

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 August 18, 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/83558311976?pwd=0pVgKelUC4CxYjXqMojjDMIDvdwu6N.1>
Passcode: 171954

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 July 28, 2025
 2. Approval of FY25 Warrants:
 1. 07/30/2025 - \$112,359.13
 2. 08/06/2025 - \$16,694.25
 3. 08/13/2025 - \$86,629.33
 - Approval of FY26 Warrants:
 1. 07/24/2025 - \$264,258.70
 2. 07/31/2025 - \$535,415.12
 3. 08/07/2025 - \$363,263.83
 4. 08/14/2025 - \$419,275.34
- 5. Student Representative Report**
- 6. Superintendent's Report**
 1. Update on Back to School (all priorities)
 2. Massachusetts School Building Authority (MSBA) Update
 3. Finance and Operations Report
- 7. Subcommittee Reports**
 1. Finance Subcommittee
 2. Personnel Subcommittee
 3. Building & Grounds Subcommittee
 4. Curriculum Subcommittee
 5. Policy Subcommittee
- 8. Motions and Resolutions**
- 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 18 de agosto, 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/83558311976?pwd=0pVgKelUC4CxYjXqMojDMIDvdwu6N.1>

Passcode: **185955**

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 28 de julio de 2025.
2. Aprobación de las órdenes de pago para el año fiscal 25:
 1. 30-jul-2025 - \$112,359.13
 2. 6-agosto-2025 - \$16,694.25
 3. 13-agosto-2025 - \$86,629.33
3. Aprobación de las órdenes de pago FY26:
 1. 24-jul-2025 - \$264,258.70
 2. 31-jul-2025 - \$535,415.12
 3. 7-agosto-2025 - \$363,263.83
 4. 14-agosto-2025 - \$419,275.34

5. Informe del representante estudiantil

6. Informe del Superintendente

1. Actualización sobre el regreso a la escuela (todas las prioridades)
2. Actualización de la Autoridad de Construcción de Escuelas de Massachusetts (MSBA)
3. Informe financiero y operativo

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

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, July 28, 2025
Rm. 227, 29 Highland Ave.
Hybrid Meeting**

Members Present: Mayor Dominick Pangallo, Vice Chair Cruz, Amanda Campbell, AJ Hoffman and Veronica Miranda

Others in Attendance: Superintendent Stephen Zrike, Deputy Superintendent Carbone and Assistant Superintendent Pauley

Members Absent: Beth Anne Cornell and Mary Manning

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.

Approval of Agenda

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

Member Campbell voted YES

Member Cornell ABSENT

Vice Chair Cruz voted YES

Member Hoffman voted YES

Member Manning ABSENT

Member Miranda voted YES

Mayor Pangallo voted YES

Motion passed with 5 votes in favor and 2 absent.

Public Comment

There was no public comment.

Approval of Consent Agenda

1. Approval of Minutes of Regular School Committee Meeting held on June 17, 2025
2. Approval of Minutes of School Committee Retreat held on June 21, 2025
3. Approval of Field Trip for Carlton 5th Graders to The Farm School in Athol MA from September 22 - 24, 2025 for one group and September 24 - 26, 2025 for the second group.
4. Approval of FY25 Warrants:
 1. 06/19/2025 - \$494,163.25
 2. 06/26/2025 - \$1,481,713.55

Approval of FY26 Warrants:

1. 07/09/2025 - \$843,763.69
2. 07/16/2025 - \$359,154.47
3. 07/17/2025 - \$70,618.07
4. 07/23/2025 - \$78,759.09

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

Member Campbell voted YES

Member Cornell ABSENT

Vice Chair Cruz voted YES

Member Hoffman voted YES

Member Manning ABSENT

Member Miranda voted YES

Mayor Pangallo voted YES

Motion passed with 5 votes in favor and 2 absent.

Student Representative Report

Superintendent Zrike said that students from Student Advisory Group are working on creating materials and supports for newcomers at Salem High School as part of the Student Voice Project over the summer. Superintendent Zrike said the group has an earlier start this year.

Superintendent Zrike hoped that there would be regular interaction between the School Committee and the Student Advisory Group. Vice Chair Cruz was hopeful that the Student Advisory Group would have an opportunity to engage formally with the School Committee through a public meeting.

Superintendent's Report

Superintendent Zrike congratulated Ms. Sonia Lowe who will be the new Executive Director of Teaching and Learning. Ms. Lowe has been working for the Salem Public Schools since 2014 in multiple roles including teacher, coach and curriculum director for the secondary schools.

Superintendent Zrike updated the School Committee on the Mental Makeover event taking place on August 3rd which is being supported by the Salem Teachers Union as they are involved with the organization. The organization which was started by graduates of the Salem Public Schools supports mental health, wellness and suicide prevention. Another update was the farewell for the students from Ota, Japan which took place earlier in the day. The City of Salem has an on-going relationship with their sister City of Ota, Japan for the past 34 years.

1. Update on Strategic Plan (all priorities)

Superintendent Zrike said some data from MCAS is not in the presentation as the results have not yet been released to the public. Superintendent Zrike proceeded with the presentation on the state of the school.

In response to Mayor Pangallo, Superintendent Zrike said that the data on how students feel in terms of centering belonging is available by grade level and school. Vice Chair

Cruz requested that the questions on culture and belonging to be broken down more so that more data will be available. Deputy Superintendent Carbone said that data will be gathered a few times throughout the year.

In response to Member Miranda, Deputy Superintendent Carbone said the district is partnering with five community based organizations where about 180 PreK students are receiving access to high quality curriculum. Coaches from Salem Public Schools (SPS) will be also working with the educators at the community based organizations to make data informed decisions. These students will be entering Kindergarten with a higher level of readiness. Deputy Superintendent Carbone also said that comparison data between other PreK students coming into SPS and the five partner community based organizations would be available after data sharing agreements with the partners and parents are in place.

Vice Chair Cruz highlighted that some of the alternative assessments to the Massachusetts Tests for Educator Licensure (MTEL) are available now and that the district has opportunities to engage with staff about this in an effort to increase educator diversity. Vice Chair Cruz added that the Educator Diversity Act also calls for an educator diversification plan that is supposed to come from an educator diversity team or an educator diversity council which is an advisory council to both the School Committee and the Superintendent. Vice Chair Cruz mentioned that since many educators of color are more junior staff, there is a risk that the district might lose these staff members due to the budget crisis. Superintendent Zrike commented that the educator diversity council could be an important next step for the district. The district has seen improvement in this area but it is plateauing. The Salem Teachers Union (STU) and American Federation of Teachers (AFT) have been great partners in this work. Superintendent Zrike added that it does make a difference in outcomes for students when there are more diverse staff and that this is part of the district priorities.

2. Teacher Diversification and Pipeline

Superintendent Zrike introduced Veronica Salas, who was an intern at SPS from the Doctor of Education Leadership (Ed.LD) Program at Harvard Graduate School of Education. Part of her project at SPS was helping to organize efforts to diversify the workforce which includes pipeline work for educators and paraprofessionals. Ms. Salas shared her presentation as part of her change project on the information she collected.

Vice Chair Cruz commented that the paraprofessionals to educators pipeline shows promise and needs supports. Vice Chair Cruz added that the student to educator pipeline is another important area and elaborated on the steps taken by some other school districts. Member Campbell said comprehensive data need to be collected for the student to educator pipeline because it takes many years before the students become educators. There is a need to stay connected with the students through college. The results will affect the funding and resources dedicated to this effort.

3. Massachusetts School Building Authority (MSBA) Update

Superintendent Zrike said that along with the design team, he was able to present to the Facilities Assessment Subcommittee (FAS) of the MSBA on July 16th. The FAS asked about the preliminary design ideas, educational program and other questions. The full Board of the MSBA would vote on and approve the Preferred Schematic report on August 27th. On July 25th, the team met with staff from the MSBA to discuss achieved milestones, progress of the proposed project, the preferred solution, and the project timeline for the coming months. The next step in the process is the continued review of the schematic design submittal which includes the basis of the project cost.

Superintendent Zrike continued that there will be continuous feedback on the final design in the coming weeks to prepare for a December submission and final MSBA Board approval at their regularly scheduled February 2026 meeting. There will be community engagement in the coming weeks so that Salem residents can better familiarize themselves with the details of the project. The MSBA expects the new building to open in Fall 2030. Mayor Pangallo anticipates the City Council would schedule the debt exclusion vote for May 2026 and approve the bond order for the project cost. Mayor Pangallo added that according to the timetable, the construction will begin in 2028.

5. Finance and Operations Report

Assistant Superintendent Pauley said that the Facilities Department is working hard on the buildings and grounds this summer. Assistant Superintendent Pauley invited School Committee members to visit the buildings and grounds.

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

No report at this time.

6. School Committee Retreat Report

Mayor Pangallo said the School Committee retreat took place in June 2025 facilitated by

Mr. Paul Mills from CannonDesign. CannonDesign had led the 2021/2022 Facility Master Plan. Mayor Pangallo continued that the purpose of the retreat was to discuss the continuation of charting a path forward for the students, educators and community to have the best possible school district to serve them. The district is facing increasing costs for transportation, special education, employee health insurance, facilities maintenance and potential cuts in federal funding. The situation is challenging.

At the retreat, the School Committee committed to invest and expand the dual language and early childhood programs as well as Innovative Teaching and Learning Models. The School Committee also committed to identifying an in-district location for the alternative high schools; making the most efficient use of facilities district-wide; exploring the learning, extracurricular, and financial benefits of uniformly-sized elementary schools throughout the district; modifying the intra-district school choice policy to improve community engagement; maintain district-wide socioeconomic balance; and address rapidly increasing transportation costs. Mayor Pangallo added that more work and opportunities for public engagement as well as input are still to come on this discussion.

Motions and Resolutions

1. Change in School Committee Meeting Date in September 2025

Superintendent Zrike said that the proposal is to move the Monday, September 22, 2025 meeting date to Wednesday, September 24, 2025.

Vice Chair Cruz made the motion to move the Monday, September 22, 2025 meeting date to Wednesday, September 24, 2025. Member Miranda seconded and it was so VOTED. Motion passed unanimously.

2. Resolution for July 4, 2025

Vice Chair Cruz said that the request for this resolution came from Councillor Davis and it was taken from the Boston City Council. Councillor Davis had inquired if this was something that the School Committee members wanted to support. Vice Chair Cruz said that the timing of the request did not make it possible as it would have to be discussed at a School Committee meeting. Vice Chair Cruz expects this matter to come again next June.

Announcements

There were no announcements.

Adjournment

Member Miranda made a motion to adjourn at 8:14 pm. Member Campbell seconded and it was so VOTED. Motion passed unanimously.

Respectfully submitted by,

Shirley Dorai

Executive Assistant to the School Committee & Superintendent

DRAFT



2025 Back-To-School Update

*School Committee
August 18, 2025*



Strategic Priorities



Priority 1: Elevate Learning.

Build and maintain a district-wide culture of universally high academic expectations for every learner.



Priority 2: Empower Educators.

Make the Salem Public Schools an inclusive district where student-centered, innovative, and highly effective educators want to work, grow, and stay.



Priority 3: Center Belonging.

Build joyful, welcoming, and supportive school communities.



Priority 4: Strengthen our Foundation.

Develop consistent, reliable systems and structures to disrupt inequities and support the work of the district.



Our Work

Priority 1: Elevate Learning

Academic Monitoring & Lesson Internalization: Notice what students are struggling with and be prepared to address in the moment.

Data meetings: Continue to strengthen frequency/impact of data meetings and grow the capacity of teacher leaders to run DII meetings.

Early Literacy: All teachers PreK-Gr. 3 will implement foundational reading instruction aligned to the HILL/ECRI routines.

Priority 2: Empower Educators

Amount and quality of feedback: Strengthen frequency/impact of observation/feedback.

PD Input: Engage educator voice in the development of school-based PD content and session facilitation.

Recruitment and Retention: Develop an intentional plan to ensure that exemplary and diverse educators come and stay in Salem.

Priority 3: Center Belonging

Explicit SEL: Name and implement explicit SEL practices that will encourage academic risk taking, increase student voice and ownership, and ensure achievement is possible for all students.

Chronic absenteeism: Attendance teams strengthen early intervention strategies for identifying and addressing chronic absenteeism.

Post- Secondary Planning (HS and MS): Monitor to ensure high school and middle school students have a post secondary plan.



IAm Somebody

Society tries to tell us who we are before they even learn our names.

You were never too loud.

You were never too different.

You were never too far gone.

You were never alone.

*You are here because you are **powerful**.*

*You are here because you are **brilliant**.*

*You are here because you **deserve to be**.*

Written by 2025 SHS
graduate Leyka Louis



Our Students Are Capable of Greatness

- ★ If a classroom does not operate as if the young people in it were capable of greatness, it will never be a just classroom. But operating as if young people are capable of greatness does not mean pandering. It means loving young people enough to push them, with warmth, grace, and humanity, to work harder than they may be inclined to. *(xxiii-xxv)– Teach Like a Champion*



Teaching & Learning

Summer Leadership Institute

- Attended by all school & district leaders including our Ops & Finance teams and Instructional leaders
 - Focus areas:
 - Use of Feedback to Enable Efficiencies
 - Lesson Internalization & Academic Monitoring

Commonwealth Preschool Partnership Initiative

- **\$1M award was granted to the Salem Public Schools and partners**
 - Boosting educator salaries in community-based organizations
 - Providing tuition relief to neediest families
 - Funding a special education itinerant team to conduct evaluations and screenings and to deliver prevention services and interventions
 - Offering an extended day option for PreKers at all SPS sites using a sliding scale to ensure accessibility
 - Funding 2 Instructional Coaches to support use of shared PreK curriculum and use assessments
 - Purchasing instructional materials
 - Funding the Director of the Salem Children's Alliance



Academics

Lesson Internalization and Responding to Learning

- Deeply knowing the content of a lesson
- Tailoring lessons to meet the needs of students
- Actively monitoring student learning within a class and responding to it in the moment

Year 2 of the PRISM Grant to Strengthen Early Literacy Outcomes

- 80% proficient in foundational skills by 2029
- Deepening expertise in foundational skills instructional routines

Launch of JumpRope Grading Platform PK-8 and at Salem Prep High School

- Make success criteria explicit to students and families
- Tool for reflection and goal setting



Special Education

Expanding the Student to Paraprofessional, Paraprofessional to Teacher and Teacher to Leader pipeline

- Student Summer Interns
- Para-Teacher Apprenticeship (RTAP)
- Teacher Leader Opportunities (school-year and summer leaders)

Expanded Language-Based Disabilities Program at Saltonstall, Collins and SHS to support the growing needs of our population

Greater Support for our youngest learners

- City-wide screening for children ages 3-5
- School Readiness Intervention groups for children 3-5



Student Support Services

Social Emotional Learning

- Explicit SEL instruction
- Monthly Panorama student “check-ins”
- Continue building restorative practices

Out-of-School Time

- Vertical alignment in OST programs
- YPAR (Student Voice Project) groups
- Pre-K after school program

Attendance

- Early intervention
- Truancy panel



Instructional Technology

New Applications

- PowerSchool Professional Learning for professional development tracking
- PowerSchool Perform for educator evaluation
- JumpRope gradebook district-wide

Hardware

- Chromebooks for grades 2, 3, 6 and 9
- Interactivate displays at Salem Prep and Carlton
- Full inventory and repair of all Chromebooks, grades K-8
- Refresh of the iPads for Special Education

Collins 1:1

- Relaunching 1:1 at CMS
- Chromebooks will be assigned to students again, not classrooms
- Chromebooks will travel with students throughout the school day and remain in school prior to dismissal

Library and Digital Learning Expansion to WHES and Saltonstall



Human Resources

2025-2026 Department Theme *People, Partnerships, Pipelines, and Pathways*

Highlights	Talent Recruitment & Staffing	Talent Retention	Tracking Progress
<p>NEW! 2 teachers from DR (on J1 Visas) are here and ready to start at BAIS!</p> <p>NEW! Registered Teacher Apprenticeship Program (RTAP) Grant - para to teacher (focused on special education - 3 Journeyworker Mentor Teachers selected</p>	<p>Over 65 new hires (45 are new teachers)</p> <p>Approx 30% of the new hires are racially and ethnically diverse <i>(higher percentage than last year at 18%)</i></p> <p>124 internal staff transfers; 30 Reappointed (teachers on licensure waiver)</p>	<p>Continuation “one-stop” onboarding process and additional data system integration in the works</p> <p>Partnerships to support licensure attainment as well as new pathways and pipelines</p>	<p>Seeking feedback from employees</p> <p>Continuing to work toward improved data systems & integration</p> <p>Monitoring key performance metrics to track progress</p>



Human Resources (Vacancies as of 8/18/25)

Academics	# of openings	Schools
Classroom Teachers	5	Bates (Music .7), HMLS (Library), CMS (Gr 6 ELA), WHES (Kindergarten & Gr 2)
Multilingual Learners and Special Education	2	Bilingual Reading Specialist (District) Executive Functioning & Transition Coordinator (SHS)

Other Open Positions	# of openings	Schools
Paraprofessionals	4	Bates (Instructional Para (PreK), Collins (Intensive Instructional Para 1:1) NLIS (Instructional Para (<u>Sp.Ed.</u>)) WHES (Intensive Instructional Para 1:1)
Substitutes	2	Bates (Building Based Substitute), HMLS (Long-Term Sub, Kindergarten Para), + Daily Substitute Teachers
Admin	1	Director of Curriculum, Instruction, & Assessment
Other	1	Jr. Building Custodian



Diversity Equity Inclusion & Engagement

2025-2026 Department Theme

*Increase operational efficiency to meet strategic plan goals,
Create opportunities for collaboration between DEIE,
Departments & Schools*

<u>Priority 3:</u> Centering Belonging	<u>Priority 4:</u> <u>Strengthening our Foundation</u>
<ul style="list-style-type: none">• Continue to build and grow affinity spaces• Identify, engage & invest in educators• Incorporate family voices through events and workshops at the welcome center to build relationships, orient new families to the district, and create a “one-stop hub” where families feel supported beyond enrollment.	<ul style="list-style-type: none">• Establish systems and routines for more streamline enrollment & assignment process• Support schools & Departments with more efficient communication with the Family Welcome Center & leaders• Re-Structure the role of Family Engagement



Enrollment

School	Aug. 2023 #s	Aug. 2024 #s	August 2025 #s
Bates	384	409	403
Bentley	285	296	271
Carlton	253	256	256
ECC	124	108	103
Horace Mann	300	280	307
Witchcraft	450	448	454
Saltonstall	400	414	263
Collins	653	626	778
New Liberty	51	42	51
Salem Prep	19	26	24
SHS	925	920	967

Total Aug. 2023
3844

Total Aug. 2024
3825

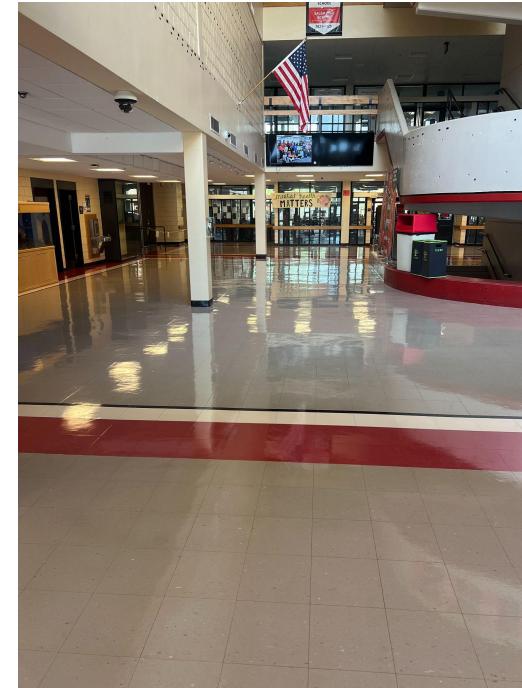
Total Aug. 2025
3877



Facilities & Grounds

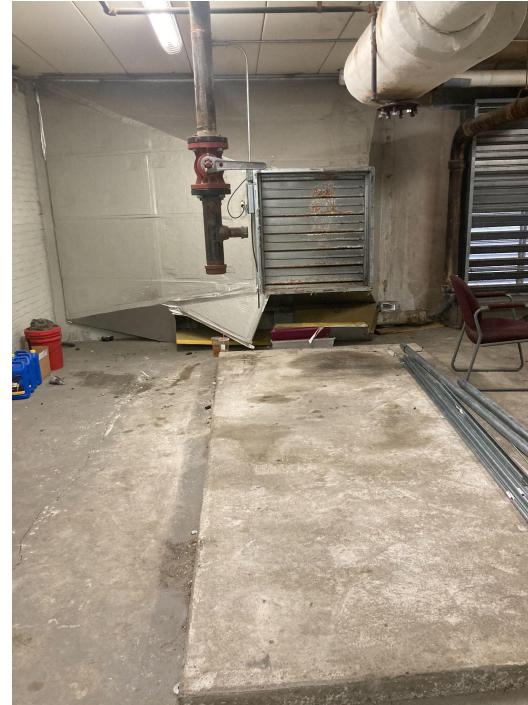
Summer Projects

- **Painting:** touch ups at all schools; full repainting at HMLS & 1st floor of Saltonstall
- **HVAC:** all filters have been changed in schools
- Accessibility repairs to the HMLS exterior ramp



Facilities & Grounds

- New generators: installed at WHES & coming soon at Bates & Collins
- Bates fire pump will be replaced; all other schools: conducted fire & sprinkler testing; making repairs as needed



Facilities & Grounds

Play Spaces:

- **Bates** PreK & K playground (ribbon cutting on 9/2)
- Repaired track at **Bertram** (repoured, relined & rebuilt/replenished sand pits); new sound system (in the fall)
- Plans & materials for **Carlton**- playgrounds
- New **SHS** gym floor



Facilities & Grounds

- Continue to use Operations Hero
- Continue monthly walkthroughs with school staff & Facilities & Grounds staff
- Establish common cleaning standards & practice across the schools



Food & Nutrition Services

- New Menu Platform
- Second meals kiosk at SHS
- Continuing dinner @ SHS & Collins
- New inventory process

02 Tuesday	Calories	Total Fat (g)	Sat. Fat (g)	Carbs (g)	Sodium (mg)	03 Wednesday	Calories	Total Fat (g)	Sat. Fat (g)	Carbs (g)	Sodium (mg)	
ENTREE												
Cheeseburger on a Bun	353	14.5	6.5	31	730	Mandarin Orange	150	3	0.5	19	280	
Hamburger on a Bun	303	10.5	4	30	510	Chicken						
Pizza Power Pack	390	17.98	8.89	32.93	1343	Egg Roll	140	4.5	0.5	21	450	
Sunbutter & Jelly Sandwich	346	18.02	3	37.42	369.8	Sunbutter & Jelly Sandwich	346	18.02	3	37.42	369.8	
Yogurt Power Pack	390	3.63	0.02	78.67	223.7	Turkey & Cheese Wrap	283	4.17	1.57	30.39	782	
FRUIT												
Assorted Fruit	81	0.19	0.06	19.93	0.57	Yogurt Power Pack	390	3.63	0.02	78.67	223.7	
VEGETABLE												
Chili Roasted Sweet Potato Fries	140	7	1	18	171	FRUIT	81	0.19	0.06	19.93	0.57	
Garden Salad with Local Lettuce	35	0.28	0.05	7.33	31.34	VEGETABLE	Stir Fry Mixed Vegetables	33	0.22	0.04	7.14	23.56
MILK												
1% Milk	110	2.5	1.5	13	125	Sugar Snap Peas	31	0.22	0.05	6.97	6	
Lactose Free Milk	110	2.5	1.5	13	130	GRAIN	Vegetable Fried Rice	270	2.5	0	54	440
Shelf Stable Chocolate Milk	120	0	0	20	180	MILK	1% Milk	110	2.5	1.5	13	125
CONDIMENTS												
Bacon	45	3.5	1.5	0	160	Lactose Free Milk	110	2.5	1.5	13	130	
09 Tuesday												
10 Wednesday												



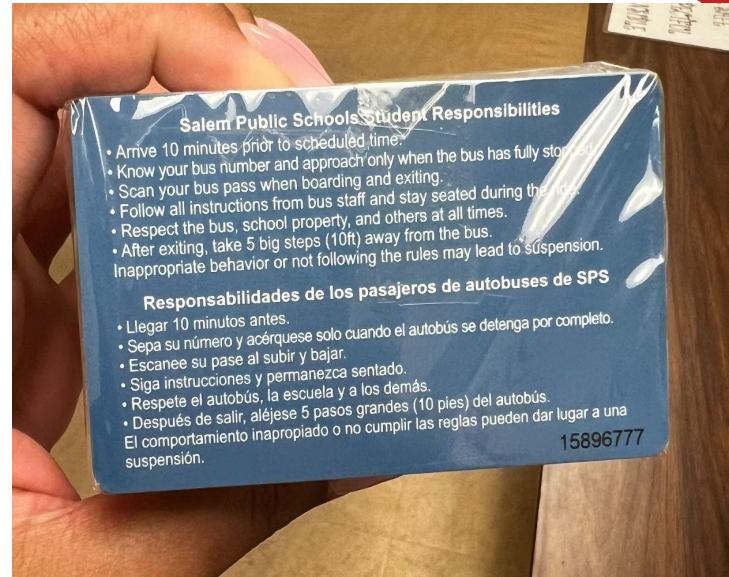
Food & Nutrition Services

- Opening salad bars at all Elementary Schools
- Expanding student composting in all cafeterias
- Rolling out newly created PreK-8 Farm to School lesson plans (tied to school gardens)



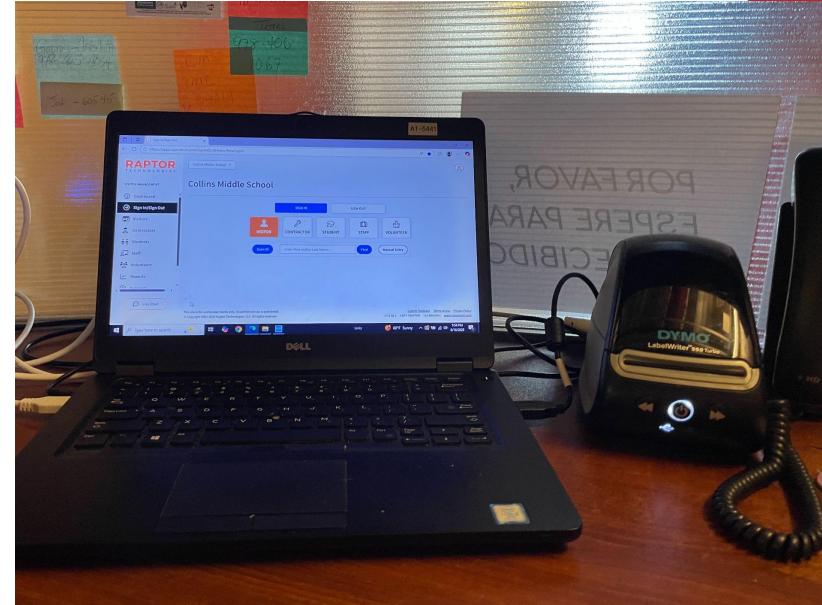
Transportation

- Wayfinder (student tracking & attendance) on all big buses
- Bus passes will be available on the 1st day of school; families will be notified this week
- Salem High students will have ID badges that serve as bus passes, library cards, lunch passes, and safety IDs



Safety

- Implementing Raptor "VisitorSafe" visitor management system across the district - currently in place at Salem High School & the Central Office
- Continuation of Sandy Hook Promise



Other Updates

- Changes to school start and end times
- Before school programs at later start schools
- Alumni newsletter
- Donation button on SPS website
- Salem High School Building Project



Salem Public Schools



Salem Public School



SALEM
PUBLIC SCHOOLS
Where belonging leads to opportunity.

BACK TO SCHOOL FAIR

WEDNESDAY, AUG. 20, 2025
4:00 - 8:00 P.M.
(RAIN DATE: AUGUST 21, 2025)

SALTONSTALL SCHOOL - PLAYGROUND

TRANSPORTATION WILL BE PROVIDED

BACKPACK REGISTRATION VOLUNTEER & TABLE REGISTRATION

FOR MORE INFORMATION CONTACT:
WELCOME CENTER
WELCOMECENTER@SALEMK12.ORG
978-740-1225






Questions and Discussion

