper - 19.5 Hours Per Week                         |
| Horace Mann Laboratory School              | .6 Building Substitute   |
| Horace Mann Laboratory School              | Preschool Paraprofessional                                     |
| New Liberty Innovation School              | Math Teacher   |
| Salem Early Childhood Center               | Paraprofessional - Intensive Instructional                     |
| Salem High School                          | College and Career Guidance Counselor - Long Term Substitute   |
| Salem High School                          | Interim Assistant Principal                                    |
| Salem High School                          | Medical Assisting Teacher (part-time)                          |
| Salem High School                          | Special Education High School Teacher – 1 Year Appointment     |
| Salem High School                          | Special Education Inclusion Teacher - Long-Term Substitute     |
| Salem High School                          | Special Education Intensive Instructional Paraprofessional     |
| Saltonstall School                         | Middle School Health Teacher                                   |
| Transportation                             | Clerk Typist, Transportation Office                            |
| Transportation                             | Crossing Guards (Part-time, 10 hours/week)                     |
| Transportation                             | School Bus Drivers- Substitute                                 |
| Transportation                             | School Bus Monitors - Substitute                               |
| Witchcraft Heights Elementary School       | Afterschool Tutor  |
| Witchcraft Heights Elementary School       | Building Substitute - 1 Year Appointment                       |
| Witchcraft Heights Elementary School       | Grade 5 Teacher Long Term Substitute                           |
| Witchcraft Heights Elementary School       | Paraprofessional - Bilingual - Long Term Substitute            |
| Witchcraft Heights Elementary School       | Special Education Instructional Paraprofessional               |

To: School Committee  
From: Stephen Zrike  
Date: February 28, 2022  
Re: School Calendar 2022-23 School Year

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School Committee Members,

In your packet you have copies of draft school calendars for the upcoming school year– Carlton, New Liberty, Salem Prep, Salem High, and the general calendar for the remainder of our schools. These draft calendars are modeled after the current school year (21-22) calendars. As you know, we have received some input and feedback from our community encouraging us to consider creating additional breaks/pauses in the calendar to support the physical and mental health of our students and staff. Below are three options that we have discussed and would like the School Committee to consider in making their final decision to adopt our school calendars for the 2022-23 school year.

- **Schedule a Halloween Break (Oct. 31<sup>st</sup>-Nov. 2<sup>nd</sup>):** This would allow for a pause after the busiest time of the year in Salem. With the inclusion of these dates, June 20<sup>th</sup> would be the last day of school.
- **Create a November Break (Nov. 7<sup>th</sup>-Nov. 11<sup>th</sup>):** During the week of Nov. 7<sup>th</sup>, we already have two student days off (election day and Veterans' Day). This would allow for a fall pause (after quarter 1) and take advantage of what is already a choppy week. This scenario will add three days to the school year on the general calendar and the last day of school would be scheduled for June 20<sup>th</sup>.
- **Extend our Winter Break (January 2<sup>nd</sup>-January 6<sup>th</sup>):** The winter break is shorter than normal this year and we have seen higher COVID case counts following the holidays. Additionally, attendance has generally been low in the days after winter break as many of our students travel outside the country and celebrate Día de Los Reyes on January 6<sup>th</sup>. If we made Dec. 23<sup>rd</sup> a school day and had no school during the first week of January, then the last day of school would be extended by three days until June 20<sup>th</sup>.

I plan to request a vote on the school calendar at our next scheduled session. Please let me know if you have any further questions in advance of this meeting.

Sincerely,



Dr. Stephen Zrike  
Superintendent of Schools



**Salem Public Schools**  
**BATES, BAIS, COLLINS, ECC, HMLS, SALTS, WHES**  
**2022 - 2023 School Calendar**

| AUGUST 2022 |    |    |    |    |    |    |
|-------------|----|----|----|----|----|----|
| S           | M  | T  | W  | Th | F  | S  |
|             | 1  | 2  | 3  | 4  | 5  | 6  |
| 7           | 8  | 9  | 10 | 11 | 12 | 13 |
| 14          | 15 | 16 | 17 | 18 | 19 | 20 |
| 21          | 22 | 23 | 24 | 25 | 26 | 27 |
| 28          | 29 | 30 | 31 |    |    |    |

| SEPTEMBER 2022 |    |    |    |    |    |    |
|----------------|----|----|----|----|----|----|
| S              | M  | T  | W  | Th | F  | S  |
|                |    |    |    | 1  | 2  | 3  |
| 4              | 5  | 6  | 7  | 8  | 9  | 10 |
| 11             | 12 | 13 | 14 | 15 | 16 | 17 |
| 18             | 19 | 20 | 21 | 22 | 23 | 24 |
| 25             | 26 | 27 | 28 | 29 | 30 |    |

| OCTOBER 2022 |    |    |    |    |    |    |
|--------------|----|----|----|----|----|----|
| S            | M  | T  | W  | Th | F  | S  |
|              |    |    |    |    |    | 1  |
| 2            | 3  | 4  | 5  | 6  | 7  | 8  |
| 9            | 10 | 11 | 12 | 13 | 14 | 15 |
| 16           | 17 | 18 | 19 | 20 | 21 | 22 |
| 23           | 24 | 25 | 26 | 27 | 28 | 29 |
| 30           | 31 |    |    |    |    |    |

| NOVEMBER 2022 |    |    |    |    |    |    |
|---------------|----|----|----|----|----|----|
| S             | M  | T  | W  | Th | F  | S  |
|               |    | 1  | 2  | 3  | 4  | 5  |
| 6             | 7  | 8  | 9  | 10 | 11 | 12 |
| 13            | 14 | 15 | 16 | 17 | 18 | 19 |
| 20            | 21 | 22 | 23 | 24 | 25 | 26 |
| 27            | 28 | 29 | 30 |    |    |    |

| DECEMBER 2022 |    |    |    |    |    |    |
|---------------|----|----|----|----|----|----|
| S             | M  | T  | W  | Th | F  | S  |
|               |    |    |    | 1  | 2  | 3  |
| 4             | 5  | 6  | 7  | 8  | 9  | 10 |
| 11            | 12 | 13 | 14 | 15 | 16 | 17 |
| 18            | 19 | 20 | 21 | 22 | 23 | 24 |
| 25            | 26 | 27 | 28 | 29 | 30 | 31 |

- August**
- 15-19 New Teacher Orientation
  - 23-25 – Professional Development Day (full)
  - 26 – No School
  - 29 – Professional Development Day (full)
  - 30 – First Day of School **Grades 1-8**

- September**
- 2 - No School
  - 5 – Labor Day
  - 6 - First Day of School **PK/Kindergarten**
  - 21 – Professional Development Day (half)

- October**
- 10 – Indigenous People’s Day
  - 19 - Professional Development Day (half)

- November**
- 8 – Professional Development Day (full)
  - 11 – Veterans’ Day
  - 23 – ½ day before Thanksgiving
  - 24-25 - Thanksgiving Break

- December**
- 7 - Professional Development Day (half)
  - 23 - 30 - Winter Break

- January**
- 2 – Winter Break
  - 16 – Dr. Martin L. King Day
  - 25 – Professional Development Day (half)

- February**
- 20-24 – February Vacation
  - 27 – Dominican Independence Day (school in session)

- March**
- 8 – Professional Development Day (half)
  - 22 – Professional Development Day (half)

- April**
- 7 – Good Friday
  - 17-21 - April Vacation

- May**
- 24 - Professional Development Day (half)
  - 29 - Memorial Day

- June**
- 12 – Last day of School (**PK/Kindergarten**)
  - 14 – Last day of School (**Grades 1-8**)
  - 19 – Juneteenth Independence Day

| JANUARY 2023 |    |    |    |    |    |    |
|--------------|----|----|----|----|----|----|
| S            | M  | T  | W  | Th | F  | S  |
| 1            | 2  | 3  | 4  | 5  | 6  | 7  |
| 8            | 9  | 10 | 11 | 12 | 13 | 14 |
| 15           | 16 | 17 | 18 | 19 | 20 | 21 |
| 22           | 23 | 24 | 25 | 26 | 27 | 28 |
| 29           | 30 | 31 |    |    |    |    |

| FEBRUARY 2023 |    |    |    |    |    |    |
|---------------|----|----|----|----|----|----|
| S             | M  | T  | W  | Th | F  | S  |
|               |    |    | 1  | 2  | 3  | 4  |
| 5             | 6  | 7  | 8  | 9  | 10 | 11 |
| 12            | 13 | 14 | 15 | 16 | 17 | 18 |
| 19            | 20 | 21 | 22 | 23 | 24 | 25 |
| 26            | 27 | 28 |    |    |    |    |

| MARCH 2023 |    |    |    |    |    |    |
|------------|----|----|----|----|----|----|
| S          | M  | T  | W  | Th | F  | S  |
|            |    |    | 1  | 2  | 3  | 4  |
| 5          | 6  | 7  | 8  | 9  | 10 | 11 |
| 12         | 13 | 14 | 15 | 16 | 17 | 18 |
| 19         | 20 | 21 | 22 | 23 | 24 | 25 |
| 26         | 27 | 28 | 29 | 30 | 31 |    |

| APRIL 2023 |    |    |    |    |    |    |
|------------|----|----|----|----|----|----|
| S          | M  | T  | W  | Th | F  | S  |
|            |    |    |    |    |    | 1  |
| 2          | 3  | 4  | 5  | 6  | 7  | 8  |
| 9          | 10 | 11 | 12 | 13 | 14 | 15 |
| 16         | 17 | 18 | 19 | 20 | 21 | 22 |
| 23         | 24 | 25 | 26 | 27 | 28 | 29 |
| 30         |    |    |    |    |    |    |

| MAY 2023 |    |    |    |    |    |    |
|----------|----|----|----|----|----|----|
| S        | M  | T  | W  | Th | F  | S  |
|          | 1  | 2  | 3  | 4  | 5  | 6  |
| 7        | 8  | 9  | 10 | 11 | 12 | 13 |
| 14       | 15 | 16 | 17 | 18 | 19 | 20 |
| 21       | 22 | 23 | 24 | 25 | 26 | 27 |
| 28       | 29 | 30 | 31 |    |    |    |

| JUNE 2023 |    |    |    |    |    |    |
|-----------|----|----|----|----|----|----|
| S         | M  | T  | W  | Th | F  | S  |
|           |    |    |    | 1  | 2  | 3  |
| 4         | 5  | 6  | 7  | 8  | 9  | 10 |
| 11        | 12 | 13 | 14 | 15 | 16 | 17 |
| 18        | 19 | 20 | 21 | 22 | 23 | 24 |
| 25        | 26 | 27 | 28 | 29 | 30 |    |

|  |  |  |   |
|--|--|--|---|
|  | First Day (Grades 1-8)                                 |  | Half Day: ½ day before holiday / Last day of school |
|  | Schools Closed: Holiday or Vacation                    |  | First Day of School (PreK & K)                      |
|  | Schools Closed: Staff Report, Professional Development |  | Last Day of School (PreK & K)                       |
|  | Half Day: Professional Development                     |  | Holidays/Observances – school in session            |



# Salem Public Schools **CARLTON INNOVATION SCHOOL** 2022 - 2023 School Calendar

| AUGUST 2022 |    |    |    |    |    |    |
|-------------|----|----|----|----|----|----|
| S           | M  | T  | W  | Th | F  | S  |
|             | 1  | 2  | 3  | 4  | 5  | 6  |
| 7           | 8  | 9  | 10 | 11 | 12 | 13 |
| 14          | 15 | 16 | 17 | 18 | 19 | 20 |
| 21          | 22 | 23 | 24 | 25 | 26 | 27 |
| 28          | 29 | 30 | 31 |    |    |    |

**August**

- 15-19 New Teacher Orientation
- 23-25 – Professional Development Day (full)
- 26 – No School
- 29 – First Day of School **Grades 1-5**

| JANUARY 2023 |    |    |    |    |    |    |
|--------------|----|----|----|----|----|----|
| S            | M  | T  | W  | Th | F  | S  |
| 1            | 2  | 3  | 4  | 5  | 6  | 7  |
| 8            | 9  | 10 | 11 | 12 | 13 | 14 |
| 15           | 16 | 17 | 18 | 19 | 20 | 21 |
| 22           | 23 | 24 | 25 | 26 | 27 | 28 |
| 29           | 30 | 31 |    |    |    |    |

**September**

- 1 – First Day of School **Kindergarten**
- 5 – Labor Day

| SEPTEMBER 2022 |    |    |    |    |    |    |
|----------------|----|----|----|----|----|----|
| S              | M  | T  | W  | Th | F  | S  |
|                |    |    |    | 1  | 2  | 3  |
| 4              | 5  | 6  | 7  | 8  | 9  | 10 |
| 11             | 12 | 13 | 14 | 15 | 16 | 17 |
| 18             | 19 | 20 | 21 | 22 | 23 | 24 |
| 25             | 26 | 27 | 28 | 29 | 30 |    |

**October**

- 10 – Indigenous People's Day
- 19 - Professional Development Day (half)

| FEBRUARY 2023 |    |    |    |    |    |    |
|---------------|----|----|----|----|----|----|
| S             | M  | T  | W  | Th | F  | S  |
|               |    |    | 1  | 2  | 3  | 4  |
| 5             | 6  | 7  | 8  | 9  | 10 | 11 |
| 12            | 13 | 14 | 15 | 16 | 17 | 18 |
| 19            | 20 | 21 | 22 | 23 | 24 | 25 |
| 26            | 27 | 28 |    |    |    |    |

**November**

- 1 – Professional Development Day (full)
- 11 – Veterans' Day
- 18 – ½ day Transition Day
- 23 – ½ day before Thanksgiving
- 24-25 - Thanksgiving Break

| OCTOBER 2022 |    |    |    |    |    |    |
|--------------|----|----|----|----|----|----|
| S            | M  | T  | W  | Th | F  | S  |
|              |    |    |    |    |    | 1  |
| 2            | 3  | 4  | 5  | 6  | 7  | 8  |
| 9            | 10 | 11 | 12 | 13 | 14 | 15 |
| 16           | 17 | 18 | 19 | 20 | 21 | 22 |
| 23           | 24 | 25 | 26 | 27 | 28 | 29 |
| 30           | 31 |    |    |    |    |    |

**December**

- 7 - Professional Development Day (half)
- 23 - 30 - Winter Break

| MARCH 2023 |    |    |    |    |    |    |
|------------|----|----|----|----|----|----|
| S          | M  | T  | W  | Th | F  | S  |
|            |    |    | 1  | 2  | 3  | 4  |
| 5          | 6  | 7  | 8  | 9  | 10 | 11 |
| 12         | 13 | 14 | 15 | 16 | 17 | 18 |
| 19         | 20 | 21 | 22 | 23 | 24 | 25 |
| 26         | 27 | 28 | 29 | 30 | 31 |    |

**January**

- 2 – Winter Break
- 16 – Dr. Martin L. King Day
- 25 – Professional Development Day (half)

| NOVEMBER 2022 |    |    |    |    |    |    |
|---------------|----|----|----|----|----|----|
| S             | M  | T  | W  | Th | F  | S  |
|               |    | 1  | 2  | 3  | 4  | 5  |
| 6             | 7  | 8  | 9  | 10 | 11 | 12 |
| 13            | 14 | 15 | 16 | 17 | 18 | 19 |
| 20            | 21 | 22 | 23 | 24 | 25 | 26 |
| 27            | 28 | 29 | 30 |    |    |    |

**February**

- 20-24 – February Vacation
- 27 – Dominican Independence Day (school in session)

| APRIL 2023 |    |    |    |    |    |    |
|------------|----|----|----|----|----|----|
| S          | M  | T  | W  | Th | F  | S  |
|            |    |    |    |    |    | 1  |
| 2          | 3  | 4  | 5  | 6  | 7  | 8  |
| 9          | 10 | 11 | 12 | 13 | 14 | 15 |
| 16         | 17 | 18 | 19 | 20 | 21 | 22 |
| 23         | 24 | 25 | 26 | 27 | 28 | 29 |
| 30         |    |    |    |    |    |    |

**March**

- 8 – ½ day Transition Day
- 22 – ½ day Parent/Teacher conferences

| DECEMBER 2022 |    |    |    |    |    |    |
|---------------|----|----|----|----|----|----|
| S             | M  | T  | W  | Th | F  | S  |
|               |    |    |    | 1  | 2  | 3  |
| 4             | 5  | 6  | 7  | 8  | 9  | 10 |
| 11            | 12 | 13 | 14 | 15 | 16 | 17 |
| 18            | 19 | 20 | 21 | 22 | 23 | 24 |
| 25            | 26 | 27 | 28 | 29 | 30 | 31 |

**April**

- 7 – Good Friday
- 17-21 – April Vacation

| MAY 2023 |    |    |    |    |    |    |
|----------|----|----|----|----|----|----|
| S        | M  | T  | W  | Th | F  | S  |
|          | 1  | 2  | 3  | 4  | 5  | 6  |
| 7        | 8  | 9  | 10 | 11 | 12 | 13 |
| 14       | 15 | 16 | 17 | 18 | 19 | 20 |
| 21       | 22 | 23 | 24 | 25 | 26 | 27 |
| 28       | 29 | 30 | 31 |    |    |    |

**May**

- 24 – Professional Development Day (half)
- 29 - Memorial Day

**June**

- 5 – Transition Day (full)
- 9 – Last day of School **Kindergarten**
- 13 – Last day of School **Grades 1-5**
- 19 – Juneteenth Independence Day

| JUNE 2023 |    |    |    |    |    |    |
|-----------|----|----|----|----|----|----|
| S         | M  | T  | W  | Th | F  | S  |
|           |    |    |    | 1  | 2  | 3  |
| 4         | 5  | 6  | 7  | 8  | 9  | 10 |
| 11        | 12 | 13 | 14 | 15 | 16 | 17 |
| 18        | 19 | 20 | 21 | 22 | 23 | 24 |
| 25        | 26 | 27 | 28 | 29 | 30 |    |

|  |  |  |   |
|--|--|--|---|
|  | First Day ( <b>Grades 1-5</b> )                        |  | Half Day: ½ day before holiday / Last day of school |
|  | Schools Closed: Holiday or Vacation                    |  | First Day of School <b>Kindergarten</b>             |
|  | Schools Closed: Staff Report, Professional Development |  | Last Day of School <b>Kindergarten</b>              |
|  | Half Day: Professional Development                     |  | Holidays/Observances – school in session            |



# Salem Public Schools

## NEW LIBERTY INNOVATION SCHOOL

### 2022 - 2023 School Calendar

| AUGUST 2022 |    |    |    |    |    |    |
|-------------|----|----|----|----|----|----|
| S           | M  | T  | W  | Th | F  | S  |
|             | 1  | 2  | 3  | 4  | 5  | 6  |
| 7           | 8  | 9  | 10 | 11 | 12 | 13 |
| 14          | 15 | 16 | 17 | 18 | 19 | 20 |
| 21          | 22 | 23 | 24 | 25 | 26 | 27 |
| 28          | 29 | 30 | 31 |    |    |    |

| SEPTEMBER 2022 |    |    |    |    |    |    |
|----------------|----|----|----|----|----|----|
| S              | M  | T  | W  | Th | F  | S  |
|                |    |    |    | 1  | 2  | 3  |
| 4              | 5  | 6  | 7  | 8  | 9  | 10 |
| 11             | 12 | 13 | 14 | 15 | 16 | 17 |
| 18             | 19 | 20 | 21 | 22 | 23 | 24 |
| 25             | 26 | 27 | 28 | 29 | 30 |    |

| OCTOBER 2022 |    |    |    |    |    |    |
|--------------|----|----|----|----|----|----|
| S            | M  | T  | W  | Th | F  | S  |
|              |    |    |    |    |    | 1  |
| 2            | 3  | 4  | 5  | 6  | 7  | 8  |
| 9            | 10 | 11 | 12 | 13 | 14 | 15 |
| 16           | 17 | 18 | 19 | 20 | 21 | 22 |
| 23           | 24 | 25 | 26 | 27 | 28 | 29 |
| 30           | 31 |    |    |    |    |    |

| NOVEMBER 2022 |    |    |    |    |    |    |
|---------------|----|----|----|----|----|----|
| S             | M  | T  | W  | Th | F  | S  |
|               |    | 1  | 2  | 3  | 4  | 5  |
| 6             | 7  | 8  | 9  | 10 | 11 | 12 |
| 13            | 14 | 15 | 16 | 17 | 18 | 19 |
| 20            | 21 | 22 | 23 | 24 | 25 | 26 |
| 27            | 28 | 29 | 30 |    |    |    |

| DECEMBER 2022 |    |    |    |    |    |    |
|---------------|----|----|----|----|----|----|
| S             | M  | T  | W  | Th | F  | S  |
|               |    |    |    | 1  | 2  | 3  |
| 4             | 5  | 6  | 7  | 8  | 9  | 10 |
| 11            | 12 | 13 | 14 | 15 | 16 | 17 |
| 18            | 19 | 20 | 21 | 22 | 23 | 24 |
| 25            | 26 | 27 | 28 | 29 | 30 | 31 |

**August**

- 15-19 New Teacher Orientation
- 23-25 – Professional Development Day (full)
- 26 – No School
- 29 – Professional Development Day (full)
- 30 – First Day of School
- 31 – Professional Development (early release)

**September**

- 2 - No School
- 5 – Labor Day
- 7, 14, 21, 28 – Professional Development (early release)

**October**

- 10 – Indigenous People's Day
- 5, 12, 19, 26 - Professional Development (early release)

**November**

- 8 – Professional Development Day (full)
- 11 – Veterans' Day
- 23 – ½ day before Thanksgiving
- 24-25 - Thanksgiving Break
- 2, 9, 16, 30 – Professional Development (early release)

**December**

- 7, 14, 21 - Professional Development (early release)
- 23 - 30 - Winter Break

**January**

- 2 – Winter Break
- 16 – Dr. Martin L. King Day
- 4, 11, 18, 25 – Professional Development (early release)

**February**

- 1, 8, 15 – Professional Development (early release)
- 20-24 – February Vacation
- 27 – Dominican Independence Day (school in session)

**March**

- 1, 8, 15, 22, 29 – Professional Development (early release)

**April**

- 5, 12, 26 – Professional Development (early release)
- 7 – Good Friday
- 17-21 - April Vacation

**May**

- 3, 10, 17, 24, 31 - Professional Development Day (early release)
- 29 - Memorial Day

**June**

- 7 – Professional Development (early release)
- 14 – Last day of School
- 19 – Juneteenth Independence Day

| JANUARY 2023 |    |    |    |    |    |    |
|--------------|----|----|----|----|----|----|
| S            | M  | T  | W  | Th | F  | S  |
| 1            | 2  | 3  | 4  | 5  | 6  | 7  |
| 8            | 9  | 10 | 11 | 12 | 13 | 14 |
| 15           | 16 | 17 | 18 | 19 | 20 | 21 |
| 22           | 23 | 24 | 25 | 26 | 27 | 28 |
| 29           | 30 | 31 |    |    |    |    |

| FEBRUARY 2023 |    |    |    |    |    |    |
|---------------|----|----|----|----|----|----|
| S             | M  | T  | W  | Th | F  | S  |
|               |    |    | 1  | 2  | 3  | 4  |
| 5             | 6  | 7  | 8  | 9  | 10 | 11 |
| 12            | 13 | 14 | 15 | 16 | 17 | 18 |
| 19            | 20 | 21 | 22 | 23 | 24 | 25 |
| 26            | 27 | 28 |    |    |    |    |

| MARCH 2023 |    |    |    |    |    |    |
|------------|----|----|----|----|----|----|
| S          | M  | T  | W  | Th | F  | S  |
|            |    |    | 1  | 2  | 3  | 4  |
| 5          | 6  | 7  | 8  | 9  | 10 | 11 |
| 12         | 13 | 14 | 15 | 16 | 17 | 18 |
| 19         | 20 | 21 | 22 | 23 | 24 | 25 |
| 26         | 27 | 28 | 29 | 30 | 31 |    |

| APRIL 2023 |    |    |    |    |    |    |
|------------|----|----|----|----|----|----|
| S          | M  | T  | W  | Th | F  | S  |
|            |    |    |    |    |    | 1  |
| 2          | 3  | 4  | 5  | 6  | 7  | 8  |
| 9          | 10 | 11 | 12 | 13 | 14 | 15 |
| 16         | 17 | 18 | 19 | 20 | 21 | 22 |
| 23         | 24 | 25 | 26 | 27 | 28 | 29 |
| 30         |    |    |    |    |    |    |

| MAY 2023 |    |    |    |    |    |    |
|----------|----|----|----|----|----|----|
| S        | M  | T  | W  | Th | F  | S  |
|          | 1  | 2  | 3  | 4  | 5  | 6  |
| 7        | 8  | 9  | 10 | 11 | 12 | 13 |
| 14       | 15 | 16 | 17 | 18 | 19 | 20 |
| 21       | 22 | 23 | 24 | 25 | 26 | 27 |
| 28       | 29 | 30 | 31 |    |    |    |

| JUNE 2023 |    |    |    |    |    |    |
|-----------|----|----|----|----|----|----|
| S         | M  | T  | W  | Th | F  | S  |
|           |    |    |    | 1  | 2  | 3  |
| 4         | 5  | 6  | 7  | 8  | 9  | 10 |
| 11        | 12 | 13 | 14 | 15 | 16 | 17 |
| 18        | 19 | 20 | 21 | 22 | 23 | 24 |
| 25        | 26 | 27 | 28 | 29 | 30 |    |

|  |  |
|--|--|
|  | First Day of School                                    |
|  | Schools Closed: Holiday or Vacation                    |
|  | Schools Closed: Staff Report, Professional Development |
|  | Half Day: Professional Development                     |
|  | Half Day: ½ day before holiday / Last day of school    |
|  | Holidays/Observances – school in session               |

# SALEM PUBLIC SCHOOLS

## SALEM HIGH SCHOOL

### 2022-2023 SCHOOL CALENDAR

| AUGUST 2022 |    |    |    |    |    |    |
|-------------|----|----|----|----|----|----|
| S           | M  | T  | W  | Th | F  | S  |
|             | 1  | 2  | 3  | 4  | 5  | 6  |
| 7           | 8  | 9  | 10 | 11 | 12 | 13 |
| 14          | 15 | 16 | 17 | 18 | 19 | 20 |
| 21          | 22 | 23 | 24 | 25 | 26 | 27 |
| 28          | 29 | 30 | 31 |    |    |    |

| SEPTEMBER 2022 |    |    |    |    |    |    |
|----------------|----|----|----|----|----|----|
| S              | M  | T  | W  | Th | F  | S  |
|                |    |    |    | 1  | 2  | 3  |
| 4              | 5  | 6  | 7  | 8  | 9  | 10 |
| 11             | 12 | 13 | 14 | 15 | 16 | 17 |
| 18             | 19 | 20 | 21 | 22 | 23 | 24 |
| 25             | 26 | 27 | 28 | 29 | 30 |    |

| OCTOBER 2022 |    |    |    |    |    |    |
|--------------|----|----|----|----|----|----|
| S            | M  | T  | W  | Th | F  | S  |
|              |    |    |    |    |    | 1  |
| 2            | 3  | 4  | 5  | 6  | 7  | 8  |
| 9            | 10 | 11 | 12 | 13 | 14 | 15 |
| 16           | 17 | 18 | 19 | 20 | 21 | 22 |
| 23           | 24 | 25 | 26 | 27 | 28 | 29 |
| 30           | 31 |    |    |    |    |    |

| NOVEMBER 2022 |    |    |    |    |    |    |
|---------------|----|----|----|----|----|----|
| S             | M  | T  | W  | Th | F  | S  |
|               |    | 1  | 2  | 3  | 4  | 5  |
| 6             | 7  | 8  | 9  | 10 | 11 | 12 |
| 13            | 14 | 15 | 16 | 17 | 18 | 19 |
| 20            | 21 | 22 | 23 | 24 | 25 | 26 |
| 27            | 28 | 29 | 30 |    |    |    |

| DECEMBER 2022 |    |    |    |    |    |    |
|---------------|----|----|----|----|----|----|
| S             | M  | T  | W  | Th | F  | S  |
|               |    |    |    | 1  | 2  | 3  |
| 4             | 5  | 6  | 7  | 8  | 9  | 10 |
| 11            | 12 | 13 | 14 | 15 | 16 | 17 |
| 18            | 19 | 20 | 21 | 22 | 23 | 24 |
| 25            | 26 | 27 | 28 | 29 | 30 | 31 |

|  |
|--|
| First Day of School                                    |
| Schools Closed: Holiday or Vacation                    |
| Schools Closed: Staff Report, Professional Development |
| Half Day: Professional Development                     |
| Half Day: ½ day before holiday / Last day of school    |
| Holidays/Observances – school in session               |
| Parent Conferences - Evening                           |
| Parent Conferences - Afternoon                         |

August

- 15-19 New Teacher Orientation
  - 23-25 – Professional Development Day (full)
  - 24 - Scheduling Arena Day
  - 26 – No School
  - 29 – Professional Development Day (full)
  - 30 – First Day of School
- September**
- 2 - No School
  - 5 – Labor Day
  - 21 – Professional Development Day (half)
  - 22 - Meet the Teacher Night 6:00 pm
- October**
- 4- Mid Quarter for Quarter 1
  - 5 - Professional Dev. Day **SHS Only** (half)
  - 10 – Indigenous People’s Day
  - 12- PSATs
  - 13 - Progress Reports Posted
  - 19 - Professional Development Day (half)
  - 20- Parent Conferences 2:40-3:35pm
- November**
- 8 – Professional Development Day (full)
  - 9 & 10 - ELA MCAS Retakes
  - 10 - End of Quarter 1
  - 11 – Veterans’ Day
  - 15-16 - Math MCAS Retakes
  - 21 - Report Cards Posted
  - 23 – ½ day before Thanksgiving
  - 24-25 - Thanksgiving Break
  - 30 - Professional Dev. Day **SHS Only** (half)
- December**
- 1 - Parent Teacher Conferences 6:00 -8:00pm
  - 7 - Professional Development Day (half)
  - 15 - Mid Quarter for Quarter 2
  - 22 - Progress Reports Posted
  - 23 - 30 - Winter Break
- January**
- 2 – Winter Break
  - 10 & 11 - Access Testing (2hr delay non-testers)
  - 16 – Dr. Martin L. King Day
  - 25 – Professional Development Day (half)
  - 27 - End of Quarter 2
- February**
- 3 - Report Cards Posted
  - 8 - Parent Conferences 2:40-3:35 pm
  - 15 - Professional Dev. Day **SHS Only** (half)
  - 20-24 – February Vacation
  - 27 – Dominican Independence Day (school in session)
- March**
- 8 – Professional Development Day (half)
  - 10 - Mid Quarter Quarter 3
  - 17 - Progress Reports Posted
  - 22 – Professional Development Day (half)
  - 23 Parent Conferences 2:40-3:35 pm
  - 28 & 29 - ELA MCAS
- April**
- 6 - End of Quarter 3
  - 7 – Good Friday
  - 12 - Professional Dev. Day **SHS Only** (half)
  - 14 - Report Cards Posted
  - 17-21 - April Vacation
  - 27 - Parent Conferences 6:00 - 8:00pm
- May**
- 3 - Professional Dev. Day **SHS Only** (half)
  - 12 - Mid Quarter Quarter 4
  - 16 & 17 - Math MCAS
  - 19 - Progress Reports Posted
  - 24 - Professional Development Day (half)
  - 29 - Memorial Day

June

- 2 - Graduation
- 6 & 7 Science MCAS
- 14 – Last day of School
- 19 – Juneteenth Independence Day
- 20 - Report Cards Posted

| JANUARY 2023 |    |    |    |    |    |    |
|--------------|----|----|----|----|----|----|
| S            | M  | T  | W  | Th | F  | S  |
| 1            | 2  | 3  | 4  | 5  | 6  | 7  |
| 8            | 9  | 10 | 11 | 12 | 13 | 14 |
| 15           | 16 | 17 | 18 | 19 | 20 | 21 |
| 22           | 23 | 24 | 25 | 26 | 27 | 28 |
| 29           | 30 | 31 |    |    |    |    |

| FEBRUARY 2023 |    |    |    |    |    |    |
|---------------|----|----|----|----|----|----|
| S             | M  | T  | W  | Th | F  | S  |
|               |    |    | 1  | 2  | 3  | 4  |
| 5             | 6  | 7  | 8  | 9  | 10 | 11 |
| 12            | 13 | 14 | 15 | 16 | 17 | 18 |
| 19            | 20 | 21 | 22 | 23 | 24 | 25 |
| 26            | 27 | 28 |    |    |    |    |

| MARCH 2023 |    |    |    |    |    |    |
|------------|----|----|----|----|----|----|
| S          | M  | T  | W  | Th | F  | S  |
|            |    |    | 1  | 2  | 3  | 4  |
| 5          | 6  | 7  | 8  | 9  | 10 | 11 |
| 12         | 13 | 14 | 15 | 16 | 17 | 18 |
| 19         | 20 | 21 | 22 | 23 | 24 | 25 |
| 26         | 27 | 28 | 29 | 30 | 31 |    |

| APRIL 2023 |    |    |    |    |    |    |
|------------|----|----|----|----|----|----|
| S          | M  | T  | W  | Th | F  | S  |
|            |    |    |    |    |    | 1  |
| 2          | 3  | 4  | 5  | 6  | 7  | 8  |
| 9          | 10 | 11 | 12 | 13 | 14 | 15 |
| 16         | 17 | 18 | 19 | 20 | 21 | 22 |
| 23         | 24 | 25 | 26 | 27 | 28 | 29 |
| 30         |    |    |    |    |    |    |

| MAY 2023 |    |    |    |    |    |    |
|----------|----|----|----|----|----|----|
| S        | M  | T  | W  | Th | F  | S  |
|          | 1  | 2  | 3  | 4  | 5  | 6  |
| 7        | 8  | 9  | 10 | 11 | 12 | 13 |
| 14       | 15 | 16 | 17 | 18 | 19 | 20 |
| 21       | 22 | 23 | 24 | 25 | 26 | 27 |
| 28       | 29 | 30 | 31 |    |    |    |

| JUNE 2023 |    |    |    |    |    |    |
|-----------|----|----|----|----|----|----|
| S         | M  | T  | W  | Th | F  | S  |
|           |    |    |    | 1  | 2  | 3  |
| 4         | 5  | 6  | 7  | 8  | 9  | 10 |
| 11        | 12 | 13 | 14 | 15 | 16 | 17 |
| 18        | 19 | 20 | 21 | 22 | 23 | 24 |
| 25        | 26 | 27 | 28 | 29 | 30 |    |



# SALEM PUBLIC SCHOOLS

## SALEM PREP HIGH SCHOOL

### 2022-2023 SCHOOL CALENDAR

| AUGUST 2022 |    |    |    |    |    |    |
|-------------|----|----|----|----|----|----|
| S           | M  | T  | W  | Th | F  | S  |
|             | 1  | 2  | 3  | 4  | 5  | 6  |
| 7           | 8  | 9  | 10 | 11 | 12 | 13 |
| 14          | 15 | 16 | 17 | 18 | 19 | 20 |
| 21          | 22 | 23 | 24 | 25 | 26 | 27 |
| 28          | 29 | 30 | 31 |    |    |    |

| SEPTEMBER 2022 |    |    |    |    |    |    |
|----------------|----|----|----|----|----|----|
| S              | M  | T  | W  | Th | F  | S  |
|                |    |    |    | 1  | 2  | 3  |
| 4              | 5  | 6  | 7  | 8  | 9  | 10 |
| 11             | 12 | 13 | 14 | 15 | 16 | 17 |
| 18             | 19 | 20 | 21 | 22 | 23 | 24 |
| 25             | 26 | 27 | 28 | 29 | 30 |    |

| OCTOBER 2022 |    |    |    |    |    |    |
|--------------|----|----|----|----|----|----|
| S            | M  | T  | W  | Th | F  | S  |
|              |    |    |    |    |    | 1  |
| 2            | 3  | 4  | 5  | 6  | 7  | 8  |
| 9            | 10 | 11 | 12 | 13 | 14 | 15 |
| 16           | 17 | 18 | 19 | 20 | 21 | 22 |
| 23           | 24 | 25 | 26 | 27 | 28 | 29 |
| 30           | 31 |    |    |    |    |    |

| NOVEMBER 2022 |    |    |    |    |    |    |
|---------------|----|----|----|----|----|----|
| S             | M  | T  | W  | Th | F  | S  |
|               |    | 1  | 2  | 3  | 4  | 5  |
| 6             | 7  | 8  | 9  | 10 | 11 | 12 |
| 13            | 14 | 15 | 16 | 17 | 18 | 19 |
| 20            | 21 | 22 | 23 | 24 | 25 | 26 |
| 27            | 28 | 29 | 30 |    |    |    |

| DECEMBER 2022 |    |    |    |    |    |    |
|---------------|----|----|----|----|----|----|
| S             | M  | T  | W  | Th | F  | S  |
|               |    |    |    | 1  | 2  | 3  |
| 4             | 5  | 6  | 7  | 8  | 9  | 10 |
| 11            | 12 | 13 | 14 | 15 | 16 | 17 |
| 18            | 19 | 20 | 21 | 22 | 23 | 24 |
| 25            | 26 | 27 | 28 | 29 | 30 | 31 |

|  |
|--|
| First Day of School                                    |
| Schools Closed: Holiday or Vacation                    |
| Schools Closed: Staff Report, Professional Development |
| Half Day: Professional Development                     |
| Half Day: ½ day before holiday / Last day of school    |
| Holidays/Observances – school in session               |
| Parent Conferences - Evening                           |
| Parent Conferences - Afternoon                         |

- 15-19 New Teacher Orientation
  - 23-25 – Professional Development Day (full)
  - 24 - Scheduling Arena Day
  - 26 – No School
  - 29 – Professional Development Day (full)
  - 30 – First Day of School
- September**
- 2 - No School
  - 5 – Labor Day
  - 21 – Professional Development Day (half)
  - 22 - Meet the Teacher Night 6:00 pm
- October**
- 4- Mid Quarter - Quarter 1
  - 5 - Professional Dev. Day (half)
  - 10 – Indigenous People’s Day
  - 12- PSATs
  - 13 - Progress Reports Posted
  - 19 - Professional Development Day (half)
  - 20- Parent Conferences 2:40-3:35pm
- November**
- 8 – Professional Development Day (full)
  - 9 & 10 - ELA MCAS Retakes
  - 10 - End of Quarter 1
  - 11 – Veterans’ Day
  - 15-16 - Math MCAS Retakes
  - 21 - Report Cards Posted
  - 23 – ½ day before Thanksgiving
  - 24-25 - Thanksgiving Break
  - 30 - Professional Dev. Day (half)
- December**
- 1 - Parent Teacher Conferences 6:00 -8:00pm
  - 7 - Professional Development Day (half)
  - 15 - Mid Quarter - Quarter 2
  - 22 - Progress Reports Posted
  - 23 - 30 - Winter Break
- January**
- 2 – Winter Break
  - 10 & 11 - Access Testing (2hr delay non-testers)
  - 16 – Dr. Martin L. King Day
  - 25 – Professional Development Day (half)
  - 27 - End of Quarter 2
- February**
- 3 - Report Cards Posted
  - 8 - Parent Conferences 2:40-3:35 pm
  - 15 - Professional Dev. Day (half)
  - 20-24 – February Vacation
  - 27 – Dominican Independence Day (school in session)
- March**
- 8 – Professional Development Day (half)
  - 10 - Mid Quarter - Quarter 3
  - 17 - Progress Reports Posted
  - 22 – Professional Development Day (half)
  - 23 Parent Conferences 2:40-3:35 pm
  - 28 & 29 - ELA MCAS
- April**
- 6 - End of Quarter 3
  - 7 – Good Friday
  - 12 - Professional Dev. Day (half)
  - 14 - Report Cards Posted
  - 17-21 - April Vacation
  - 27 - Parent Conferences 6:00 - 8:00pm
- May**
- 3 - Professional Dev. Day (half)
  - 12 - Mid Quarter - Quarter 4
  - 16 & 17 - Math MCAS
  - 19 - Progress Reports Posted
  - 24 - Professional Development Day (half)
  - 29 - Memorial Day

- June**
- 1 - Graduation
  - 6 & 7 Science MCAS
  - 14 – Last day of School
  - 19 – Juneteenth Independence Day
  - 20 - Report Cards Posted

| JANUARY 2023 |    |    |    |    |    |    |
|--------------|----|----|----|----|----|----|
| S            | M  | T  | W  | Th | F  | S  |
| 1            | 2  | 3  | 4  | 5  | 6  | 7  |
| 8            | 9  | 10 | 11 | 12 | 13 | 14 |
| 15           | 16 | 17 | 18 | 19 | 20 | 21 |
| 22           | 23 | 24 | 25 | 26 | 27 | 28 |
| 29           | 30 | 31 |    |    |    |    |

| FEBRUARY 2023 |    |    |    |    |    |    |
|---------------|----|----|----|----|----|----|
| S             | M  | T  | W  | Th | F  | S  |
|               |    |    | 1  | 2  | 3  | 4  |
| 5             | 6  | 7  | 8  | 9  | 10 | 11 |
| 12            | 13 | 14 | 15 | 16 | 17 | 18 |
| 19            | 20 | 21 | 22 | 23 | 24 | 25 |
| 26            | 27 | 28 |    |    |    |    |

| MARCH 2023 |    |    |    |    |    |    |
|------------|----|----|----|----|----|----|
| S          | M  | T  | W  | Th | F  | S  |
|            |    |    | 1  | 2  | 3  | 4  |
| 5          | 6  | 7  | 8  | 9  | 10 | 11 |
| 12         | 13 | 14 | 15 | 16 | 17 | 18 |
| 19         | 20 | 21 | 22 | 23 | 24 | 25 |
| 26         | 27 | 28 | 29 | 30 | 31 |    |

| APRIL 2023 |    |    |    |    |    |    |
|------------|----|----|----|----|----|----|
| S          | M  | T  | W  | Th | F  | S  |
|            |    |    |    |    |    | 1  |
| 2          | 3  | 4  | 5  | 6  | 7  | 8  |
| 9          | 10 | 11 | 12 | 13 | 14 | 15 |
| 16         | 17 | 18 | 19 | 20 | 21 | 22 |
| 23         | 24 | 25 | 26 | 27 | 28 | 29 |
| 30         |    |    |    |    |    |    |

| MAY 2023 |    |    |    |    |    |    |
|----------|----|----|----|----|----|----|
| S        | M  | T  | W  | Th | F  | S  |
|          | 1  | 2  | 3  | 4  | 5  | 6  |
| 7        | 8  | 9  | 10 | 11 | 12 | 13 |
| 14       | 15 | 16 | 17 | 18 | 19 | 20 |
| 21       | 22 | 23 | 24 | 25 | 26 | 27 |
| 28       | 29 | 30 | 31 |    |    |    |

| JUNE 2023 |    |    |    |    |    |    |
|-----------|----|----|----|----|----|----|
| S         | M  | T  | W  | Th | F  | S  |
|           |    |    |    | 1  | 2  | 3  |
| 4         | 5  | 6  | 7  | 8  | 9  | 10 |
| 11        | 12 | 13 | 14 | 15 | 16 | 17 |
| 18        | 19 | 20 | 21 | 22 | 23 | 24 |
| 25        | 26 | 27 | 28 | 29 | 30 |    |

August

# Field Trip Request Form - Salem Public Schools

Last Updated June 7, 2017

**Directions:** All teachers and others 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  |  |  |                    |             |
|---|--|--|--------------------|-------------|
| Name of School  | Salem High School  | Date of Request  | Date of Field Trip |             |
| Coordinator   | John W. Sumner, Sgt Maj  | March 25, 2022   | March 26, 2022     |             |
| Coordinator Contact Info  | Phone: 978-430-5473<br>Email: jsumner@salemk12.org                                 | Total Number of Students   | Departure Time     | Return Time |
| Grade Level(s)  | 9-11   | 6  | 0700               | 1800        |
| Destination<br><small>Please identify that, place AND the specific location and address for the trip.</small> | Halsey Health & Public Safety Academy<br><br>641 South Street, Elizabeth, NJ 07202 | Location and Duration  |                    |             |
|   |  | <input type="checkbox"/> Local trip within Salem/North Shore<br><input type="checkbox"/> In-state – within MA<br><input checked="" type="checkbox"/> Out of state – travel to another state<br><input checked="" type="checkbox"/> Within the normal school day<br><input checked="" type="checkbox"/> Beyond normal school hours<br><input type="checkbox"/> Overnight trip |                    |             |

| II. Learning and Accessibility   |   |
|--|---|
| Instructional Alignment  | Accessibility and Inclusion for All Students  |
| X Alignment: The trip is aligned to standards<br>X Preparation Plan: Students will be prepared for trip<br>X Post-Trip Plan: Students will synthesize learning<br><u>Comments:</u> | X I understand district policy that all students have access to field trips<br>X I will ensure that all students (e.g., students with disabilities, English language learners, etc.) have the appropriate supports they need for trip<br><u>Comments:</u> |

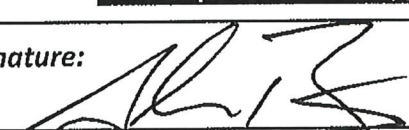
| III. School Nurse Review and Approval (School Nurse Signature Required) |   |  |
|---|---|--|
| Has the school nurse been notified of this field trip?                  | Has the roster of students been shared and any medical concerns reviewed? | Will an on-site nurse be needed for this field trip? |
| X Yes <input type="checkbox"/> No                                       | X Yes <input type="checkbox"/> No   | <input type="checkbox"/> Yes    X No                 |
| School Nurse Signature: <i>R. Perkins RN</i>                            |   | Date: <i>2/17/22</i>                                 |

*\* Will complete overnight form & review by nursing*

| IV. Food Services  |   |   |
|--|---|---|
| Has the school's cafeteria manager been notified of this field trip? | Will the students be eating lunch at the school on the date(s) of the trip? | Are you requesting any bag lunches or other food for this trip?                     |
| <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No  | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No         | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No How many? _____ |
| <i>Comments:</i>   |   |   |

| V. Transportation (Please fax all SPS bus transportation requests to 978-825-5542) |   |  |
|--|---|--|
| What is the means of transportation you will need for this trip?                   | <input type="checkbox"/> SPS Bus (local destinations only)<br><input checked="" type="checkbox"/> Private vendor (you arrange on own)<br><input type="checkbox"/> Specialized transportation needed | <input checked="" type="checkbox"/> Public transportation<br><input type="checkbox"/> Walking<br><input type="checkbox"/> Other: _____ |
| If SPS Bus needed, please specify the following information:                       | <i>Pick Up Time:</i><br><i>Pick Up Location:</i>  | <i>Return Time:</i><br><i>Return Location:</i>   |

| VI. Parent Involvement & Background Checks (Call 978-740-1115 with questions) |   |  |
|---|---|--|
| 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: 2-28-22 |





United States Marine Corps  
Junior Reserve Officers Training Corps  
Salem High School  
77 Willson Street  
Salem Massachusetts 01970

17 Feb 2022

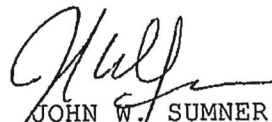
From: Marine Instructor, Salem English High School  
To: Principle, Salem High School

Subj: YOUTH PHYSICAL FITNESS MEET

Encl: (1) Letter of Instruction

1. Enclosed is the information to request from yourself and the school board to review and approve a two day trip with the cadets.

Any questions you can contact me by phone 978-223-8202 or email  
jsumner@salemk12.org

  
JOHN W. SUMNER  
SGTMAJ USMC (ret)



UNITED STATES MARINE CORPS  
TRAINING AND EDUCATION COMMAND 1019 ELLIOT ROAD  
QUANTICO, VIRGINIA 22134-5001

IN REPLY REFER TO  
5040  
C46JR  
10 Aug 2021

From: Director, Region One, MCJROTC Program  
To: Region One Units

Subj: REGION ONE 2022 YOUTH PHYSICAL FITNESS (YPF) MEET LETTER OF INSTRUCTION (LOI)

Ref: (a) United States Youth Foundation Program Booklet, 8<sup>th</sup> Revised Edition dtd 2015

Encl: (1) Parental Informed Consent and Hold Harmless/Release Agreement  
(2) List of Hotels in the area of Elizabeth, New Jersey

1. Situation

- a. Purpose. This letter of Instruction (LOI) provides information and administrative instructions for conduct of the 2022 Region One YPF Meet to be held at Admiral Halsey Health & Public Safety Academy, Elizabeth, New Jersey on 26 March 2022.
- b. Background. For many years, Marine Corps JROTC has participated in the annual YPF Postal Competition sponsored by the United States Marine Youth Foundation, Inc. The postal competition has stringent rules regarding timing, scoring, and events. The reference is a must read to understand the details and expectations. Traditionally, the cadet teams with the highest postal scores are funded by MCJROTC HQ to attend the National YPF Championship meet. In 2015 Region One added an on-site competition as an alternate venue to the postal meet. The purpose of the on-site meet was to eliminate the inconsistency in scoring that had emerged in the postal meet and to increase the competitiveness for participating units. Region One programs can elect to participate in either the YPF postal competition (administered by the MCJROTC HQ) or the R1 onsite meet hosted and run by Admiral Halsey Health & Public Safety Academy.

2. Mission. To hold a Region One head-to-head YPF meet in an appropriate indoor venue. The results of the team scores will be included in the postal competition standings. The highest scores will receive invitations to the National meet.

3. Execution

a. Commander's Intent.

- (1) It is my intent that as many teams as practical participate in the head-to-head meet. Only one male and one female team from each school will participate. Schools do not have to enter both a male and female team – they can send one team if desired, but not a mixed gender team.

- (2) Scores from the meet will be forwarded to both MCJROTC/Ops and the National YPF Coordinator in time to be counted in the postal competition; making the teams that participate in Halsey meet eligible for awards (plaques and medals) given to the top teams in the postal. If you compete in this meet, the scores from the meet are the official scores submitted to the National YPF Coordinator. Units cannot submit postal scores and scores from the on-site regional competition – Select one or the other but not both.

Subj: REGION ONE YOUTH PHYSICAL FITNESS (YPF) MEET LETTER OF INSTRUCTION (LOI)

- (3) The end state is to conduct a highly competitive meet that promotes consistent standards and scoring in order to determine the best Region One fitness teams.

b. Concept of Operations.

- (1) By COB 31 January 2022, schools desiring to participate will register their teams with the host school. Registration simply consists of E-mailing Colonel Golden and Master Sergeant Gerald. Include the following information in the email: 1) school name, 2) are you bringing both male and female teams; male only team; or a female only team. Reminder that a unit may only bring one male team and one female team. The total number of teams for the entire competition at Halsey is capped at 20 male and 20 female teams.
- (2) Teams are responsible for their own transportation and lodging to and from the competition site. For planning purposes Halsey is located approximately 10 minutes from Newark Airport and 20 minutes off Interstate 95 Exit 13.
- (3) The meet starts promptly at 0900 on 26 March 2022. There will be a judges/counters meeting at 0745 followed by a coach's meeting at 0830. The order that teams compete will be based on a random draw.
- (4) Teams consist of five or six cadets; team score is based on the top five scores posted for each team.
- (5) Execution and scoring of the events will be IAW the reference. Please note there will be no adjustment of scores for age or sex. Only the "Full" Exercise illustrated in the reference are authorized, no modifications are permitted. The scoring sheet used (National Youth Physical Fitness program and National High School Physical Fitness Program Scoring Chart) can be found on page 20 of the reference.
- (6) The five events are to be conducted in the following sequence:
  - (a) Crunches: conducted on standard wrestling or cheerleading style mats.
  - (b) Pushups: conducted on hardwood gym floor.
  - (c) Standing Broad Jump: conducted on hardwood gym floor.
  - (d) Pull-ups: conducted on pull-up bars. Chalk will be provided.
  - (e) 300-yard shuttle run: conducted on hardwood gym floor: 5 lengths of 60

yards. c. Tasks

- (1) Region One MCJROTC Instructors.



(a) Register your team(s) with Colonel Golden and Master Sergeant Gerald NLT  
COB 31 January 2020.

(b) Ensure cadets participating are enrolled in your MCJROTC Unit for the 2021-  
2022 school year. Ensure cadets are physically cleared to participate in the meet.

(c) Familiarize yourself with and train your team (s) to the standards set forth in  
the reference.

(d) Arrive at Halsey in time to participate in the 0830 coach's meeting. At the  
Coaches meeting turn in a completed Parental informed Consent and Hold Harmless/Release Agreement on  
each of your team members. See enclosure (1)

2

Subj: REGION ONE YOUTH PHYSICAL FITNESS (YPF) MEET LETTER OF  
INSTRUCTION (LOI)

(e) You are responsible for any transportation, food and lodging costs associated  
with this trip along with the conduct of your teams before and after the meet.

(f) Uniform for instructors is the USMC Athletic Warm-up Suit or digital utility  
uniform.

(g) Recommend your athletes wear spandex shorts under their PT shorts.

(h) Cost of the meet will be \$50.00 per school. Money will be used to buy plaques /  
medals. Checks should be made out to: Halsey MCJROTC.

(2) Halsey Instructors

(a) Coordinate with your school administration and facilities personnel to arrange for  
the use of  
all required venues and equipment.

(b) Arrange for the proper number of judges/counters needed to efficiently run the  
meet. Provide a copy of the applicable portions of the reference to the judges/counters prior to  
the meet and discuss all standards with them at the 0745 judge/counters meeting.

(c) Conduct the meet IAW the reference and this LOI.

4. Administration and Logistics

a. Administration:

(1) Instructors are responsible to turn in a completed Parental Informed Consent and  
Hold Harmless/Release Agreement on each team member prior to the start of the meet.

(2) Halsey MCJROTC Instructors will provide all necessary forms needed to properly  
conduct the meet.

b. Logistics

(1) There is limited funding available. Contact RD1.

(2) See enclosure (2) for a listing of local hotels.

(3) Halsey Health & Public Safety Academy is located at 641 South Street, Elizabeth NJ 07202. All vehicles are to park in the parking lot attached to the school. Guides will be provided to lead teams to the gym.

(4) Water will be provided at various locations throughout the venue.

5. Command and Signal. Point of contacts for this meet are SMI: Colonel R. G. Golden III ([GoldenCo@epsnj.org](mailto:GoldenCo@epsnj.org)) (908) 436-6616 or MI: Master Sergeant R. L. Geraldts ([Geraldtsro@epsnj.org](mailto:Geraldtsro@epsnj.org)) (908) 436-6624.

A handwritten signature in black ink that reads "MD Johnson" with a long horizontal flourish extending to the right.

MD Johnson



Salem High School MCJROTC

Alpha Roster of cadets attending the New Jersey YPFT Competition on March 25-26

1. Damien Liberatore
2. Yoniel Castillo
3. Josean Castillo
4. Trever Theriault
5. Jordan Sweeney
6. Mwamba Vassell

|                                       |             |
|---------------------------------------|-------------|
| <b>COMMUNITY RELATIONS</b>            | <b>1000</b> |
| <u>COMMUNICATIONS WITH THE PUBLIC</u> | 1100        |
| DISTRIBUTION OF NOTICES               | 1103        |

Distribution of notices by non-school organizations or regarding non-school matters shall be permitted only under the following conditions:

Such notices may be distributed only with the superintendent's authorization;

Such notices shall relate to activities **and programs** for ~~school children~~ **students and families**;

Such notices shall be those of civic or non-profit organizations located within the city or, with the superintendent's prior approval, non-profits from the surrounding area, if such distribution would be of benefit to Salem **Public Schools** students **and families**;

All such notices must be distributed in both English and Spanish.

The organization must provide the copies.

**Approved: January 3, 2017**

**Reviewed with suggested edits: November 9, 2021**

|                                       |             |
|---------------------------------------|-------------|
| <b>COMMUNITY RELATIONS</b>            | <b>1000</b> |
| <u>COMMUNICATIONS WITH THE PUBLIC</u> | 1100        |
| MEDIA RELATIONS/NEWS RELEASES         | 1105        |

Every effort will be made to assist the press and other communications media to obtain complete and adequate coverage of the programs, problems, planning, and activities of the school department.

All representatives of the media will be given equal access to information about the schools. General releases of interest to the entire community will be made available to all of the media simultaneously. There will be no exclusive releases except as media representatives request information on particular program plans or problems.

In order that school department publicity is given wide coverage and is coordinated into a common effort and purpose, the following procedures will be followed in giving official information to the news media:

The School Committee chair will be the official spokesperson for the committee, except as this duty is delegated to the superintendent, or to a particular School Committee member such as subcommittee chairs or vice chair of the School Committee;

News releases that are of a citywide or sensitive nature or pertain to established committee policy are the responsibility of the superintendent;

~~News releases that are of concern to only one school, or to an organization of one school, are the responsibility of the principal of that particular school with support from the district administration as needed.~~

~~While it is impossible to know how the press will treat news releases, every possible effort should be made to obtain coverage of school activities, which will create and maintain a dignified and professionally responsible image for the Salem Public Schools.~~

Approved: January 3, 2017

Reviewed with LPW on December 14, 2021 to present to Regular SC

**COMMUNITY RELATIONS** 1000

COMMUNICATIONS WITH THE PUBLIC 1100

PUBLIC'S RIGHT TO KNOW 1107

The School Committee is a public servant, and its meetings and records will be a matter of public information except as such meetings and records pertain to individual personnel and other classified matters, **and exemptions under Massachusetts Public Records and Open Meeting Law.**

The School Committee supports the right of the people of the district to know about the programs and services of their schools and will make every effort to disseminate information. All requests for information will be acted on fairly, completely, and expeditiously.

The official minutes of the committee meetings, its written policies and regulations, and its financial records will be open for inspection by any citizen desiring to examine them. No records pertaining to individual students or staff members will be released for inspection by the public or any unauthorized persons by the superintendent or other persons responsible for the custody of confidential files. The exception to this will be information about an individual employee (or student), which has been authorized in writing for release by the employee (or student, or student's parent) or by court order.

Each building administrator is authorized to use all means available to keep parents and others in the particular school community informed about the school's program and activities.

Legal Reference: MGL Ch. 4:7

~~39:23A, 23B, 23C~~

Ch. 66:10

Ch. 30A:20

**Add and update legal references after legal review**

APPROVED: 8/2/04

Reviewed: December 2016

**Legal Edits Provided by Justin Gomes, December 8, 2021**

**Reviewed with suggestion for Beth Rennard (City Legal Dept.) to review and check legal references: November 9, 2021**

**Reviewed December 14, 2021 to send to SC for First Reading**