

Salem Public Schools School Committee

*Amanda Campbell
Beth Anne Cornell
Manny Cruz, Vice Chair*



*AJ Hoffman
Mary A. Manning
Veronica Miranda*

Mayor Dominick Pangallo, Chair

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

REGULAR SCHOOL COMMITTEE MEETING

Notice is hereby given that the Salem School Committee will hold a **Regular School Committee meeting on March 3, 2025 at 7:00 p.m.** This meeting will take place in person at 29 Highland Ave., Rm. 227, Salem, MA. You can also join via Zoom using the link below.

Zoom Link to participate:

<https://us06web.zoom.us/j/89917690366?pwd=NKgWk01jkiuHyEiiOY9QbUQqiafULN.1>

Passcode: 149677


1. **Call of Meeting to Order**

1. **Summary of Public Participation Policy (School Committee Policy #6409).**

Read aloud: The Salem School Committee would like to hear from the public on issues that affect the school district and are within the scope of the Committee’s responsibilities. Spanish interpretation is available for anyone who needs it. The members of the School Committee would like to remind the public that Salem Public School students regularly attend School Committee meetings. We encourage all meeting participants to model respectful and productive public discourse for our young learners.

2. **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**.

2. **Approval of Agenda**

3. **Public Comment**

If you wish to participate in the public comment portion of the meeting, you may come up to the podium to speak during this section of the meeting. If you wish to provide a comment via Zoom, you may do so by entering the Zoom meeting and clicking the raise hand feature. When it is your turn to speak, a host will announce your name and will unmute your line and allow you to speak.

4. **Approval of Consent Agenda**
 1. Approval of Minutes of Regular School Committee meeting held on February 24, 2025
 2. Approval of FY25 Warrants:
 1. 02/27/2025 - \$392,473.86
5. **Student Representative Report**
6. **Superintendent's Report**
 1. Superintendent's Evaluation
 2. Communications Update
 3. Massachusetts School Building Authority (MSBA) Update
 4. Finance and Operations Report
 1. Budget Transfers
7. **Subcommittee Reports**
 1. Finance Subcommittee
 2. Personnel Subcommittee
 3. Building & Grounds Subcommittee
 4. Curriculum Subcommittee
 5. Policy Subcommittee
8. **Motions and Resolutions**
 1. Superintendent's Evaluation
 2. Budget Transfers
 3. Policy 5214.01 Graduation Requirements and Competency Determination - Third Reading
 4. 5215.01 Directory of Information on Students - Second Reading
9. **Announcements**
10. **Adjournment**

Respectfully submitted by,

Shirley Dorai

Executive Assistant to the School Committee and 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."

Escuelas Públicas de Salem Comité Escolar

*Amanda Campbell
Beth Anne Cornell
Manny Cruz, Vicepresidente*



*AJ Hoffman
Mary A. Manning
Veronica Miranda*

Alcalde Dominick Pangallo, Preside

“Conozca sus derechos bajo la Ley de Sesiones Públicas, M.G.L. c.30A § 18-25 y Secciones 2-2028 a 2-2033 de la normativa municipal”

REUNIÓN REGULAR DEL COMITÉ ESCOLAR

Por la presente se notifica que el Comité Escolar de Salem celebrará una **Reunión regular del Comité Escolar el 3 de marzo, 2025 a las 7:00 p.m.** Esta reunión **tendrá lugar en persona en 29 Highland Ave., Rm. 227, Salem, MA.** También puede unirse a través de Zoom utilizando el enlace de a continuación.

Enlace Zoom para participar:

<https://us06web.zoom.us/j/89917690366?pwd=NKgWk01jkiuHyEiiOY9ObUQqiafULN.1>

Passcode:149677


1. Orden del día

1. Resumen de la Política de Participación Pública (Política del Comité Escolar nº 6409).

Lectura en voz alta: Al Comité Escolar de Salem le gustaría escuchar al público sobre temas que afectan al distrito escolar y que están dentro del ámbito de las responsabilidades del Comité. Habrá interpretación al español para quien lo necesite. Los miembros del Comité Escolar desean recordar al público que los estudiantes de las Escuelas Públicas de Salem asisten regularmente a las reuniones del Comité Escolar. Animamos a todos los participantes de la reunión a modelar un discurso público respetuoso y productivo para nuestros jóvenes estudiantes.

2. Interpretación en directo al español.

Ahora se ofrece interpretación en español para todas las reuniones regulares del Comité Escolar. Para escuchar esta reunión con interpretación al español, por favor vea las instrucciones a continuación:

1. Haga clic en **Interpretation** .
2. Haga clic en **Spanish**
3. (Opcional) Para escuchar sólo el idioma interpretado, haga clic en **Mute Original Audio**.

2. Aprobación del orden del día

3. Comentarios del público

Consulte las instrucciones anteriores para participar en los comentarios públicos.

4. Aprobación del orden del día

1. Aprobación del acta de la reunión regular del Comité Escolar celebrada el 24 de febrero de 2025.
2. Aprobación de las órdenes de pago del año fiscal 25:
 1. 27-feb-2025 - \$392,473.86

5. Informe del representante estudiantil

6. Informe del Superintendente

1. Evaluación del Superintendente
2. Actualización de comunicaciones
3. Actualización de la Autoridad de Construcción de Escuelas de Massachusetts (MSBA)
4. Informe de Finanzas y Operaciones
 1. Transferencias presupuestarias

7. Informes de los subcomités

1. Subcomité de Finanzas
2. Subcomité de Personal
3. Subcomité de Edificios y Terrenos
4. Subcomité de Planes de Estudios
5. Subcomité de Política

8. Mociones y resoluciones

1. Evaluación del Superintendente
2. Transferencias presupuestarias
3. Política 5214.01 Requisitos de Graduación y Determinación de Competencias - Tercera Lectura
4. 5215.01 Directorio de información sobre estudiantes - Segunda lectura

9. Anuncios

10. Clausura

Respetuosamente presentado por,

Shirley Dorai

Asistente Ejecutiva del Comité Escolar y del Superintendente

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

**Minutes of the Regular Session
of the Salem School Committee
Monday, February 24, 2025
Rm. 227, 29 Highland Ave.
Hybrid Meeting**

Members Present: Mayor Dominick Pangallo, Vice Chair Cruz, Amanda Campbell, Beth Anne Cornell, AJ Hoffman, and Mary Manning

Others in Attendance: Superintendent Stephen Zrike and Assistant Superintendent Pauley

Members Absent: Veronica Miranda

Call of Meeting to Order

Mayor Pangallo called the meeting to order at 7:00 pm and informed the public that the docket contains the public participation procedure and how to access Spanish interpretation.

Member Manning requested a moment of silence for Charles Walsh and Charles Chaurette, Jr., two longtime educators in Salem who passed away recently. Charles Walsh was a teacher and principal in Salem, serving for over 35 years. Charles Chaurette's career in education began as a French teacher at Salem High School (SHS), and then the Principal of Middle School East in Salem, Co-Principal of Collins Middle School as well as Assistant Superintendent for Salem Public Schools.

Approval of Agenda

Member Cornell made a motion to approve the agenda. Member Campbell seconded. A roll call vote was taken.

Member Campbell voted YES

Member Cornell voted YES

Vice Chair Cruz voted YES

Member Hoffman voted YES

Member Manning voted YES

Member Miranda ABSENT

Mayor Pangallo voted YES

Motion passed with 6 votes in favor and 1 absent.

Public Comment

Steve Kapantais

Mr. Kapantais said that Salem has experienced a 25% decline in state aid share from FY 20 to FY 23. Mr. Kapantais requested the School Committee to show the Massachusetts Department of Elementary and Secondary Education (DESE) formula and inputs that determine the aid that

Salem receives. Mr. Kapantais questioned the Chair about what has been accomplished and actions taken over the last two years to fix the formula.

Approval of Consent Agenda

1. Approval of Minutes of Special School Committee meeting held on February 3, 2025
2. Approval of Minutes of Regular School Committee meeting held on February 3, 2025
3. Approval of Minutes of School Committee Workshop held on February 11, 2025
4. Approval of FY25 Warrants:
 1. 02/06/2025 - \$452,742.14
 2. 02/13/2025 - \$683,813.86
 3. 02/20/2025 - \$503,433.09

Member Manning made a motion to approve the consent agenda. Member Cornell seconded.

A roll call vote was taken.

Member Campbell voted YES

Member Cornell voted YES

Vice Chair Cruz voted YES

Member Hoffman voted YES

Member Manning voted YES

Member Miranda ABSENT

Mayor Pangallo voted YES

Motion passed with 6 votes in favor and 1 absent.

Student Representative Report

Student Representative Qualkenbush commented that there was some congestion in the lunch line at Salem High School but that the extended time helped.

Superintendent's Report

Superintendent Zrike said that based on input received about the start and end times that was shared recently, minor adjustments will be made and shared at a later date. The Dominican Independence Day is on February 27th and schools will be recognizing this day given the number of Salem students who are from the Dominican Republic. Teachers have been given resources through the Teaching and Learning newsletter. Superintendent Zrike added that the DESE Commissioner chose not to recommend Salem Academy Charter School's request for expansion to the DESE Board due to the effort of everyone at Salem Public Schools (SPS). Superintendent Zrike mentioned the launching of the Adult ESL classes on February 24th and acknowledged student athletes who participated and won in recent sporting events. Member Cornell suggested that Dominican flags could be displayed during the Dominican Independence Day at schools.

1. Superintendent's Evaluation

Vic Chair Cruz said that this matter will be postponed to the March 3rd School Committee meeting.

2. Massachusetts School Building Authority (MSBA) Update

- 1. Education Plan**
- 2. Space Summary**

Superintendent Zrike introduced Ms. Margaret Minor Wood, Anser Advisory, Owner's Project Manager, Ms. Kim Carter from QED Foundation, educational consultant on the SHS Building Project who advised and lead the team in drafting the Education Program and Ms. Brooke Trivas from Perkins&Will, the design team.

Ms. Margaret Minor Wood and Ms. Brooke Trivas presented slides on the MSBA update. Superintendent Zrike and SHS Principal Burns also spoke about the project and education plan.

Member Manning questioned a section in the space summary that only indicated one room for boys and girls lockers. Ms. Trivas said it is actually two rooms instead of one. In response to another question, Ms. Trivas said that the seating capacity for the auditorium is typically 690 or 700. Ms. Trivas said that the space at the front of the auditorium can be further discussed as it has not been designed yet and that the dimensions are like a Broadway stage. In response to Member Cornell about gender neutral spaces, Ms. Trivas said that these spaces will be included but that there will need to be a discussion to look into the details.

In response to Student Representative Qualkenbush, Ms. Trivas explained that the book storage spaces in the new building will be throughout the building in cabinets or shelves such as teacher's rooms, classrooms, library, media center, and others. Ms. Trivas added that the classroom is usually about 900 square feet and science classrooms are 1,440 square feet as per MSBA standard. Superintendent Zrike said that the school currently has large corridors but small classrooms and that the new building will have smaller corridors and larger classrooms. Superintendent Zrike added that more input from students would be sought. Ms. Trivas thanked the students for their overwhelming response to the survey as there were over 550 responses. Superintendent Zrike requested Ms. Trivas to provide the survey results to the School Committee. Member Cornell requested Student Representative Qualkenbush to also acquire feedback from students regarding bathroom spaces.

In response to Mayor Pangallo, Ms. Trivas said that if something is in the new construction program but not reflected in the MSBA guidelines, a narrative should be provided in support of why this new addition is necessary for teaching and learning so that it can be possibly reimbursed. In response to Student Representative Qualkenbush, Ms. Trivas said that the Hydroponics Room is under the Environmental Science and Technology Laboratory.

Member Manning asked for the reason why the auditorium is planned to have only 600 seats when SHS Principal Burns had just informed the School Committee that the SHS

student population would likely increase to almost 1,000 students in the near future. Ms. Trivas said that it is part of the MSBA guidelines. Ms. Trivas said that even in larger facilities, the auditorium is of that size. Ms. Trivas said that if a larger auditorium is needed, the difference will have to be picked by the district. Ms. Manning commented that there will not be any auditorium in the city that would be able to seat more than 600 since the SHS auditorium is always the largest with many school and city events held there. Superintendent Zrike agreed that more discussion is needed about this matter. SHS Principal Burns also agreed that the auditorium should be larger because of how it is utilized. Superintendent Zrike mentioned that some dates would be provided to School Committee members to visit other school buildings which were recently built such as Billerica and Belmont. In response to Mayor Pangallo, SHS Principal Burns said that the schools that the high school team visited did not have career and technical education (CTE) programs but that they are going to visit some schools that do have CTE programs. In response to Member Manning, SHS Principal Burns said that the buildings to visit need not be just buildings that Perkins&Will had designed.

Ms. Wood further explained the process to submit the proposal and the vote for the draft. Ms. Wood said that there will be opportunities for revisions even after the vote on the draft is made. Mayor Pangallo suggested that this topic be on the docket for the March 17th School Committee meeting.

3. Finance and Operations Report

Assistant Superintendent Pauley said as part of the Dominican Independence Day celebration, students will be served a special lunch on Thursday, February 27th. Assistant Superintendent Pauley added that there will be an update on the FY25 budget transfer.

Subcommittee Reports

1. Finance Subcommittee

No report at this time.

2. Personnel Subcommittee

No report at this time.

3. Building and Grounds Subcommittee

No report at this time.

4. Curriculum Subcommittee

No report at this time.

5. Policy Subcommittee

Member Cornell provided more information about the student directory and the process. Member Cornell added that parents can opt out of having their student's information in the directory. Superintendent Zrike commented that this form is part of the back-to-school forms and that it will be updated based on the vote taken to revamp this policy.

Motions and Resolutions

1. Policy 5214.01 Graduation Requirements and Competency Determination - Second Reading

Member Cornell made a motion to approve Policy 5214.01 Graduation Requirements and Competency Determination for second reading. Member Campbell seconded. A roll call vote was taken.

Member Campbell voted YES

Member Cornell voted YES

Vice Chair Cruz voted YES

Member Hoffman voted YES

Member Manning voted YES

Member Miranda ABSENT

Mayor Pangallo voted YES

Motion passed with 6 votes in favor and 1 absent.

2. Policy 5215.01 Directory of Information on Students - First Reading

Member Cornell made a motion to approve Policy 5215.01 Directory of Information on Students for first reading. Member Campbell seconded. A roll call vote was taken.

Member Campbell voted YES

Member Cornell voted YES

Vice Chair Cruz voted YES

Member Hoffman voted YES

Member Manning voted YES

Member Miranda ABSENT

Mayor Pangallo voted YES

Motion passed with 6 votes in favor and 1 absent.

3. Superintendent's Evaluation

This matter will be postponed to the March 3rd School Committee meeting.

Announcements

Member Cornell suggested starting a School Committee newsletter and social media presence based on conversations with Superintendent Zrike. Member Cornell added that a broader conversation on this matter is needed but that School Committee counsel had recommended it. Mayor Pangallo said that this could be added to the March 17th School Committee docket. Vice Chair Cruz shared that the Massachusetts Secretary of Education, Patrick Tutwiler, had approached him last week to serve as a non-voting member of the DESE Commissioner search and that he agreed to do so. Vice Chair Cruz invited School Committee members to share their

opinion or priority areas with him on this matter. Superintendent Zrike announced that on February 28th, he would be meeting with NAGLY (the North Shore Alliance for GLBTQ+ Youth), students and families to get input on how the school system can better serve this community.

Adjournment

Member Campbell made a motion to adjourn at 8:24 pm. Member Cornell seconded. A roll call vote was taken.

Member Campbell voted YES

Member Cornell voted YES

Vice Chair Cruz voted YES

Member Hoffman voted YES

Member Manning voted YES

Member Miranda ABSENT

Mayor Pangallo voted YES

Motion passed with 6 votes in favor and 1 absent.

Respectfully submitted by,

Shirley Dorai

Executive Assistant to the School Committee & Superintendent

Communications and Public Relations Update

Salem School Committee Meeting
Monday, Mar. 3, 2025



Salem Public Schools

Career & College Center at Salem High School

Our Mission

The mission of the Career and College Center is to support all students' academic success and socio-emotional development throughout all four years of high school. School Counselors meet with their students, individually and in small group sessions throughout the year.



Meet the Team



Program of Studies

ENG | ESP | POR



Early College



Scholarships



Advanced Placement (AP) Classes



Events



Request Your SHS Transcript



Request a Work Permit

<https://spssalemhs.salemk12.org/programs-and-culture/college-career-center/>



Salem Public Schools

Scholarships at SHS

SALEM HIGH SCHOOL 2025 SCHOLARSHIP QUESTIONNAIRE












Directions:

- Fill out the Senior Questionnaire
- Return the Senior Questionnaire to your College & Career Counselor or Ms. Dieneraux by April 29th, 2025 with the following documents:
 - o Copy of your Financial Aid Award letter from the college or training program you will attend
 - o Confirmation of deposit to the college or program you will be attending.

* Printed copies of this booklet are available in the College and Career Center*

You must have your FAFSA completed to apply
Many external scholarships are available and updated daily on Naviance.

Last updated 1/22/2024

	United Negro College Fund	View Website	Up to \$25,000	Jan. 21, 2025	Mar. 24, 2025
	Aero Club of New England – Aviation Maintenance Scholarship	View Website	\$5,000/\$3,000/\$1,000	Jan. 1, 2025	Mar. 31, 2025
 	Rebekah Assembly of MA Ind. Order of Odd Fellows Memorial Scholarship	View Application	Multiple \$1,000 Scholarships	Feb. 1, 2025	Mar. 31, 2025
	Hair's How Scholarship	View Website	\$2,000	Jan. 1, 2025	Mar. 31, 2025
	American Legion Scholarships	View Website	Up to ten (10) \$1,000 Scholarships; Up to ten (10) \$5000 scholarships	Feb. 1, 2025	Apr. 1, 2025
	Beverly-Peabody Elks Lodge #1309	View Website	Five scholarships, awards vary	Jan. 1, 2025	Apr. 1, 2025
	Beverly/Salem Lodge of Elks #1309 Scholarship	View Website	\$1,000	Jan. 1, 2025	Apr. 1, 2025
	St. Jean's Credit Union Charitable Foundation Scholarship	View Website	Four \$1,000 Scholarships	Feb. 1, 2025	Apr. 1, 2025

<https://spssalemhs.salemk12.org/programs-and-culture/college-career-center/scholarships-at-salem-high-school/>



Salem Public Schools

Early College

What is Early College?

Early College is a structured program of study and supports accelerated college degrees, career certificates, and, ultimately, career success.

In partnership with Salem State University and North Shore Community College, we are providing the opportunity for high school students to take college courses sequenced along a career pathway while earning credit for both high school and college. Students accelerate college degree completion while fulfilling requirements for high school.

High school students take college classes strategically sequenced along career pathways that count simultaneously toward high school and college completion during their regular high school day.



Apply for Early College Now →



View Salem State University Early College Pathways →

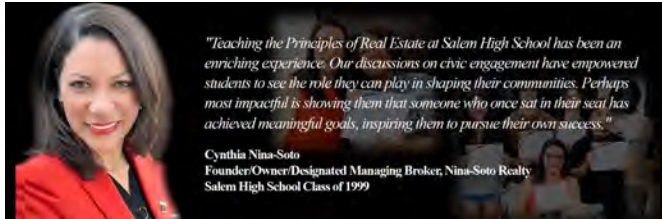
View North Shore Community College Early College Pathways →

<https://spssalemhs.salemk12.org/early-college-shs/>



Salem Public Schools

Recognizing Prominent Alumni



Ongoing priorities...

- Storytelling
- Updating, enhancing website (CTE, Tutoring Center)
- Managing unexpected messaging: crisis communications, timely information to the community
- Regular communication: Weekly Newsletter, Facebook Live
- Representing Salem in the Community
- Communications for Salem Building Committee
- Attendance Matters Campaign



Future priorities...

- Launch a Donation page and quarterly Alumni newsletter
- Portrait of a Graduate
- Foster, develop more Latino/Latina media contacts
- Preparation for Teacher Appreciation Week (May 5-9)
- Focus on academic stories that showcase the excellence happening in our schools.
 - Showcase the success around middle school learning
- Regular snapshot updates of Salem Building Committee meetings





To: Salem School Committee

CC: Dr. Stephen Zrike

From: Elizabeth Pauley, Camila Salazar

Date: February 26, 2025

Re: FY25

Below please find a series of transfers that are recommended for your consideration. The total amount requested for transfer is \$262,035.87. Because the total of these transfers exceeds the \$15,000 threshold established by School Committee policy, and because most of these transfers are across cost centers, we are asking for School Committee approval to make these transfers.

The rationale for these transfers is described briefly below. In anticipation of a budget gap for the current fiscal year, the Business Office is working with every school and department to move half of the available funds into budget lines with anticipated shortfalls. The amount being recommended is half of what remains in school and department budget lines, after accounting for year-end expenses. After the transfers, schools and departments will be left with some funds in case of unanticipated expenses.

The 3/3 transfers are the first set of two mid year transfers we are recommending. The next set will be presented at the 3/17 School Committee meeting.

I recommend approval of these transfers.

Account Name	Transfer to: Account Number	Amount	Transfer From: Account Name	Transfer From: Account Number
Facilities - Electricity	13530121-5211	\$190,879.41		
		\$3,780.00	Public Relations - Contracted Services	13262011-5320
		\$832.00	Public Relations - Office Supplies	13262011-5421



		\$600.00	Public Relations - Computer Services	13262011-5519
		\$1,000.00	Public Relations - Dues & Subs	13262011-5730
		\$2,000.00	School Health - Contracted Services	13490141-5320
		\$727.90	School Health - Office Supplies	13490141-5421
		\$154.53	School Health - Med & Surgical Supplies	13490141-5501
		\$617.57	School Health - Other Expenses	13490141-5780
		\$7,000.00	Regular Day - Instructional Supplies	13570141-5514
		\$1,251.80	Regular Day - Dues & Subs	13570141-5730
		\$33,500.00	Music - Instructional Supplies	13570160-5514
		\$29,636.84	Transportation - Pupil Transportation	13570151-5333
		\$274.44	Bates - Contracted Services	13570221-5320
		\$2,729.71	Bates - School Leadership	13570241-5780
		\$172.95	Bates - Tech Equip	13570261-5272
		\$500.00	Bates - Educational Training	13570281-5317
		\$1,446.75	Carlton - Instructional Supplies	13570421-5514
		\$86.50	Carlton - School Leadership	13570441-5780
		\$379.73	Carlton - Tech Equip	13570461-5272
		\$6,132.67	Horace Mann - Contracted Services	13570621-5320
		\$3,000.00	Horace Mann - Educational Training	13570681-5317
		\$1,085.12	Saltonstall - Contracted Services	13570721-5320
		\$1,000.00	Saltonstall - Equipment	13570721-5860



		\$500.00	Saltonstall - Dues & Subs	13570721-5730
		\$11,693.42	Witchcraft - Contracted Services	13570821-5320
		\$2,855.47	Collins - Books	13570921-5512
		\$8,000.00	Collins - Instructional Supplies	13570921-5514
		\$1,515.00	Collins - Dues & Subs	13570921-5730
		\$8,444.15	BAIS - Contracted Services	13571521-5320
		\$10,005.74	NLIS - Contracted Services	13571621-5320
		\$10,700.00	Student Supports - Instructional Supplies	13592021-5514
		\$26,870.83	DEI - Educational Training	13602021-5317
		\$12,386.29	ML - Contracted Services	13702030-5320
To support increased Electricity costs				
Building & Grounds - Equipment	13530121-5860	\$15,922.97		
		\$2,535.25	Admin/Supp - Schl Committee - Contracted Services	13032021-5320
		\$12,436.37	Admin/Supp - Superintendent - Contracted Services	13032041-5320
		\$951.35	Admin/Supp - Superintendent - Office Supplies	13032061-5421
To support the purchase of the District staging for events				
Building & Grounds - Telephones	13530121-5341	\$15,641.49		
		\$1,527.33	IT - Computer Software	13170121-5519
		\$2,724.52	IT - Tech Supplies	13170121-5582
		\$2874.08	IT - Contracted Services	13170121-5320
		\$2,334.29	Business Office - Dues & Subs	13252011-5730



		\$1,511.28	Public Relations - Advertising	13262011-5306
		\$1034.38	Crossing Guard Transportation - Office Supplies	13120121-5421
		\$3635.61	DL - Instructional Supplies	13711521-5514
To support District telephone costs				
Dual Language - Instructional Supplies	13711521-5514	\$39,092.00		
		\$3519.00	ML - Contracted Services	13702030-5320
		\$7,000.00	DL - Stipends	13711520-5150
		\$26,000.00	ML - Stipends	13700120-5150
		\$2,573.00	ML - Instructional Supplies	13702030-5514
To support the purchase of K-5 Benchmark Curriculum				
Carlton - Stipends	13990410-5150	\$500.00		
		\$500.00	Carlton - Tech Equipment	13570461-5272
To support end of year ILT Stipends				

Elizabeth A. Pauley

29 Highland Avenue
 Salem, Massachusetts 01970
 Tel: (978) 740-1222
 epauley@salemk12.org

STUDENTS AND INSTRUCTION 5000 INSTRUCTIONAL PROGRAM 5200

GRADUATION REQUIREMENTS AND COMPETENCY DETERMINATION 5214.01

Graduation Requirements

To graduate from Salem Public Schools (SPS) with a high school diploma, students must:

- Earn a Competency Determination (CD) in English, mathematics, and science.
- Satisfactorily complete the local graduation requirements delineated in the program of study for the school in which they are enrolled. Programs of study for Salem High School, Salem Prep and New Liberty Innovation School are reviewed and approved annually by the SPS School Committee.

Students who do not meet the Competency Determination requirements may still be eligible for a Certificate of Attainment, provided they satisfactorily complete the local graduation requirements and meet additional criteria established by the Massachusetts Department of Elementary and Secondary Education (DESE).

Competency Determination

The awarding of a fully certified diploma from Salem Public Schools requires, in addition to the above stated criteria, a demonstration of mastery of the 10th-grade Massachusetts Curriculum Framework Standards in the areas of English language arts, mathematics, and science.

For the Class of 2025, a successful Competency Determination (CD) requires a qualifying score on the MCAS prior to December 5, 2024 **or** a passing grade on the following coursework as outlined by school:

	New Liberty Innovation School	Salem High School	Salem Prep
English Language Arts	Two years of Humanities/English	Two years of English	Two years of English
Mathematics	Integrated Math 1 and Integrated Math 2	Algebra 1 and Geometry	Algebra 1 and Geometry
Science	Principles of Biomedical Science	Biology or Physics	Biology

For the Class of 2026 and beyond, a successful CD can be met **only** by a passing grade on the coursework listed above.

Students who do not meet the required passing grades (as delineated in the program of studies) in the above prescribed courses may enroll in summer school, credit recovery courses, or be scheduled to take additional coursework that meets the same MA Curriculum Framework Standards in order to graduate.

Transfer Students

High school students transferring to Salem Public Schools from another district will undergo a transcript review to ensure alignment with Salem's graduation and competency determination requirements. If a student has met their previous district's local CD criteria, Salem Public Schools will honor that determination, provided it aligns with Massachusetts Curriculum Framework standards.

Transcript Review for Former Students

Salem Public Schools provides a formal transcript review process for any former student who believes they have earned a Competency Determination (CD) under the new criteria. This review ensures that individuals who have satisfactorily completed the relevant coursework are recognized as meeting the updated CD requirements, and therefore have earned a high school diploma.

To request a formal transcript review process, former students should contact the high school where they were last enrolled.

Legal References:

https://www.sec.state.ma.us/divisions/elections/publications/information-for-voters-24/quest_2_full_text.htm

Students and Instruction 5000 Student Records 5215 DIRECTORY INFORMATION

REGARDING STUDENTS 5215.01

1. Authorization to Release Directory Information. The Salem School Committee establishes that, in conformity with federal and Massachusetts law governing the privacy of student information, school district administrators or others acting under the authorization of the Superintendent of Schools may, without the prior written consent of a student's parent or guardian, release directory information on any student attending the Salem Public Schools. As used herein, "directory information" shall mean personally identifiable information about a student that is generally not considered harmful or an invasion of privacy if released. Directory information shall include the following personally identifiable student information: ~~(1) name, (2) address, (3) telephone listing, if published, (4) photograph, (5) date and place of birth, (6) dates of attendance, (7) grade level, (8) participation in officially recognized activities and sports, (9) weight and height of members of athletic teams, (10) honors and awards received, and (11) the most recent educational agency or institution attended.~~

Proposed Change:

Directory information shall include the following personally identifiable student information: (1) name (2) grade level (3) honors and awards received

2. Specific Requirements for Release of Directory Information. Except as provided in section 3, below, the Salem Public Schools and its agents shall release to military recruiters, upon request, the following directory information on students who are in their third and fourth years of high school: (1) student's name; (2) student's address; and (3) student's telephone listing.

3. Parental Advisement to Withhold Release of Directory Information. A parent or guardian who does not wish directory information on their child to be released pursuant to either Section 1 or Section 2, above, or both, may prevent release of that information by providing an annual written notification to the Superintendent of Schools or the principal of their child's school. ~~Said written notification shall be postmarked or delivered in person by the parent or guardian by not later than the thirtieth (30th) calendar day after the start of the school year for which the denial of permission shall be effective, or, in the case of a child who enters the Salem Public Schools after the first day of the school year, by not later than the thirtieth (30th) calendar day after the student~~

is enrolled.

4. Notification to Parents of Right to Withhold Consent to Disclosure of Personally Identifiable Student Information. The Salem Public Schools shall comply with all requirements of federal or Massachusetts law regarding notice to parents or guardians of the release of directory information and the right of parents or guardians to opt not to permit release of such information.

Students and Instruction 5000 Student Records 5215 DIRECTORY INFORMATION

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5. Regulations Authorized. The Superintendent shall issue such regulations as may be necessary to effectuate the purposes of this policy and to comply with all pertinent laws and regulations.

REFERENCES

20 USC 1232g (Family Educational Rights & Privacy Act)

20 USC 7908

10 USC 503(c)

34 CFR Part 99

603 CMR 23.00

Approved 7/15/20