



School Committee Meeting Materials

Regular School Committee Meeting

April 8, 2019

7:00pm

*Ms. Mary A. Manning
Mr. James M. Fleming
Ms. Kristine Wilson*



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

Mayor Kimberley Driscoll, Chair

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

April 5, 2019

REGULAR SCHOOL COMMITTEE MEETING

Notice is hereby given that the Salem School Committee will hold a Regular School Committee meeting on Monday, April 8, 2019 at 7:00 p.m. The meeting will be held in the School Committee Chambers at Collins Middle School, 29 Highland Avenue, Salem, MA.

I. Call of Meeting to Order

II. Amended Consent Agenda

- a. Minutes of the School Committee meeting held March 25, 2019
- b. Approval of Warrants: 4/4/19 in the amount of \$515,770.62, 4/11/19 in the amount of \$197,055.49

III. Approval of the Agenda

IV. Public Comment #1: Questions and Comments from the Audience

V. Presentation and Reports

- a. **Superintendent’s Report**
- b. **Other Reports**
 - Update on questions posed during the 4/1 School Committee meeting
 - Update on Our Salem, Our Kids

VI. Action Items: Old Business

- a. Deliberation and Vote on the request of facilities fee waiver for the use of the Bertram Field on Saturday, June 15, 2019, from 5-7pm

VII. Action Items: New Business

- a. Deliberation and Vote on the SY 2019-20 School Calendars
 - 1. SY 2019-20 Calendar for ECC, Bates, Horace Mann, Collins, and Witchcraft Heights Elementary Schools
 - 2. SY 2019-20 Calendar for Salem High School
 - 3. SY 2019-20 Calendar for Saltonstall K-8 School
 - 4. SY 2019-20 Calendar for Carlton Innovation School
 - 5. SY 2019-20 Calendar for New Liberty Innovation School

- b. Deliberation and Vote on the Superintendent's Recommendation for the Executive Director of Pupil Personnel Services (PPS) position
- c. Deliberation and Vote on the Fund for Our Future Resolution

VIII. Finance Report

IX. Subcommittee Reports

X. School Committee Concerns and Resolutions

XI. Public Comment #2: Questions and Comments from the Audience

XII. Adjournment

Respectfully submitted by:

Angelica Alayon, Secretary to the
Salem School Committee

Salem School Committee
Meeting Minutes
Monday, March 25, 2019

A regular meeting of the Salem School Committee was held on Monday, March 25, 2019 at 7:00 p.m. in the School Committee Chambers at Collins Middle School, 29 Highland Avenue, Salem, MA.

Members Present: Ms. Mary Manning, Ms. Kristine Wilson, Ms. Ana Nuncio, Mr. Manny Cruz, and Amanda Campbell

Members Absent: Mr. James Fleming, Mayor Kimberley Driscoll

Others Present: Margarita Ruiz, Superintendent, Kate Carbone, Assistant Superintendent, Jill Conrad, Chief of Systems Strategy, Kristin Shaver, Business Manager, and Kelley Rice, Chief of Communications

Call of Meeting to Order

Ms. Manning called the regular meeting of the Salem School Committee to order at 7:00 p.m.

Amended Consent Agenda

- Minutes of the School Committee meeting held March 11, 2019
- Approval of Warrants: 3/21/19 in the amount of \$302,632.54, 3/28/19 in the amount of \$450,908.49
- Deliberation and Vote on the request of the Salem High School Jr. R.O.T.C. Out of State field trip to Tolman, Rhode Island on March 16, 2019 from 6:00AM to 4:PM
- Deliberation and Vote on the request of the Salem High School Music Department's field trip request to Washington, D.C. on April 25-28, 2019

Mr. Cruz motioned to approve the Amended Consent agenda. Ms. Campbell seconded the motion. The motion carried.

Approval of the Agenda

Ms. Campbell moved to approve the Agenda as presented. Ms. Wilson seconded the motion. The motion carried.

Public Comment #1: Questions and Comments From the Audience

Alexa Ogno, 180A Federal Street, President of the Salem Education Foundation, Salem Public Schools enrollment has been steadily dropping for the past 20 years. Over time, enrollment is down 20% from their peak time in 1999. It is clear that students are choosing other paths. She was here earlier in the school year to ask what was being learned about the wave of principal resignations and heard that research was being done about that. Ms. Ogno asked the School Committee if they were still waiting for the results of those larger deeper interviews? Ms. Ogno continued that there is now another departure from Salem High School for personal reasons and wants to know, on behalf of parents in Salem, Homeowners of Salem, and residents of Salem, when will the School Committee get to the bottom of all of this.

Elisha Arnold, 81 Moffatt Road, thanked Mr. Cruz for meeting with a small group of High School parents this morning for discussion. Ms. Arnold talked about concerns on the curriculum update and the recent vote on the program of studies. Ms. Arnold read the school's AP Commitment aloud, talked about mandated courses, and benefits and advantage of the Enhancement Block. Ms. Arnold shared concerns on the lack of substitute teachers, her recent experience with her Sophomore child who takes AP class, long-term substitute teachers. Ms. Arnold asked the School Committee for immediate enhanced recruitment of prominent substitutes for review of the policy regarding substitutes; some kind of strategy to make their district more attractive to competent educators, both permanent and substitutes.

Carrie Francis, 90 Federal Street, Executive Director of the Salem Education Foundation, talked about the themes in the Parent meeting held last week, issues that need be addressed for overall school performance, transparency and

trust, and addressing challenges before they become crisis. Ms. Francis Cabot continued that they seek an active approach to the current mass exodus. Ms. Francis Cabot invited parents to attend their next Parent Conversation series meeting on April 11, 2019 at 7:30pm. The location is to be determined. They plan to attend subsequent School Committee meetings in the hopes of having these concerns and questions addressed.

Kelly Cahill, 2 Orne Square, spoke as a concerned parent of students in Salem Public Schools. Ms. Hale asked the School Committee to please reach out to the community and to parents for feedback. Ms. Hale addressed the high number of students in classrooms, the need for teacher assistance, and asked the School Committee to please reach out to teachers to get feedback from them to know what their needs are.

Heather Willes-Jones, 6 Burnside Street, Parent, echoed the concerns of parents and talked about the schools' ALICE Active Shooter Drills training of which one of those drills is scheduled to take place this coming spring. Ms. Jones briefly shared her concerns about the implementation of the ALICE Active Shooter training program at Salem Public Schools. Ms. Jones read a written statement aloud addressing student reactions to the drill program. Ms. Jones shared her child's and other students' experiences and reactions to the drill program procedures. Ms. Jones hopes that there would be more communication, transparency, and family involvement going forward, if the School District must continue these drills.

Thomas Hewey, 36 Dunlap Street, City Council and Former Salem School Committee member, thanked the School Committee for taking time to work on the school scheduling and reassessing the future of the Salem High School. Mr. Hewey said he speaks as a parent, thanked everyone for speaking up, and said that change is good for a better Salem and better school system.

Presentation and Reports

Superintendent's Report – Margarita Ruiz

Superintendent Ruiz explained that information was sent out to inform families that she is resetting communications throughout the district so that families understand what they are doing and that their voices are heard. Ms. Ruiz highlighted the things they are proud of in the district and said she recognizes and values their need to move forward towards improvement, with increased community engagement in the process. Ms. Ruiz stated that she, and the entire leadership team of Salem Public Schools, is committed to transparency and to collaborate with students and families on the most important aspect of their work: the values and importance of a strong education for students. Ms. Ruiz presented the School Committee with a handout titled, *'Superintendent's Community Communication Plan Starting April 2019.'* This plan is the first steps they are taking in the journey for increased communication with the community. Superintendent Ruiz said she would like to hear more from parents about better ways to communicate with them and stated she is committing to sending a monthly letter to all families in the district, beginning this week, that would provide families with updates on key initiatives, appointments of new district staff, upcoming and timely events of immediate nature. Superintendent Ruiz continued that they are also committed to sending a survey, in late April through early May, to all families to determine their choice of communication preference (how they would like the Superintendent's Office to communicate with them), such as letter, email, or telephone call for example. The survey would also determine series of topics families would like to discuss at family workshops.

Ms. Ruiz reported she is planning on hosting a series of workshops for families to learn and discuss topics of mutual interest. Some examples of these would be related to school safety, supporting the social-emotional needs of the students, curriculum updates, digital learning initiatives, and any other topics chosen by families. The series would begin in May - June. Superintendent Ruiz also reported that there are two (2) scheduled ALICE meetings. The district-wide meeting for grades K-5 would take place at the Horace Mann School on April 29, 2019 at 6:30pm. The district-wide meeting for grades 6-12 will be held at the Salem High School on April 30, 2019 at 6:30pm. This information will also be posted on the Salem Public School website. Superintendent Ruiz reported they are going to begin their Salem Public Schools (SPS) quarterly publication newsletter this May. The newsletter would outline strategic plan updates, academic initiatives, updates from academic and operational departments in the district, general district news, and highlights of different parts of work in the district. They will continue to do that quarterly into the next year, with the exception of summer vacation - Publication would pick up in August again. Superintendent Ruiz stated this is not a definitive plan, as they seek feedback from families. Superintendent Ruiz proposed to the School Committee, for

consideration, a Committee of the Whole (COW) meeting for Monday, April 1, 2019 (before the scheduled Regular School Committee meeting), at 5:30pm. The meeting would be to review the results of interviews of former Nathaniel Bowditch School families, as they have concluded that work. Members agreed.

Discussion on repairing and earning the trust of families for communication improvement

Mr. Cruz took a moment to thank all the parents in attendance, stakeholders, and parents he met with today for their time this morning. They raised many good points. Mr. Cruz explained that one of the concerns he heard much of was about follow-through. Many operational issues were brought up and key aspects relating to parent concerns is the follow-through, at the Administration level. Mr. Cruz continued that he hopes the follow-through would take place. Families are concerned that dates are set, follow-through does not occur, and families are not contacted to be updated on date changes, rescheduling, and notifications of fixing a box at the Saltonstall or the answering machines at the High School, for example. Trust has taken a hit in the district with the Administration. Much work would be needed to repair that trust. It would be helpful to work towards engaging students and parents in a meaningful way.

Discussion on Student Advisory

Mr. Cruz shared that he is meeting with students on Thursday to talk about what is happening with the student advisory council. Mr. Cruz said he would like to get an update from the Administration on what is happening, within the building, to support students and student voice. Mr. Cruz said there is a contingency of parents and stakeholders that have asked whether or not the recent appointments have come as an extra cost to the district.

Ms. Manning asked Mr. Cruz if his meeting with the Student Advisory would be somewhat premature as the Policy Subcommittee are still in the process of discussing changes. Mr. Cruz responded he plans to listen to feedback from the students who are interested in Student Advisory committee. The students would be informed of the current existing process and discussion would not affect the process of the three (3) Policy readings.

Action Items: Old Business - None

Action Items: New Business

Deliberation and Vote on the submission of a Statement of Interest for the MSBA Core Building Program for the Salem High School

Discussion

Ms. Manning described what the vote consists of. The School Committee Vote is as follows:

SCHOOL COMMITTEE VOTE:

Resolved: Having convened in an open meeting on March 25, 2019, prior to the SOI submission closing date, the School Committee of Salem, Massachusetts, in accordance with its charter, by-laws, and ordinances, has voted to authorize the Superintendent to submit to the Massachusetts School Building Authority the Statement of Interest Form dated April 12, 2019 for the Salem High School located at 77 Willson Street, Salem, MA which describes and explains the following deficiencies and the priority category(s) for which an application may be submitted to the Massachusetts School Building Authority in the future:

- Replacement or renovation of a building which is structurally unsound or otherwise in a condition seriously jeopardizing the health and safety of school children, where no alternative exists.
- Replacement, renovation or modernization of school facility systems, such as roofs, windows, boilers, heating and ventilation systems, to increase energy conservation and decrease energy related costs in a school facility.
- Replacement of or addition to obsolete buildings in order to provide for a full range of programs consistent with state and approved local requirements.

And, hereby further specifically acknowledges that by submitting this Statement of Interest Form, the Massachusetts School Building Authority in no way guarantees the acceptance or the approval of an application, the awarding of a grant or any other funding commitment from the Massachusetts School Building Authority, or commits the City to filing an application for funding with the Massachusetts School Building Authority.

Mr. Cruz motioned to approve the submission of a Statement of Interest for the MSBA Core Building Program for the Salem High School. Ms. Campbell seconded the motion. The motion carried.

Deliberation and Vote on the submission of a Statement of Interest for the MSBA Core Building Program for the Bates Elementary School

Discussion

Ms. Manning shared details of what this vote consists of. The School Committee Vote is as follows:

SCHOOL COMMITTEE VOTE:

Resolved: Having convened in an open meeting on March 25, 2019, prior to the SOI submission closing date, the School Committee of Salem, Massachusetts, in accordance with its charter, by-laws, and ordinances, has voted to authorize the Superintendent to submit to the Massachusetts School Building Authority the Statement of Interest Form dated April 12, 2019 for the Bates Elementary School located at 53 Liberty Hill Avenue, Salem, MA which describes and explains the following deficiencies and the priority category(s) for which an application may be submitted to the Massachusetts School Building Authority in the future:

- Replacement or renovation of a building which is structurally unsound or otherwise in a condition seriously jeopardizing the health and safety of school children, where no alternative exists.

- Replacement, renovation or modernization of school facility systems, such as roofs, windows, boilers, heating and ventilation systems, to increase energy conservation and decrease energy related costs in a school facility.

And, hereby further specifically acknowledges that by submitting this Statement of Interest Form, the Massachusetts School Building Authority in no way guarantees the acceptance or the approval of an application, the awarding of a grant or any other funding commitment from the Massachusetts School Building Authority, or commits the City to filing an application for funding with the Massachusetts School Building Authority.

Ms. Nuncio motioned to approve the submission of a Statement of Interest for the MSBA Core Building Program for the Bates Elementary School. Mr. Cruz seconded the motion. The motion carried.

Deliberation and Vote on the request of facilities fee waiver for the use of the Bertram Field on Saturday, June 15, 2019 from 5-7pm

Mr. Cruz motioned to refer the deliberation and vote on the request of facilities fee waiver for the use of the Bertram Field on Saturday, June 15, 2019 from 6-7pm to the Buildings and Grounds Subcommittee for further review and discussion. Ms. Campbell seconded the motion. The motion to refer the request to the Buildings and Grounds Subcommittee for further review and discussion carried.

Deliberation and Vote on the revised 2019-20 Program of Studies for Salem High School

Discussion

Ms. Carbone provided a detailed explanation of the changes. Ms. Campbell asked about the credits and appropriate staffing for the AP Enhancement course. Ms. Carbone talked about the credit for both semesters, agreed that staffing has to be reviewed, and said they would do that with the scheduling team at the High School.

Ms. Campbell motioned to approve the revised 2019-20 Program of Studies for Salem High School. Ms. Wilson seconded the motion. The motion carried.

Finance Report - None

Subcommittee Reports - None

School Committee Concerns and Resolutions

Ms. Campbell followed up on some things that were brought up this evening and said she would like to hear more about the district communication plan for the district.

Public Comment #2: Questions and Comments From the Audience

Alexa Ogno, 180A Federal Street, President of the Salem Education Foundation, said she loves the idea of the communication plan and wondered why are all the School Committee materials available only in English when other school materials are generally translated.

Ms. Julie Arnold, 81 Hawthorne Road, commented on the need for substitute teachers for rooms with large number of students in attendance. Ms. Arnold asked the School Committee if there was an assigned central telephone number contact that is monitored daily or a responsive email as existing information needs to be updated.

Kathleen Coates, 51 Hathorne Street, requested public followup on last month's first batch of Kindergarten Choice, as it presented information regarding how the 50/50 allocation choice is determined, and if the 50/50 is applied across the district, or looked at by individual schools. Ms. Coates shared her concern on the low number of families who chose the Horace Mann school as their first choice and challenged School Committee members to ask for feedback on why that is and what needs to be done to change it. Ms. Coates hopes they would seek some feedback on that.

Lisa Lavoie, 10 Sevoy Road, briefly talked about the modes of communication available to the district and the ability to communicate directly with parents via text, for example, as a way to communicate rather than wait for a compiled newsletter or automated messages. Ms. Lavoie urged School Committee members to have someone look into considering review of technology services that are not effective. Ms. Lavoie shared she would love to see more communication, on all levels.

Jillian Flynn, 3 Beckett Street, Junior at Salem High School, thanked School Committee members for reinstating the AP Enhancement which is very helpful to her and many other students that she is aware of. Ms. Flynn asked about the revamping of the tennis court at Salem High School.

Donna Fritz, 57 Summit Street, inquired about the school size plans going forward such as the total number of students at the Witchcraft Heights and if there is a plan to balance the number to a more comfortable size; what the future of the middle schools is and how to manage the school sizes.

Fiona Quinn Tierney, 19 Willow Ave., Junior at Salem High School, shared that it has been a month without a permanent teacher, students need to relearn their studies, and a substitute teacher might need time to get the students back on track.

Erica Rowley, 11 Savoy Road, shared her observation and concern of a leadership pattern and talked about accountability and Superintendent evaluation process.

Adjournment

There being no further business to come before the School Committee this evening. Mr. Cruz entertained the motion to adjourn. Ms. Wilson seconded the motion. The meeting was adjourned.

Respectfully submitted by:

Angelica Alayon, Secretary to the
Salem School Committee

Kimberley Driscoll, Mayor
Salem School Chair

Meeting Materials and Reports

School Committee Amended Consent agenda March 25, 2019

Minutes of the March 11, 2019 School Committee meeting

Salem High School Music Department Out of State field trip request

Superintendent's Community Communication Plan April 2019 handout

Revisions to the Salem High School (SHS) Program of Study 3/25/19 handout

Required Form of Vote to Submit a Statement of Interest (SOI) for Salem High School

Required Form of Vote to Submit a Statement of Interest (SOI) for Bates Elementary School

Facilities fee waiver request for use of the Bertram Field on Saturday, June 15, 2019 from 5-7pm

Update on Questions Raised During the 3/25/19 School Committee Meeting

Question #1: Clarification of Enrollment Targets as Part of Student Assignments

1. The overall policy goal is for each school to achieve enrollment balance in each school. Balance is defined as within 5% of the district-wide average of the % of Economically Disadvantaged students.
2. The enrollment targets are set by the Superintendent in January each year.
 - a. Targets are based on the Oct 1 % Economically Disadvantaged as identified by the state direct certification process (released in December each year).
 - b. Different targets can be set for each school, depending on each school's degree of "balance" according to the policy.
3. For the 2019-20 school year's student assignment cycle, enrollment targets were set at 50% low income and 50% non-low income for all schools. The reason for this was due to the fact that the % Economically Disadvantaged for each school was within the 5% range of the district average, meaning all schools were "balanced" as defined by the policy.

A copy of the Enrollment Targets memo, including the data on which the 2019-20 enrollment targets were set is attached.

Question #2: Level of Choice for Horace Mann Laboratory School in Batch 1

A question was raised regarding the level of choice for Horace Mann Laboratory School within the Batch 1 Kindergarten applications. A total of 111 registrants selected HMLS as one of their 3 school choices. The table below provides a breakdown of the numbers of registrants choosing HMLS as their 1st, 2nd, or 3rd choice.

	# of Batch 1 Registrant Choosing Horace Mann Lab School
1 st Choice	22
2 nd Choice	40
3 rd Choice	49
Total	111

The table below that provides an overview of all of the choices for all schools, including those who opted into the BACS lottery.

	1st Choice	2nd Choice	3rd Choice	Total Choices
Bates Elementary School	44	45	35	124
Carlton Innovation School	52	44	43	139
Horace Mann Elem. School	22	40	49	111
Saltonstall School	64	40	39	143
Witchcraft Heights School	60	45	27	132

BACS Opt In	87
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2019-20 Enrollment Targets for Student Assignment

January 4, 2019

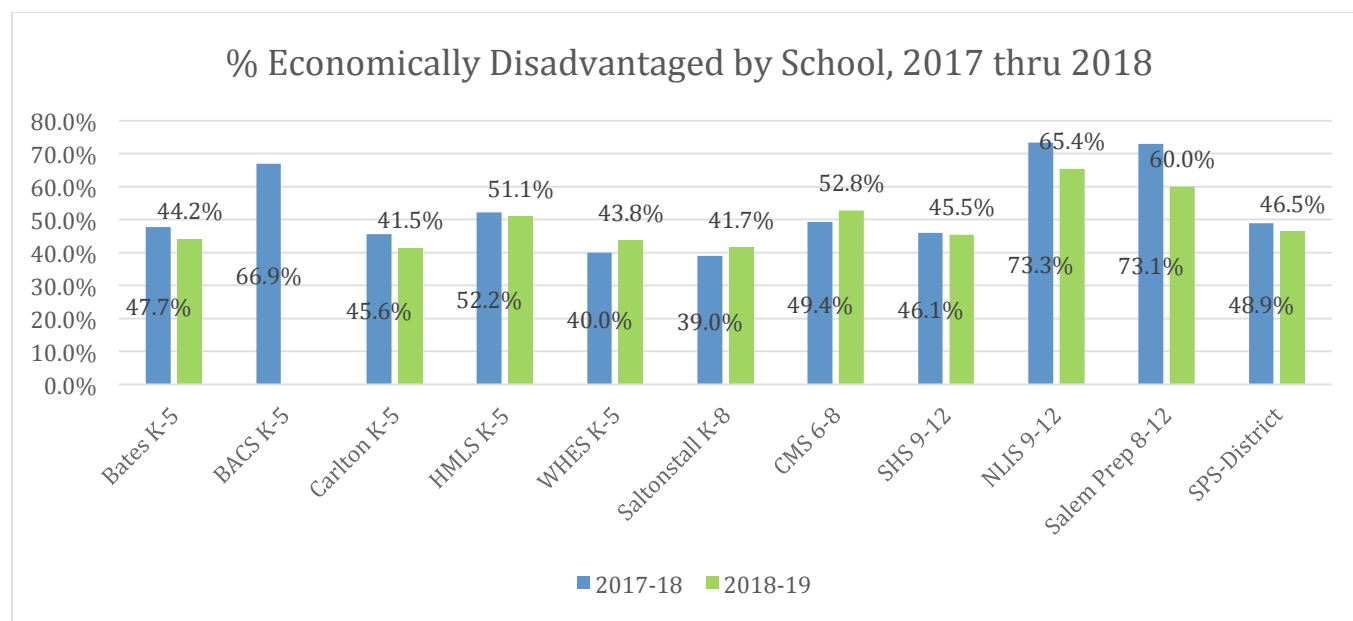
Overview

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

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

Percentage of Economically Disadvantaged Students by School, 2018-19

According to the policy, the annual school enrollment targets are to be based on the most recent state determination of the percentage of economically disadvantaged students within a school. The graph below depicts the percentage of economically disadvantaged students enrolled within each school and the district as a whole, as of October 1, 2018, as determined by the state². The schools with the 2018-19 bars colored in yellow are those where all student assignment is governed by the district's student assignment policy, and therefore, must have enrollment targets. Schools with bars colored in green are excluded. The orange bar is the district-wide average.



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

² The state determines whether or not a student is Economically Disadvantaged based on their participation in one or more of the following state-administered programs: SNAP (food stamps); TAFDC (welfare); DCF (foster care); MassHealth (Medicaid).

School Enrollment Targets for 2019-20 Student Assignments

The school enrollment targets that will be used for all assignments during the 2019-20 school year are outlined below. Table 1 summarizes the targets for the elementary and K-8 schools where all student assignments are bound by the district's student assignment policy. The first column presents the school's current percentage of economically disadvantaged students and the second column identifies whether or not enrollment is "balanced" within each school, based on the percentage of economically disadvantaged students who are enrolled. The third and fourth columns describe the enrollment targets that will be used to assign both low income and non-low income students within each school. Enrollment targets of 50%/50% will be used for schools with "balanced" enrollment. Targets for schools that are not balanced in their enrollment are set based on the specific data for each school.

Table 1: 2019-20 Enrollment Targets for Elementary and K-8 Schools

Elementary and K-8 Schools	2018-19 (% Econ Disadv)	Is the enrollment within this school balanced (within 5% of district avg)?	2018-19 Low Income Target	2018-19 Non-Low Income Target
<i>Bates K-5</i>	44.2%	Yes	50%	50%
<i>Carlton K-5</i>	41.5%	Yes	50%	50%
<i>HMLS K-5</i>	51.1%	Yes	50%	50%
<i>WHES K-5</i>	43.8%	Yes	50%	50%
<i>Saltonstall K-8</i>	41.7%	Yes	50%	50%
<i>SPS-District</i>	46.5%			


Application of the Enrollment Targets to the 2019-20 Student Assignments

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

Our Salem, Our Kids School Committee

April 8th, 2019



A decorative vertical bar on the left side of the slide, consisting of a thick blue line and a thinner teal line.

Our Salem, Our Kids:
Education as a
community mission



Embracing education as a **community responsibility**

Creating **equity** and **access** for all

Designing a **systems** approach

Fighting to ensure that **all children thrive**

What is Collective Impact?

1. Common Agenda
2. Shared measurement
3. Mutually reinforcing activities
4. Continuous communication
5. Strong backbone



Examples of Collective Impact:

Albany Promise, Albany, NY

Elizabeth River, southeastern, VA

Commit Partnership, Dallas, TX



Building the **necessary systems of support** and opportunity to ensure that every young person in Salem thrives.

Leveraging data for community awareness

Our use of data is a call to action and push for shared accountability. We publish an annual thriving child index to track how Salem is doing in achieving its goals.



Collective action for shared responsibility

We convene diverse stakeholders to identify and tackle big goals. Our data serves as a “common truth” that grounds this collective action.

Children's Cabinet

President and CEO, North Shore Community Health

Executive Director, LEAP for Education

Dean of Education, Salem State University

Executive Director, Salem YMCA

Chief Program Officer, North Shore CDC

Vice President, Community Impact, United Way of
Mass Bay and Merrimack Valley



- 1. All Kids Have Access to Quality Early Childhood Education**
- 2. All Kids Have Access to Quality K-12 Education**
- 3. All Kids Have Access to Quality Out of School Time Programs**
- 4. All Kids are Socially and Emotionally Healthy**
- 5. All Kids Have Access to Quality Mental and Physical Healthcare**
- 6. All Kids Have Access to Stable Housing**
- 7. All Kids Have Access to Sufficient Healthy Foods Year Round**
- 8. All Parents have access to Knowledge and Resources**



Shared Measurement: Salem's Thriving Child Index



Dear Salem School Committee,

My name is Bradley Duhaime and I am requesting to have the facilities fee waived for our 3rd Annual Salem High School Alumni Lacrosse Game.

Please find the provided form to request the use of the Bertram Field on 6/15/19 (Saturday) from 5pm-7pm. This game will allow for great exposure to the newly formed Salem Youth Lacrosse program and the current Salem High School Boys team. Our attendance to this annual game has progressively grown and would appreciate your assistance for the continued success of this event. Thank you very much for all of your assistance thus far and I hope for your continued support in the future. Please feel free to contact me if you have any questions or concerns.

Thank you,
Bradley Duhaime
Bradleyduhaime36@gmail.com
508-631-5455

THE SALEM PUBLIC SCHOOLS

Request for Use of School Facilities

Date:

3/8/19

FACILITY: Bertram Field
EVENT DATE: 6/15/19 RENTAL TIME: 5pm - 7pm
PERFORMANCE TIME: 5pm - 7pm HEAT REQUIRED ☐ A/C REQUIRED ☐
PROGRAM DESCRIPTION: Salem High Alumni Game (3rd Annual)
APPROXIMATE AUDIENCE SIZE: 15-30 ADMISSION CHARGE: 1/A
SUBMITTED BY: Bradley Duhaime Class of 09 (Contact Person)
TELEPHONE: 508-631-5455 (Day/Evening)
REPRESENTING: Salem High School (Agency/Group)
ADDRESS: 28 Nichols St.
CITY: Salem, MA 01970 STATE: MA ZIP CODE: 01970
FAX NO.: _____ CELL PHONE NO.: 508-631-5455
EMAIL: Bradleyduhaime36@gmail.com

EQUIPMENT OR SPECIAL NEEDS REQUIRED:

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

(2) Lacrosse Nets (will move to the field & back to where they were found)

USAGE FEES:

FACILITY FEE:

Base Charge (4 Hour Minimum): _____
Hourly Charge (\$30.00 Per Hour): _____
Additional Hours Required: _____
Total Rental Fee: _____

CUSTODIAL FEE:

Number of Custodians Required: _____
Hourly Rate: \$41.13
Total Approximate Man Hours: _____
Total Custodial Fee: _____

Please issue a payment check made payable to the Salem School Department Facility Rental.

1. Facility Usage Fee: \$ _____
2. Custodial Service Fee: \$ _____
3. Total Amount Due: \$ _____

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

I affirm that the group I represent will abide by the letter and spirit of the rules and regulations governing the use of school facilities including all vehicle parking and traffic regulations at each facility.

Signature of Applicant: [Signature]

3/8/19

Approval of Building Principal: _____

Date: _____

Approval Building Services: _____

Date: _____

Cc: Principal: _____
Sr. Custodian: _____
Originator: _____
File: _____

Please submit request form by facsimile transmission to: 978-740-1117

Salem Public Schools

BATES, COLLINS, ECC, HMLS, SALEM PREP, WHES

2019 – 2020 School Calendar

AUGUST 2019						
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 2019						
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 2019						
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 2019						
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 2019						
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

- 19 - 21 New Teacher Orientation
- 27 – 29 Professional Development Days (full)

September

- 2 - Labor Day
- 3 - Professional Development Day (full)
- 4 - First Day grs. 1-12
- 6 - Pre-K parent/child orientation
- 9 – First day for Pre-K and Kindergarten
- 25 – Professional Development Day (half)

October

- 14– Columbus Day
- 31 - Professional Development Day (half)

November

- 5 – Professional Development Day (full)
- 11 – Veterans' Day
- 27 – ½ day before Thanksgiving
- 28 – 29 - Thanksgiving Break

December

- 4- Professional Development Day (half)
- 18 - Professional Development Day (half)
- 23 - 31 - Winter Break

January

- 1 – New Year's Day
- 20 – Dr. Martin L. King Day
- 29 – Professional Development Day (half)

February

- 17 – 21 – February Vacation

March

- 18 – Professional Development Day (half)

April

- 3 - Professional Development Day (half)
- 10 – Good Friday
- 20 – 24 - April Vacation

May

- 25 - Memorial Day

June

- 15 – Last day of school for Pre-K and K
- 17 – Last day of school / PD Day (half) (pending snow days)
- 18-19, 22-24 - Snow day make up as needed

JANUARY 2020						
S	M	T	W	Th	F	S
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FEBRUARY 2020						
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MARCH 2020						
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APRIL 2020						
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MAY 2020						
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10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

JUNE 2020						
S	M	T	W	Th	F	S
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14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

	First Day grs. 1-12		First day for Pre-K and Kindergarten
	Schools Closed: Holiday or Vacation		Pre-K parent/child orientation
	Schools Closed: Staff Report, Professional Development		Last day Pre-K and K (pending snow days)
	Half Day: Professional Development		Snow days – make up as needed
	Half Day: ½ day before Holiday / Last Day of School (pending snow days)		DRAFT 4.4.19

Salem Public Schools

BACS

2019 – 2020 School Calendar

AUGUST 2019						
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 2019						
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15	16	17	18	19	20	21
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29	30					

OCTOBER 2019						
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20	21	22	23	24	25	26
27	28	29	30	31		

NOVEMBER 2019						
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17	18	19	20	21	22	23
24	25	26	27	28	29	30

DECEMBER 2019						
S	M	T	W	Th	F	S
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15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

August

- 8-9 New Teacher Orientation
- 12- 20 Professional Development Days (full)
- 21 First Day grs. 1-5
- 22 Pre-K/K parent/child orientation
- 28 First day for Kindergarten

September

- 2 - Labor Day
- 3 - Professional Development Day (full)
- 25 - Professional Development Day (half)

October

- 14- Columbus Day
- 31 - Professional Development Day (half)

November

- 5 - Professional Development Day (full)
- 11 - Veterans' Day
- 27 - ½ day before Thanksgiving
- 28 - 29 - Thanksgiving Break

December

- 4- Professional Development Day (half)
- 18 - Professional Development Day (half)
- 23 - 31 - Winter Break

January

- 1 - New Year's Day
- 17- Professional Development Day (full)
- 20 - Dr. Martin L. King Day
- 29 - Professional Development Day (half)

February

- 17 - 21 - February Vacation

March

- 13- Professional Development Day (full)
- 18 - Professional Development Day (half)

April

- 3 - Professional Development Day (half)
- 10- Good Friday
- 20 - 24 - April Vacation

May

- 25 - Memorial Day

June

- 17 - Last day of school for K
- 19 - Last day of school / PD Day (half) (pending snow days)
- 22-26 - Snow day make up as needed

JANUARY 2020						
S	M	T	W	Th	F	S
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12	13	14	15	16	17	18
19	20	21	22	23	24	25
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FEBRUARY 2020						
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16	17	18	19	20	21	22
23	24	25	26	27	28	29

MARCH 2020						
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22	23	24	25	26	27	28
29	30	31				

APRIL 2020						
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26	27	28	29	30		

MAY 2020						
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17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

JUNE 2020						
S	M	T	W	Th	F	S
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14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

	First Day grs. 1-5		First day Kindergarten
	Schools Closed: Holiday or Vacation		Last day Pre-K and K (pending snow days)
	Schools Closed: Staff Report, Professional Development		Pre-K/K parent/child orientation
	Half Day: Professional Development		Snow days – make up as needed
	Half Day: ½ day before Holiday/ Last Day of School Gr 1-5 (pending snow days)		DRAFT 4.8.19



Salem Public Schools
BACS
2019 – 2020 School Calendar

DRAFT

Salem
High School
Staff
2019-2020
Calendar

Key

PDR (District Wide)
Professional Development Early
Release
Students dismissed at 12:14

PER (High School Only)
Planning Early Release
Students dismissed at 12:14

PDD (District Wide)
Professional Development Day
No School for Students

Color Key

	SCHOOLS CLOSED, HOLIDAY
	SCHOOLS CLOSED, STAFF REPORT
	12:14 DISMISSAL
	END OF QUARTER
	REPORTS MAILED HOME
	PARENT MEETINGS: EVENING
	PARENT MEETINGS: Day and Time Noted on Calendar
	FACULTY MEETING

SEPTEMBER				
M	T	W	T	F
2	3	4R First Day of School!	5W	6R
9W	10R	11W PER	12R	13W
16R	17W	18R Faculty Meeting 2:15pm	19W Meet The Teacher 6:30-8:30pm	20R
23W	24R	25W PDR	26R	27W
30R				

OCTOBER				
M	T	W	T	F
	1W	2R End of Mid Quarter	3W	4R
7W	8R Comments entered by 2:00pm	9PINK PSAT	10W	11R Progress Reports Given Out
14 Columbus Day No School	15W	16R PER Parent Conf. 2:05-3:00PM	17W	18R
21W	22R	23W Faculty Meeting 2:15pm	24R	25W
28R	29W	30R	31W PDR	

NOVEMBER				
M	T	W	T	F
				1R
4W	5 PDD	6R Qtr. 1 Ends	7W Showcase Night 6:00pm	8R
11 Veterans Day No School	12W Comments entered by 2:00pm	13R PER	14W	15R Report Cards Given Out
18W Parent Conf. 6:00-8:00 PM	19R	20W Faculty Meeting 2:15pm	21R	22W
25R	26W	27 PINK ½ Day before Thanksgiving	28 Thanksgiving	29

DECEMBER				
M	T	W	T	F
2R	3W End of Mid Quarter	4R PDR	5W	6R Comments entered by 2:00pm
9W	10R	11W Faculty Meeting 2:15pm	12R	13W Progress Reports Given Out
16R	17W	18R PDR Parent Conf. 2:05-3:00PM	19W	20R
23 December Break	24	25	26	27
30	31			

JANUARY				
M	T	W	T	F
		1	2W	3R
6W	7R	8W PER	9R	10W
13R	14W	15R Faculty Meeting 2:15pm	16W	17R
20 Martin Luther King Jr. Day	21W	22R	23W	24R Qtr. 2 Ends
27W	28R	29W PDR Comments Due 2:00pm	30R	31W Report Cards Given out

FEBRUARY				
M	T	W	T	F
3R	4W	5R	6W	7R
10W	11R	12W PER	13R	14W
17 Presidents' Day	18	19	20	21
24R	25W	26R Faculty Meeting 2:15pm	27W End of Mid Quarter	28R

MARCH				
M	T	W	T	F
2W	3R Comments entered by 2:00pm	4W	5R	6W Progress Reports Given Out
9R	10W Parent Conf. 7:30-9:00AM	11R PER	12W	13R
16W	17R	18W PDR	19R	20W
23R	24W	25R Faculty Meeting 2:15pm	26W	27R
30W	31R			

APRIL				
M	T	W	T	F
		1W Qtr. 3 Ends	2R	3W PDR
6R Comments entered by 2:00pm	7W	8R PER	9W Report Cards Given Out	10 Good Friday
13R	14W	15R Faculty Meeting 2:15pm	16W	17R
20	21	22	23	24
27W	28R	29W	30R	

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

JUNE				
M	T	W	T	F
1W	2R	3W	4R	5W Graduation 6:00PM
8R	9W	10R	11W Underclassmen Recognition 7:00pm	12R
15W	16R	17W LAST DAY	18	19
22	23	24	25	26
29	30			
RESERVED FOR SNOW MAKE-UP				

DRAFT

Salem Public Schools Saltonstall 2019 – 2020 School Calendar

AUGUST 2019						
S	M	T	W	Th	F	S
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18	19	20	21	22	23	24
25	26	27	28	29	30	31

SEPTEMBER 2019						
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15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

OCTOBER 2019						
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20	21	22	23	24	25	26
27	28	29	30	31		

NOVEMBER 2019						
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17	18	19	20	21	22	23
24	25	26	27	28	29	30

DECEMBER 2019						
S	M	T	W	Th	F	S
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15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

August

- 19 - 21 New Teacher Orientation
- 27 – 29 Professional Development Days (full)

September

- 2 - Labor Day
- 3 - Professional Development Day (full)
- 4 - First Day grs. 1-12
- 6 - Pre-K parent/child orientation
- 9 – First day for Pre-K and Kindergarten
- 25 – Professional Development Day (half)

October

- 14– Columbus Day
- 16 - Professional Development Day (half)
- Oct 28 -November 1 Intersession

November

- 5 – Professional Development Day (full)
- 11 – Veterans' Day
- 27 – ½ day before Thanksgiving
- 28 – 29 - Thanksgiving Break

December

- 4- Professional Development Day (half)
- 18 - Professional Development Day (half)
- 23 - 31 - Winter Break

January

- 1 – New Year's Day
- 20 – Dr. Martin L. King Day
- 29 – Professional Development Day (half)

February

- 17 – 21 – February Vacation

March

- 18 – Professional Development Day (half)

April

- 3 - Professional Development Day (half)
- 10 – Good Friday
- 20 – 24 - April Vacation

May

- 25 - Memorial Day

June

- 22 – Last day of school for Pre-K and K
- 24 – Last day of school / PD Day (half) (pending snow days)
- 25-26, 29-30 and April 24 - Snow day make up as needed

JANUARY 2020						
S	M	T	W	Th	F	S
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19	20	21	22	23	24	25
26	27	28	29	30	31	

FEBRUARY 2020						
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16	17	18	19	20	21	22
23	24	25	26	27	28	29

MARCH 2020						
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22	23	24	25	26	27	28
29	30	31				

APRIL 2020						
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MAY 2020						
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17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

JUNE 2020						
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14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

	First Day grs. 1-12		First day for Pre-K and Kindergarten
	Schools Closed: Holiday or Vacation		Pre-K parent/child orientation
	Schools Closed: Staff Report, Professional Development		Last day Pre-K and K (pending snow days)
	Half Day: Professional Development		Snow days – make up as needed
	Half Day: ½ day before Holiday / Last Day of School (pending snow days)		

DRAFT 4/8/19

CARLTON INNOVATION SCHOOL | 2019-2020 CALENDAR

- Professional Days
- 1st Day Students 1-5
- 1/2 Day
- 1/2 Day Holiday/ Last Day
- First/ Last Day P1
- Transition Day
- Holiday/ No School

JANUARY 2020						
S	M	T	W	Th	F	S
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12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

1- New Year's Day
20- M.L. King Day
29- PD 1/2 day

26 -PD 1st day for teachers
27- PD
28 -1st day (students P2-E2)
30- PD 1/2 day

AUGUST 2019						
S	M	T	W	Th	F	S
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18	19	20	21	22	23	24
25	26	27	28	29	30	31

FEBRUARY 2020						
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16	17	18	19	20	21	22
23	24	25	26	27	28	29

17- Presidents' Day/ start of February vacation

2 -Labor Day
3 -First Day (P1)
25 -1/2 day PD

SEPTEMBER 2019						
S	M	T	W	Th	F	S
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15	16	17	18	19	20	21
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29	30					

MARCH 2020						
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15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

5-Report cards go home
6 -Transition Day/PDD
9- Start 2nd Trimester
18 - 1/2 day PD/Conferences

14- Columbus Day
31-1/2 day PD

OCTOBER 2019						
S	M	T	W	Th	F	S
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13	14	15	16	17	18	19
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27	28	29	30	31		

APRIL 2020						
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19	20	21	22	23	24	25
26	27	28	29	30		

3- 1/2 day PD
10- Good Friday
12- Easter Sunday
20- Spring Break

5- Transition Day/PDD
11- Veterans Day
27- 1/2 day before Thanksgiving
28- Thanksgiving Break

NOVEMBER 2019						
S	M	T	W	Th	F	S
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17	18	19	20	21	22	23
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MAY 2020						
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17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

25- Memorial's Day

2- Trimester 2 starts
6- Report cards go home
11- 1/2 day/ conferences
23-Winter break starts

DECEMBER 2019						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
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15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

JUNE 2020						
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14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

5- Transition Day/ PDD
12- Last Day P1
15- 1/2 day / last day of school

New Liberty Innovation School (created 4/4/2019)

2019-2020 School Calendar

August 2019						
Su	M	Tu	W	Th	F	Sa
				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	PD	PD	PD	30	31

September 2019						
Su	M	Tu	W	Th	F	Sa
1	2	PD	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 2019						
Su	M	Tu	W	Th	F	Sa
		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 2019						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	PD	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 2019						
Su	M	Tu	W	Th	F	Sa
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15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

January 2020						
Su	M	Tu	W	Th	F	Sa
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12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

February 2020						
Su	M	Tu	W	Th	F	Sa
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16	17	18	19	20	21	22
23	24	25	26	27	28	29

March 2020						
Su	M	Tu	W	Th	F	Sa
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29	30	31				

April 2020						
Su	M	Tu	W	Th	F	Sa
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26	27	28	29	30		

May 2020						
Su	M	Tu	W	Th	F	Sa
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17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

June 2020						
Su	M	Tu	W	Th	F	Sa
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28	29	30				

July 2020						
Su	M	Tu	W	Th	F	Sa
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19	20	21	22	23	24	25
26	27	28	29	30	31	

 School Closed - Vacation/holiday for staff and students

 Snow Days, if needed

 Staff Professional Development Day (No school for students)

 Early Release Days (School ends at 1:30)

 Beginning and end of school year

Resolution in Support of Full Funding for Our Public Schools

WHEREAS, free public schools available to all students without exception are foundational to our democracy and are required by the state constitution; and

WHEREAS, all of our students, no matter where they live, deserve high-quality public schools that teach the whole child and provide them with a rich school experience that addresses their academic, social and emotional needs;

WHEREAS, the state's foundation budget formula, which determines state aid to each district, has been woefully out of date for years, thereby underfunding our districts by more than \$1 billion a year for essential educational services; and

WHEREAS, an updated foundation budget formula would bring **Salem** up to **1.5 Million Dollars** in additional state aid each year, allowing this district to move closer to providing all students with the education to which they are entitled as residents of the Commonwealth; and

WHEREAS, the Legislature failed to pass any foundation budget legislation in the last session, leaving districts, educators and students without the funds necessary to support the schools our students deserve in every district in the state;

THEREFORE, be it resolved that the **Salem School Committee** and the **Salem Teachers Union** urges the Legislature to approve and fully fund a new foundation budget formula by May 1, 2019.