

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 November 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/85336428318?pwd=yzna64naxdhZGRuMBgEk4fhxM1g1nf.1>


Passcode: 633180

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 October 20, 2025
 2. Approval of Field Trip to Orlando, Florida for Salem High School Basketball Team on December 17-22, 2025
 3. Approval of FY26 Warrants:
 1. 10/23/2025 - \$458,765.39
 2. 10/30/2025 - \$382,514.60
5. **Student Representative Report**
6. **Superintendent's Report**
 1. Elementary Reconfiguration Presentation and Discussion
 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**
 1. Approval of Athletic Coaches Stipend Agreement with the Salem Teachers Union
 2. Angela's Preschool & Daycare License Renewal
 3. Policy AA: School District Legal Status - First Reading
 4. Policy AC: Nondiscrimination - First Reading
 5. Policy AC-R: Harassment and Violence - First Reading
 6. Policy ACA: Nondiscrimination on the Basis of Sex - First Reading
 7. Policy ACE: Nondiscrimination on the Basis of Disability - First Reading
 8. Policy ADC: Tobacco Products on School Premises Prohibited - First 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 Noviembre, 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/85336428318?pwd=yzna64naxdhZGRuMBgEk4fhxM1g1nf.1>

Contraseña: 633180


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 de la agenda

3. Comentarios del público

Si desea participar en la parte de comentarios públicos de la reunión, puede acercarse al podio para hablar durante esta sección de la reunión. Si desea hacer un comentario a través de Zoom, puede hacerlo entrando en la reunión de Zoom y haciendo clic en la función “levantar la mano”. Cuando sea su turno para hablar, un moderador anunciará su nombre, activará su línea y le permitirá hablar.

4. Aprobación del orden del día

1. Aprobación del acta de la reunión regular del Comité Escolar celebrada el 20 de octubre de 2025.
2. Aprobación de la excursión a Orlando, Florida, para el equipo de baloncesto de Salem High School
Del 17 al 22 de diciembre de 2025
3. Aprobación de las órdenes de pago del ejercicio fiscal 2026:
 1. 23-oct-2025 - \$458 765,39
 2. 30-oct-2025 - \$382 514,601

5. Informe del representante estudiantil

6. Informe del Superintendente

1. Presentación y debate sobre la reconfiguración de la escuela elemental
2. Actualización de la Autoridad de Edificios Escolares de Massachusetts (MSBA)
3. Informe de finanzas y operaciones

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. Aprobación del acuerdo sobre los honorarios de los entrenadores deportivos con el sindicato de maestros de Salem.
2. Renovación de la licencia de Angela's Preschool and Daycare
3. Política AA: Estatus legal del distrito escolar - Primera lectura
4. Política AC: No discriminación - Primera lectura
5. Política AC-R: Acoso y violencia - Primera lectura
6. Política ACA: No discriminación por motivos de sexo - Primera lectura
7. Política ACE: No discriminación por motivos de discapacidad - Primera lectura
8. Política ADC: Prohibición de productos de tabaco en las instalaciones escolares - Primera 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, October 20, 2025
Rm. 227, 29 Highland Ave.
Hybrid Meeting**

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

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

Members Absent: Mary Manning and 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.

Approval of Agenda

Member Campbell made a motion to approve the agenda. Vice Chair Cruz seconded and it was so VOTED. Motion passed unanimously.

Public Comment

There was no public comment.

Approval of Consent Agenda

1. Approval of Minutes of Regular School Committee Meeting held on October 6, 2025
2. Approval of Field Trip to SkillsUSA Fall State Leadership Conference, Marlborough, MA for Salem High School Students on November 23-24, 2025
3. Approval of FY26 Warrants:
 1. 10/02/2025 - \$1,251,512.12
 2. 10/09/2025 - \$1,250,799.20
 3. 10/16/2025 - \$920,487.81

Member Manning joined the meeting at 7:02 pm.

Member Campbell made a motion to approve the consent agenda. Vice Chair Cruz 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 Sula was not able to attend but had some notes that Superintendent Zrike read aloud. The Student Advisory Committee meets weekly now with their advisor and are trying to get more freshmen to join. They are focusing on the newcomer inclusivity project. Student Representative Sula is now a member of the Student Advisory Council for Early College which is a state-wide student group. The Career and Technical Programs have been securing co-op positions for seniors. At the last Student Advisory Committee meeting, the topics discussed included facilities, food as well as feedback about the elementary schools reconfiguration

Superintendent's Report

Superintendent Zrike said that meetings with school communities will be taking place over the next two weeks about the process for the elementary school reconfiguration and also to provide an opportunity for feedback. Superintendent Zrike also mentioned the meetings to introduce the new grading system for report cards using the JumpRope program for elementary, middle and Salem Prep schools. Superintendent Zrike thanked Salem High School for welcoming about 50 members from the Barr Foundation who were visiting to see the student progress at the school.

1. Massachusetts Comprehensive Assessment System (MCAS) Update - Part 2

Superintendent Zrike presented Part 2 of the update as the first part was presented at the previous School Committee meeting. Deputy Superintendent Carbone, Executive Director of Academics, Sonia Lowe and Director of Multilingual Learner, Andre Fonseca presented the rest of the slides.

In response to Member Cornell, Ms. Lowe said that all the schools are using the same rubrics. Member Campbell asked for more data on how English learners perform academically once they have acquired proficiency in the language. Superintendent Zrike added that the Horace Mann Laboratory School deserves credit for the progress of their multilingual learners.

2. Collins Middle School Update and Middle School Pathway Exploration in Alignment with Career and Technical Education (CTE) Regulations Policy - Draft

Superintendent Zrike said that the Massachusetts Department of Elementary and Secondary Education (DESE) requires two policies connected to career and technical education by November 1, 2025. Collins Middle School Principal, Gavin Softic and Dean of Innovation, Chelsea Banks provided an update on the middle school.

Vice Chair Cruz suggested that School Committee members be invited to see the progress at the Collins Middle School. Superintendent Zrike commented that the

turnaround at the Collins Middle School is impressive and commended the staff for welcoming and embracing the students and staff from the Saltonstall School.

3. Recruitment, Admission, and Retention for Career and Technical Education (CTE) Programs Policy - Draft

Career and Technical Education Director, Mr. Mario Sousa provided a brief synopsis about the changes in the policy.

4. Massachusetts School Building Authority (MSBA) Update

Mayor Pangallo provided the update.

3. Finance and Operations Report

Assistant Superintendent Pauley presented an update on operations.

1. Angela's Preschool & Daycare License Renewal

Assistant Superintendent Pauley provided background information about the license. Vice Chair Cruz said that the leases offered by the school district need to be reviewed so that the spaces and value assigned to the leases are examined to ensure coherence and consistency.

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

Vice Chair Cruz said that normally three readings are required for a policy before adoption.

Vice Chair Cruz made a motion to suspend Policy 6203 Policy Formulation so that Middle School Pathway Exploration in Alignment with Career and Technical Education (CTE) Regulations Policy, and the Recruitment, Admission, and Retention for Career and Technical Education (CTE) Programs Policy can be fast tracked. 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.

Motions and Resolutions

1. Middle School Pathway Exploration in Alignment with Career and Technical Education (CTE) Regulations Policy - Draft

Vice Chair Cruz made a motion to adopt the policy. 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.

2. Recruitment, Admission, and Retention for Career and Technical Education (CTE) Programs Policy - Draft

Vice Chair Cruz made a motion to adopt the policy. 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.

3. Approval for Alcohol to be Served at the Hall of Fame Induction Ceremony at the Veteran's Memorial Field House at Salem High School on November 18, 2025 during After School Hours

Superintendent Zrike referred to the letter in the packet from the Hall of Fame Committee.

In response to Mayor Pangallo, Superintendent Zrike said there is no policy for approvals of this nature. In response to Member Campbell, Superintendent Zrike said that there

was precedent for this in 2017. Member Manning commented that she was not in favor of this matter. Vice Chair Cruz mentioned that other school districts have granted similar approvals and added that the Hall of Fame Committee needs to ensure that all protocols are being followed, and that they are working with a reputable vendor.

Member Cornell made a motion to approve the request. Vice Chair Cruz 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 NO

Member Miranda ABSENT

Mayor Pangallo voted YES

Motion passed with 5 votes in favor, 1 against and 1 absent.

4. Angela's Preschool & Daycare License Renewal

Vice Chair Cruz made a motion to refer this matter to the Building and Grounds Subcommittee. 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.

Announcements

There were no announcements.

Adjournment

Member Cambell made a motion to adjourn at 8:12 pm. Vice Chair Cruz seconded. A roll call vote was taken. 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

DRAFT

To; Superintendent of Schools, Dr. Stephen Zrike

CC; File

From: Principal, Glenn Burns

Date: 10/5/25

RE: December 2025 Out of State Field Trip to Orlando, Florida

This is to recommend the Salem High School Basketball Team be given permission to travel to Orlando, FL. The trip will take place from December 17th-22nd, 2025. The team will attend school on the 17th. The team will compete in 1 game hosted by KSA Events and also practice on other days. Additional information is available at ksaevents.net and I have attached a Sample proposal and itinerary. The trip will give the student/athletes the opportunity to bond with their teammates, create lifelong memories, compete against teams from other states, and attend the theme parks.. The trip will be chaperoned by Mr. Tom Doyle who is the varsity basketball coach as well as a teacher at Salem High School along with his assistant coaches. A list of students with permission forms will be provided after the team has tryouts. There will be 12-15 student/athletes. There will be at least 1 chaperone for every 5 students. The team traveled to an event run by KSA multiple years in the past. All student/athletes will be required to check with their teachers before leaving to acquire any work missed and have designated time on the trip to complete the work and also upon return attend designated anchor blocks for make/up/extra help. Last year's team had a G.P.A. of 3.3 Fundraising went very well last year and is off to a great start this year with some start up money and more opportunities will be available to all potential student/athletes. The past trips were fully funded and no student/athlete had to pay out of pocket. Thank you for your consideration.

The MIAA has changed the rule that prohibited our participation in this tournament the past couple of years. I have attached the new rule that is on page 3 and states "as long as all academic requirements are met, the loss of school time for all interstate athletic contests/trips should be up to each individual school district and have approval of the town/city Mayor, Superintendent, School Committee, Principal, and parents whose children are participating in the contests/trip"

This needs to be brought before the School Committee for approval so that additional planning and fundraising can be completed. Thank you for your attention to this matter.

Please call me if you have any questions or concerns.

Field Trip Request Form - Salem Public Schools

Last Updated: October 2022

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

I. General Information

School	SALEM HIGH School		Grade Level(s)	Date of Request:	Date of Field Trip:
Trip Planner	Thomas DOYLE			10/10/25	12/17/25
Contact Info	Phone: 978 836 8471	# of Students:		Depart:	Return:
	Email: tdoyle@salemk12.org	12-15			
Destination	Name:	Location and Duration			
		ORLANDO, FL			
Destination Address	ORLANDO, FLORIDA		<input type="checkbox"/> Local trip (Salem/North Shore) <input type="checkbox"/> In-state – within MA <input checked="" type="checkbox"/> Out of state		
Funding Source	For Bus: N/A	For other (admissions costs, etc.): FUNDRAISING	<input type="checkbox"/> Within the normal school day <input type="checkbox"/> Beyond normal school hours <input checked="" type="checkbox"/> Overnight trip		

II. Learning and Accessibility

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

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

Has the school nurse been notified of this field trip?	Has the roster of students been shared? Have medical concerns been reviewed?	Will a nurse be needed for this field trip?
<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
School Nurse Signature: <i>Kathy J. Parnell RN</i>		Date: 10/16/25

TBD need roster

IV. Food Services

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

V. Transportation

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

VI. Parent Involvement & Background Checks

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

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

School Principal Signature:	Date:
-----------------------------	-------



2025 KSA EVENTS

PRE-HOLIDAY & HOLIDAY BASKETBALL



Available Travel Dates

December 17, 2025 - December 21, 2025

December 28, 2025 — January 1, 2026

KSA TRIP INCLUSIONS:

- Guaranteed minimum of three games (*more or less available upon request*), JV games available as well!
- Official commemorate KSA Events keepsake participant
- Tournament trophies (*for each bracket finalist & MVP Medal*)
- Game officials, scorekeepers, trainers, and game balls
- Admission to **KSA Events Basketball Tournament** – Tournament Entry Fee is an additional \$500 (*usually paid for by your athletic department*) and will be added to your invoice

ACCOMMODATIONS:

- **PACKAGE A:** Four (4) Nights at **Gaylord Palms Resort & Convention Center (Deluxe Resort)**
This package is hosted at the beautiful Gaylord Palms Resort & Convention Center where the basketball games will be held. Resort highlights include the onsite Cypress Springs Water Park, multiple pools, and a whirlpool spa.

TRANSPORTATION:

- **Private Charter Buses** to and from local Florida Airport
- **Private Charter Buses** to and from playing facility
- Shuttle Service to and from Universal Theme Parks

ADMISSIONS:

- Three-day Two Park Admission to Universal Studios and Islands of Adventure
- Three-day admission to **KSA Events Basketball Tournament**
- One ticket to the KSA Events Celebration of Athletes Dinner and Party – [Watch the Video!](#)

KSA MEAL PLAN – PACKAGE A:

- Four breakfast vouchers for use at the resort
- Three dining cards to use in the Universal Theme Parks and at Universal CityWalk restaurants
- One buffet dinner at the celebration of athlete's party
- One unlimited refillable souvenir beverage mug for use at the resort
- *(Lunches NOT included, can be added for additional cost)*

KSA MEAL PLAN – PACKAGE B:

- Four buffet breakfasts at the resort
- Two dining cards to use in the Universal Theme Parks and at Universal CityWalk restaurants
- One dining card to be used at Resort
- One buffet dinner at the celebration of athlete's party
- *(Lunches NOT included, can be added for additional cost)*

KSA EVENTS EXCLUSIVE INCLUSIONS:

- One (1) complimentary package for every twenty full paying passengers (Based on quad occupancy rate)
- Events representative to assist your group with all trip components
- All taxes and gratuities included
- Additional hotel security from 12:00am-6:00am

Airfare Options

Option 1: KSA Events airline department

books your airfare. **If you would like an**



KSA EVENTS™

PRICING PACKAGES

estimated airfare rate, please ask your KSA Events Representative. Your actual airfare rate will be locked in once you have agreed to your airline schedule.

Option 2: Book your own airfare. You secure your own flight schedule to a local Orlando

airport and give KSA Events your team flight schedule so we can book your transportation from the airport to the resort.

Land Package Pricing Options

PRICES BELOW DO NOT INCLUDE ESTIMATED AIRFARE COSTS

STANDARD ROOM: All Prices Cost Per Person	
Gaylord Palms Resort Package A	
Quad (4 per room)	\$1,599
Triple (3 per room)	\$1,699
Double (2 per room)	\$1,899
Single (1 per room)	\$2,599

**** If You Would Like To Swap Out Your Three Day Universal Studios Ticket For A Three Day Walt Disney Base Ticket You Would Increase The Above Pricing By \$180 Per Person****

Cost to Add or Remove One (1) Full Packaged Night

(Resort Night, Meals, Transportation, and One Theme Park Day to Your Universal Studios Theme Park Ticket)

STANDARD ROOM: All Prices Cost Per Person	
Gaylord Palms Resort Package A	
Quad (4 per room)	+ 170
Triple (3 per room)	+ \$210
Double (2 per room)	+ \$300
Single (1 per room)	+ \$500

Above Prices Valid Through August 1, 2025.

\$50 Per Person Increase For Team's Registering After August 1, 2025.



SAMPLE ITINERARY

5 Day/4 Night Sample Itinerary

DAY 1 — ARRIVAL DAY

- Arrival in sunny, warm Orlando, Florida
- Transfer to **Team Resort** for registration and orientation
 - *Rooms will be pre-checked in, but rooms are not guaranteed ready until 4:30pm*
 - *KSA Events orientation will give you a walk-through of your trip and components*
- **Team practice** available at convention center upon request between 6:00pm and 9:00pm or shuttle to theme parks chosen in team travel package
- Dinner at the resort with a **Meal Voucher**
- Room check and lights out

DAY 2 — ROUND 1

- Breakfast with a **Meal Voucher** at the resort
- Transfer to **Round 1 of the 2025 KSA Events Basketball Tournament**
- Transfer back to resort – lunch on own
- Shuttle to **Theme Parks** chosen in team travel package
- Dinner in the park with a **Meal Voucher**
- Transfer back to the resort
- Room check and lights out

DAY 3 — ROUND 2

- Breakfast with a **Meal Voucher** at the resort
- Transfer to **Round 2 of the KSA Events Basketball Tournament**
- Transfer back to resort – lunch on own
- Shuttle to **Theme Parks** chosen in team travel package
- Dinner in the park with a **Meal Voucher**
- Transfer back to the resort
- Room check and lights out

DAY 4 — CHAMPIONSHIP DAY & CELEBRATION OF ATHLETES!

- Breakfast with a **Meal Voucher** at the resort
- Transfer to **Round 3 of the 2025 KSA Events Basketball Tournament**
- Transfer back to resort – lunch on own
- Shuttle to **Theme Parks** chosen in team travel package
- Transfer back to the resort to get ready for KSA Events Celebration of Athletes
- **Dinner At KSA Events Celebration of Athletes Party!**
- Room check and lights out

DAY 5 — DEPARTURE DAY

- Checkout from resort – bring luggage down to store at the complimentary service area
- Breakfast with a **Meal Voucher** at the resort
- Relax at the resort's beautiful pools or do some last-minute souvenir shopping!
- Load buses back to the airport for flight departure home



KSA
EVENTS™

UNIVERSA
NEXT STEPS
REGISTRATION

Next Steps Registration Process

STEP 1: TEAM APPLICATION

Please submit your team application by clicking the below link. Once complete, you will be redirect to a confirmation page.

[Team Application](#)

STEP 2: NUMBER OF TRAVELERS

Estimate how many people will be joining the group. Please include players, coaches, and coaches families, and share the total with your KSA Events representative. This number will allow us to hold the appropriate number of rooms for your group.

STEP 3: BILLING OPTION

Choose a billing option. Do you want to do one group bill for your team, or do you want each athlete to register individually? We have easy tools for either option .

STEP 4: PARENT CONTACT LIST

Submit your Parent Contact List to your KSA Events representative. We will reach out to parents directly to discuss how they can book their trip to join the team.

Bonus: Coaches earn discounts for every person that books with the group. Plus, they also get a \$250 credit for submitting the parent list and another \$250 credit for holding a Zoom kick-off meeting.

STEP 5: TEAM TRAVEL AGREEMENT

Complete your Team Travel Agreement. Once we know which travel package the team has chosen we will issue you an electronic travel agreement to complete and confirm the team package you have chosen.

STEP 6: DEPOSIT

Submit your team Deposit. Your initial deposit is typically 20% of the trip total. If you are registering on a group invoice the coach/booster club will send in the deposit for the team. If you choose to register as individuals, each parent will submit the deposit for their athlete online at KSAevents.net

Once your team travel agreement is signed and your deposit submitted, your registration is complete!

Watch our Next Steps video for more info.



APPROVED

MIAA RULE CHANGE PROPOSALS FOR THE 2025-2027 HANDBOOK

In accordance with MIAA Rule 88, the following thirteen rule changes were approved by the MIAA Board of Directors during their meeting on January 8, 2025. These changes will go into effect on July 1, 2025. To access the complete rule change proposal packet, including voting details, please [click here](#).

2. Page 22

Part II, Definitions and Policies - Rule 22: Definition of a Scrimmage
By: The Hockomock League

Current Rule:

To have an interscholastic scrimmage, which will not count against the game limitation rules, the scrimmage must meet the following conditions:

22.1 A scrimmage is competition among any number of schools where no admission is charged, no game-day uniform is worn; score is kept only by segments, and the event is intended to be a practice, with instruction occurring during competition.

22.2 If any of these restrictions are violated, the meeting must be counted as a game and will count toward the total number of interscholastic contests for that sport.

22.3 An "exhibition game" must be counted in the season limitation for the sport, except for an alumni or faculty-student game.

22.4 Ineligible students are NOT allowed to participate in scrimmages/play-days/jamborees.

22.5 Scrimmages may be held at any time during the season.

Note: Play-Days must conform to the criteria of either a scrimmage or jamboree.

Proposal:

Remove the statement in rule 22.1, "no-game-day uniform is worn".

22.1 A scrimmage is competition among any number of schools where no admission is charged, ~~no game-day uniform is worn~~; score is kept only by segments, and the event is intended to be a practice, with instruction occurring during competition.

Rationale:

With the use of Arbiter by all MIAA member schools across the state and the schedule commitment deadline, games and scrimmages are clearly marked in each team's official schedule. Scrimmages are already permitted at any time during the season. There is neither an advantage nor a disadvantage for wearing a game-day uniform instead of other options.

Part III, Rule 34: Recognized Sports and Scheduling Limits for School

By: Terri Riggs and Mary Lou Thimas- MIAA Girl's Lacrosse Committee Members

Current Rule:

Maximum # of Competitions

<u>Spring Sports</u>	<u>Per Season</u>	<u>Per Week</u>
Girls Lacrosse	20	3

Proposal:

Reduce the maximum number of girls lacrosse competitions from 20 to 18.

Maximum # of Competitions

<u>Spring Sports</u>	<u>Per Season</u>	<u>Per Week</u>
Girls Lacrosse	18	3

Rationale:

- Consistent with game limitation for boys' lacrosse
- More consistent with like sport limitations.... Field Hockey and Soccer
- Lack of numbers of qualified officials to cover the number of games.
- Girls' lacrosse is a growing sport and has become more physically demanding, by reducing the number of games it will give players an opportunity to recover from physical play.
- There are a number of players who are now competing on select teams outside of their scholastic teams and because of this additional lacrosse commitment they have a limited opportunity to physically and mentally recover.
- Weather issues in the Spring force grass field teams to delay the start of the season because fields are unplayable. Thunder and lightning issues causing game postponements or cancellations have forced teams to play 4-5 games during the last week of the regular season to get games completed before the tournament cutoff date. Playing 4-5 games in the final week also requires receiving a waiver from the MIAA and places additional physical, emotional logistical nightmare for Athletic Directors, coaches, players and assigners.
- Conflict in scheduling turf fields for the teams that utilize the field in the Spring season.
- The Western Mass. Coaches association is strongly in favor of reducing the number of girls' lacrosse games to 18.
- The governing organization in Eastern MA. (EMWLUA), which includes assigners and officials, is also strongly in favor of reducing the total number of games to 18.
- Transportation demands and issues with bus and bus drivers' availability, not to mention the monetary bus transportation expenses that are being placed on school athletic budgets. Bus issues across the board have become a huge concern for AD's, coaches, assigners and officials. It is becoming a regular occurrence for teams to arrive 30-45 minutes past the scheduled game start time. This creates a major problem for AD's, assigners and officials because the enormity of seasonal game coverage requirements often means that officials are leaving one game assignment and arriving late to another site to officiate another game.

5. Page 21

Part III, Rule 34: Recognized Sports and Scheduling Limits for School
By: MIAA Wrestling Committee

Current Rule:

Maximum # of Competitions

<u>Winter Sports</u>	<u>Per Season</u>	<u>Per Week</u>
Wrestling	20	3

Proposal:

Allow schools to schedule a maximum of four (4) girls only wrestling competition dates that do not count towards their seasonal limitation of 20 competition dates per season.

Rationale:

With the increasing popularity of girls' wrestling, the rules should permit schools to send their female wrestlers to "girls-only" tournaments and meets without affecting the seasonal limitations for the entire wrestling team. Currently, if a school sends one female wrestler to a girls-only tournament during the regular season, it counts as one of the team's 20 competition dates for the year. This rule can discourage schools and coaches from participating in these events, thereby hindering the growth of girls' wrestling and limiting the opportunities available to female wrestlers.

10. Page 26

Part III, Rule 37: Interstate Competition with NFHS Affiliated Member Schools
By: William Devin, Athletic Director, Lynn Classical High School

Current Rule:

37.3 The MIAA Board of Directors criteria for considering approval of interstate contests are:

37.3.1 Participation involves no more than a one-day loss of school time.

37.3.2 No more than two consecutive days of competition are permitted.

37.3.3 The activity is sponsored by or under the ultimate control of secondary school personnel.

37.3.4 The event only involves competition with schools that are members of their state association or schools that have been approved for competition by their state association and it is a sanctioned sport of both associations.

Proposal:

Replace rule 37.3.1 with the language that, *"as long as all academic requirements are met, the loss of school time for all interstate athletic contests/trips should be up to each individual school district and have approval of the town/city Mayor, Superintendent, School Committee, Principal and parents whose children are participating in the contests/trip."*

Rationale

It should not be up to the MIAA to determine how many days of school a student athlete can miss to participate in an approved interstate athletic contest if previously approved by the town/city Mayor, Superintendent, School Committee, Principal and parents whose children are participating in the contests/trip.

October 30, 2025

RE: MSBA Update

School Committee Members,

Please see the following important updates regarding the Salem High School building project:

- **The Design Team** continues to hold additional meetings across departments at the high school to complete the design layout. The team is moving forward with completing the final design for the Schematic Design submission which is on track for the submission due date of December 17th to the MSBA.
- **Upcoming Meeting:** The next School Building Committee meeting is scheduled for Thursday, November 6th from 6-8 pm in the School Committee Chambers.
- Recordings of all meetings and presentations can be found on the [Salem High School Building Committee](https://www.salemk12.org/school-committee) website.

Other important MSBA updates regarding the Accelerated Repair Projects:

- **October 29, 2025**, the MSBA's Board of Directors voted to invite the City of Salem into the Calendar Year 2025 Accelerated Repair Program (ARP) to partner with the MSBA in conducting a Schematic Design Study at the Carlton Innovation School for a potential roof and heat pump conversion replacement project and at the Horace Mann Laboratory School for a potential roof and heat pump conversion replacement project.
- **October 22, 2025**, the City submitted the Project Funding Agreement (PFA) for the Accelerated Repair Program project, for the roof replacement at the Bates Elementary School. Once the PFA is executed and the budget is submitted to the MSBA, the City can begin submitting requests for reimbursement to the MSBA.

Sincerely,



Stephen K. Zrike, Jr., Ed.D.

COACHING STIPENDS Individuals serving as coaches will be compensated on the following basis. The fact that a coaching position appears on this schedule does not mean it will be filled.

Proposed Categories				
Category	Included Sports	Position	FY26	FY27
A	Football*	Head Coach (1)	\$10,290	\$10,500
		Football Coordinator Coach (2)	\$4,300	\$5,000
		Assistant Varsity Coach (3)	\$3,000	\$3,500
		JV Head Coach (1)	\$3,000	\$3,500
		Assistant JV Coach (2)	\$2,500	\$3,000
B	Basketball, Wrestling**	Head Coach (1)	\$6,200	\$8,000
		Assistant Var Coach (1)	\$3,200	\$4,000
		JV Coach (1)	\$3,500	\$4,500
		JV2/Freshman Coach (1)	\$3,500	\$4,500
C	Soccer, Cross Country, Volleyball, Baseball, Lacrosse, Softball, Tennis, Track (Winter and Spring), Swimming	Head Coach	\$5,700	\$7,000
		Assistant Varsity Coach	\$2,700	\$3,500
		JV Coach	\$3,200	\$4,000
		JV2/Freshman Coach	\$3,200	\$4,000
		Assistant JV Coach	\$2,700	\$3,000
D	Golf, Sailing, Gymnastics, Cheerleading (Basketball, Football)	Head Coach	\$5,700	\$6,500
		Assistant Varsity Coach	\$2,600	\$3,250
		JV Coach	\$2,600	\$3,700
		JV2/Freshman Coach	\$2,600	\$3,700
Unified	Basketball, Track***	Head Coach	\$3,200	\$3,500
		Assistant Coach	\$1,700	\$1,900
	Strength and Conditioning	Head Coach	\$2,100	\$2,200
		Assistant Coach	\$800	\$1,100
Other	Fall, Winter, Spring	Faculty Manager	\$2,500	\$2,500
	Fall, Winter, Spring	Academic Manager	\$3,500	\$3,500
	Fall, Winter, Spring, Summer	Strength and Conditioning	\$5,000	\$5,000

* The regular Football season shall be considered to end after Thanksgiving.

**The regular Wrestling season shall be considered to end after the Sectional meet.

***The regular Unified Track season shall be considered to end after the Sectional meet.

Additional Coaches: Excluding Football, each sport will be assigned a head coach and an assistant coach. If the sport fields multiple levels (i.e. Varsity, JV, Freshman) then an additional coach will be assigned for each additional level. For example, a sport that fields all three levels will have 4 total coaches, a head coach, an assistant coach, a JV head coach, and a JV2/Freshman head coach.

Coaching Stipend for Post Season Play: ~~In the event that a team participates in postseason league competition, the head coach will submit the tentative schedule and necessary assistant coaching staff (if applicable) for postseason play to the Athletic Director and High School Principal. The coach(es) participating in postseason competition will receive an additional amount equal to 5% of their coaching stipend for each week of postseason play up to a maximum additional amount of 15% of their stipend. In the event that an individual player(s) makes the postseason, the head coach and the position coach will be eligible to receive a postseason stipend.~~

In the event that a team participates in postseason league competition, the head coach will submit the tentative schedule and necessary assistant coaching staff (if applicable) for postseason play to the Athletic Director and High School Principal. A fund will be available to compensate coaches for postseason play. This fund will be distributed at the end of the school year and all coaches whose teams go to post season play will receive compensation for up to three weeks at a rate of \$400 per week for head coaches and \$200 per week for assistant coaches. If the total compensation needed exceeds the amount budgeted in the fund, the weekly rate of the postseason stipend will be pro rated equally among coaches.

Percent Increases: Athletic stipends shall be increased each school year at the same rate as the general wage increases for Teacher Unit members under this Agreement. If there is no set uniform general wage increase rate applied across the unit, the parties shall negotiate a comparable increase to the average general wage increase across the unit.

**License Agreement
between
the Salem Public Schools
and
Angela's Preschool & Daycare**

THIS License is entered into on this 1st day of December 2023 by and between the SALEM PUBLIC SCHOOLS, hereinafter called the "LICENSOR," and ANGELA'S PRESCHOOL & DAYCARE, hereinafter called the "LICENSEE."

1. Premises. In consideration of the covenants and agreements to be performed by the LICENSEE as set forth herein, the LICENSOR does hereby grant a License unto the LICENSEE, and the LICENSEE takes and accepts from the LICENSOR, upon the terms and provisions of this License, the space within Salem High School at 77 Willson Street, Salem, Massachusetts identified as classroom 118, classroom 119, classroom 124, classroom 125, and the playground space outside of classroom 125.
2. Term: This agreement shall commence on December 1, 2023 and shall terminate on November 30, 2025, with the option to renew, at the sole discretion of the LICENSOR, for up to two additional years in one-year increments. LICENSEE may be open year-round and will not necessarily follow the school calendar.
3. Fee. The fee for the License shall be waived in lieu of other valuable consideration in the form of priority and subsidized rates for high school, school district staff, and provide access and support to daycare for Salem High School scholars, and the establishment of a collaborative partnership with the Salem High School Early Education program whereby high school students may work at the premises as part of their course of studies.
4. Taxes. The LICENSEE hereby covenants with the LICENSOR that the LICENSEE shall pay all Sales and Use Taxes due to the business conducted on the premises.
5. Utilities. The LICENSOR shall pay all charges for electricity, water, oil, gas, sewage services furnished through the Licensed premises.
6. Licenses and Permits. All occupational licenses and other licenses, permits, and variances necessary in the operation of the business to be carried on at the premises shall be obtained, maintained, and paid for by the LICENSEE.
7. Use. The LICENSEE hereby covenants with the LICENSOR that the premises shall be used solely as a preschool and daycare program and shall comply with all federal, state, and local laws, by-laws, orders, and regulations.

8. Assignment. Since the LICENSEE'S personal integrity, character, and ability with the LICENSOR were essential factors that induced the LICENSOR to enter into this License with the LICENSEE, the LICENSEE hereby covenants with the LICENSOR that the LICENSEE shall not assign, transfer, or sublet all or any portion of the demised premises, equipment or the doing business to any other person or entity during the term of the License, without the prior written approval of the LICENSOR.

It is further agreed that if at any time during the term of this License the LICENSEE shall make any assignment for the benefit of creditors, or be decreed insolvent or bankrupt according to law, or a receiver shall be appointed for the LICENSEE, then the LICENSOR may, at its option, terminate the License, exercise of such option to be evidenced by notice to that effect served upon the assignee, receiver, trustee or other people in charge of the litigation of the property of the LICENSEE or the estate or any liability then accrued by reason of any agreement or covenant herein contained on the part of the LICENSEE, or the LICENSEE'S legal representatives.

9. Maintenance and Repairs. LICENSEE hereby covenants with the LICENSOR that the LICENSEE shall, at its sole cost and expense, keep the demised premises in a good state of repair. The LICENSOR will be responsible for all repairs (including but not limited to structural and non-structural repairs) and maintenance, including painting the interior and exterior of the building, maintaining the roof of the building, all windows, doors, and openings, all electrical, heating, plumbing, air conditioning and other systems installed within the building, septic systems, the parking area, shrubbery, lights, signs, accessories, appurtenances, and equipment. The LICENSOR shall keep the parking area and walkways free of obstructions, snow, and ice, and the grass and lawn areas surrounding the building shall be cut and maintained by the LICENSOR.

The LICENSEE shall not make any alterations, additions, and improvements to the demised premises without the prior written approval of the LICENSOR. All erections, alterations, additions, and improvements, whether temporary or permanent in character, which may be made upon the demised premises either by LICENSOR or LICENSEE, shall be the property of the LICENSOR and shall remain upon and be surrendered with the Licensed premises as a part thereof at the termination of this License, without compensation to the LICENSEE.

10. Insurance. LICENSEE hereby covenants and agrees at all times during the term hereof to obtain, maintain and keep in force general public liability insurance against claims and whatever nature for personal injury, death, or property damage occurring on, in, or about the demised premises, with the Salem Public Schools listed as an additional insured, and Worker's Compensation Insurance covering all of the LICENSEE's employees, with responsible companies qualified to do business in Massachusetts, and to deposit promptly with the LICENSOR upon demand certification for such insurance bearing the endorsement that the policies will not be canceled until after thirty (30) days written notice to the LICENSOR, said insurance is in the following minimum amounts:

Bodily Injury, per occurrence: \$1,000,000.00

Bodily Injury, aggregate: \$2,000,000.00

Property Damage, per occurrence: \$100,000.00 Worker's

Compensation: As required by law

Teacher's Professional Liability: \$1,000,000.00 per occurrence

\$2,000,000.00 aggregate

LICENSEE may obtain, maintain, and keep in force fire and/or extended coverage insurance, the cost of same to be borne solely by LICENSEE, to cover LICENSEE'S own personal and other property which may be brought into the building.

11. Indemnification. The LICENSOR and LICENSEE covenant that the LICENSEE shall have sole and exclusive control and possession of the premises detailed in paragraph 1, above, and the LICENSOR shall not be responsible for the loss of or property damage or injury to persons, occurring in or about the premises, by reason of any existing or future condition, defect, matter or thing in the space designated in said premises. The LICENSEE agrees to indemnify and save the LICENSOR harmless from all claims and liability for losses or damage to property, or injuries to persons, however, and wherever occurring in or about the premises detailed in paragraph 1, above, and to reimburse the LICENSOR for costs of all legal actions and attorneys' fees.
12. Fire or Other Unavoidable Casualties. In the event that the premises or any part thereof during the term, be destroyed or damaged by fire or other unavoidable casualties, so that the same shall be thereby rendered unfit for use as above, then, and in such case, the agreement herein before reserved, or a just and proportional part thereof, according to the nature and extent of the injuries sustained, shall be suspended or abated until the said premises shall have been put in proper condition for use as above by the said LICENSOR, at the LICENSOR'S expense or if destruction or damage is at least fifty percent (50%) or more these premises shall thereby be determined to be unfit for normal operating conditions and ended at the election of said LICENSOR or the LICENSEE or their respective legal representatives.
13. Notices. All notices and demands, legal or otherwise, incidental to this License shall be in writing. If the LICENSOR or its agent desires to give or serve upon the LICENSEE any notice or demand, it shall be sufficient to send a copy thereof by certified mail, addressed to the LICENSEE at the demised premises, or to deliver in hand to the LICENSEE a copy thereof. Notices from the LICENSEE to the LICENSOR at the Superintendent's Office, Salem Public Schools, 29 Highland Avenue, Salem, MA, or to such party or place as the LICENSOR may from time to time designate in writing.
14. Default. In case of violation or default in performance by the LICENSEE of any of the covenants, agreements, and conditions of this License, and upon failure to discontinue such violation or cure such default in performance within ten (10) days after notice thereof given to the LICENSEE, this License shall thereafter, at the option of the LICENSOR,

become null and void. The LICENSOR may re-enter without further notice or demand, and the LICENSEE shall be liable for all loss or damage resulting from such violation or default in performance aforesaid.

15. Waiver. No waiver by the LICENSOR of any violation or default in performance by the LICENSEE shall constitute or be construed as a waiver of any other violation or default in performance, nor shall lapse of time after violation or default in performance by the LICENSEE before the LICENSOR shall exercise its option under the previous paragraph, operate to defeat the right of the LICENSOR to declare this License null and void and to re-enter upon the demised premises after the said violation or default in performance.
16. Entire Agreement. This agreement constitutes the parties entire understanding and supersedes any prior oral or written representations of the parties. This License may not be modified or amended except in writing which both parties sign.
17. Termination: If, at any time during the term of this Agreement, LICENSOR determines that the current Salem High School facility must cease operations, LICENSOR may terminate the Agreement by giving written notice thereof to the LICENSOR specifying the effective date of termination. Upon the date so specified, this Agreement shall terminate.
18. Governing Law. This License shall be governed by and construed in accordance with the laws of the Commonwealth of Massachusetts. If any provisions of this License shall to any extent be invalid, the remainder of this License shall not be affected.

WITNESS our hands and seals on the date above set forth.

LICENSOR:

LICENSEE:

Salem Public Schools

Angela's Preschool & Daycare

By: Stephen Zrike
Dr. Stephen Zrike
Superintendent, Salem Public Schools

By: Kelly Hiraldo
Kelly Hiraldo
Angela's Daycare

By: Elizabeth Rennard
Beth Rennard
City Solicitor

By: Anthony P. Delaney
Anthony P. Delaney
Chief Procurement Officer

By: Anna Freedman
Anna Freedman
Finance Director

By: Dominick Pangallo
Dominick Pangallo
Mayor

File: AA

SCHOOL DISTRICT LEGAL STATUS**DRAFT NOTE: MASC only. Recommend adoption.**

The legal basis for public education in the District is vested in the will of the people as expressed in the Constitution of Massachusetts and state statutes pertaining to education.

Under the General Laws of Massachusetts,

"... Every town shall maintain... a sufficient number of schools for the instruction of all children who may legally attend a public school therein."

The public educational system of Salem structurally is a department of the municipality operated under laws pertaining to education and under regulations of the Massachusetts Board of Education. The area served by the Salem Public Schools is coterminous with the City of Salem.

LEGAL REFS.: Constitution of Massachusetts, Part II, Chapter V, Section II
M.G.L. 71:1

CROSS REF.: BB, School Committee Legal Status

Historical Note: Massachusetts has the oldest public school system in the nation. Dating back to 1647, the laws of the Massachusetts Bay Colony required towns to provide for a program of public education.

SOURCE: MASC – Updated 2022

NOTE: A statement under this code is usually statutory and informational. This statement presents statutory information relating to Massachusetts school districts. Historical notes on the school district's organization and information on its areas or boundaries might also be included.

The cross reference is to a related policy in this reference manual and is offered as a suggestion for cross-referencing your own statement in this category.

File: AC

NONDISCRIMINATION

DRAFT NOTE: While the Salem policy is recent, the MASC model policy includes retaliation. The committee should discuss.

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

1. Promote the rights and responsibilities of all individuals as set forth in the state and federal constitutions, applicable legislation and judicial interpretations;
2. Encourage positive experiences for all its students, staff, and other members of the community, affirming the diversity of identities and experiences represented in the Salem schools community;
3. Work toward a more integrated, harmonious community and to enlist all individuals, groups and agencies—both private and governmental—to support this effort;
4. Use all appropriate communication and action techniques to hear and address the grievances of any individuals and/or groups;
5. Initiate procedures and practices that will actively promote the objectives of this policy in the Salem school ~~system~~ district.

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

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

LEGAL REFS: Title VI, Civil Rights Act of 1964
Title VII, Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972
Executive Order 11246, as amended by E.O. 11375
Equal Pay Act, as amended by the Education Amendments of 1972
Title IX, Education Amendments 1972
Rehabilitation Act of 1973
Education for all Handicapped Children Act of 1975
M.G.L. 71B:1 et seq. (Chapter 766 of the Acts of 1972) M.G.L. 76.5;
Amended 2011
M.G.L. 76.16
BESE regulations 603 CMR 26.00; Amended 2012

BESE regulations 603 CMR 28.00

Approved on Monday, January 22, 2024

SOURCE: Salem Policy 1101.1

File: AC

NONDISCRIMINATION POLICY INCLUDING HARASSMENT AND RETALIATION

The _____ School Committee and _____ Public Schools are committed to maintaining an education and work environment for all school community members. that is free from all forms of discrimination, including harassment and retaliation. The members of the school community include the School Committee, employees, administration, faculty, staff, students, volunteers in the schools, and parties contracted to perform work for the _____ Public Schools.

_____ Public Schools does not exclude from participation, deny the benefits of __PS from or otherwise discriminate against, individuals on the basis of race*, color, sex, sexual orientation, gender identity, religion, disability, age, genetic information, active military/veteran status, marital status, familial status, pregnancy, or pregnancy-related condition, homelessness, ancestry, ethnic background, national origin, or any other category protected by state or federal law in the administration of its educational and employment policies, or in its programs and activities.

This commitment to the community is affirmed by the following statements. The School Committee commits to:

1. Promoting the rights and responsibilities of all individuals as set forth in the State and Federal Constitutions, pertinent legislation, and applicable judicial interpretations.
2. Encouraging positive experiences in human values for children, youth and adults, all of whom have differing personal and family characteristics and who come from various socioeconomic, racial and ethnic groups.
3. Working toward a more integrated society and enlisting the support of individuals as well as groups and agencies, both private and governmental, in such an effort.
4. Using all appropriate communication and action techniques to air and address the grievances of individuals and groups.
5. Carefully consider, in all the decisions made within the school district, the potential benefits or adverse consequences that those decisions might have on the human relations.
6. Initiating a process of reviewing policies and practices of the school district in order to achieve to the greatest extent possible the objectives of this statement.

The _____ Public Schools requires all members of the school community to conduct themselves in accordance with this policy.

It shall be a violation of this policy for any member of the school community to engage in any form of discrimination, including harassment and retaliation, or to violate any other civil right of any member of the school community. We recognize that discrimination can take a range of forms and can be targeted or unintentional; however, discrimination in any form, including harassment and retaliation, will not be tolerated.

File: AC

It shall also be a violation of this policy for any school community member to subject any other member of the school community to any form of retaliation, including, but not limited to, coercion, intimidation, interference, punishment, discrimination, or harassment, for reporting or filing a complaint of discrimination, cooperating in an investigation, aiding or encouraging another member of the school community to report such conduct or file a complaint, or opposing any act or practice reasonably believed to be prohibited by this policy.

*race to include traits historically associated with race, including, but not limited to, hair texture, hair type, hair length and protective hairstyles.

LEGAL REFS: Title VI, Civil Rights Act of 1964
Title VII, Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972 Executive Order 11246, as amended by E.O. 11375
Equal Pay Act, as amended by the Education Amendments of 1972 Title IX, Education Amendments of 1972
Rehabilitation Act of 1973
Education for All Handicapped Children Act of 1975
No Child Left Behind Act of 2001, 20 U.S.C. § 7905 (The Boy Scouts of America Equal Access Act)
M.G.L. 71B:1 et seq. (Chapter 766 of the Acts of 1972)
Acts of 2022, Chapter 117 -
<https://malegislature.gov/Laws/SessionLaws/Acts/2022/Chapter117>

CROSS REF: ACE, Nondiscrimination on the Basis of Disability
ACAB, Sexual Harassment
GBA, Equal Employment Opportunity
IJ, Instructional Materials
JB, Equal Educational Opportunities

SOURCE: MASC August 2022

Note: January 2025 – Reverted back to 2022 policy after Federal Court Ruling on Title IX

File: AC-R

HARASSMENT AND VIOLENCE

DRAFT NOTE: The highlighted section below has the correct information for the state agencies. Recommend the MASC version for clarity.

Salem Public Schools is committed to maintaining an educational and work environment free from all forms of harassment and violence. Harassment based on race, color, ethnicity, national origin, ancestry, religion, disability, age, genetic information, active military or veteran status, marital status, pregnancy, or pregnancy-related condition, gender, gender identity, sex, sexual identity, sexual orientation, physical appearance, or housing status or any other protected category as defined by state and/or federal law. Salem Public Schools has a commitment to maintaining an educational environment and workplace where bigotry and intolerance, or discrimination are not tolerated and where any form of intimidation, threat, coercion and/or harassment that insults the dignity of others and interferes with their freedom to learn or work is unacceptable.

It shall be a violation of this policy for any individual to inflict, threaten to inflict, or attempt to inflict violence or otherwise harass or interfere with a student's education or an employee's work through conduct or any other form of communication.

This policy applies to all school employees, students, volunteers, contracted vendors, and other members of the school community. Each member of the school community has a responsibility to ensure that harassment and violence does not occur in the schools or at school sponsored activities. The Superintendent shall ensure that all members of the school community are informed of this policy.

Harassment is unwanted or unwelcome physical or verbal behavior relating to an individual's actual or perceived race, color, ethnicity, national origin, ancestry, religion, disability, national origin, age, genetic information, active military or veteran status, marital status, pregnancy, or pregnancy-related condition, gender, gender identity, sex, sexual identity, sexual orientation, physical appearance, or housing status or any other protected category as defined by state and/or federal law which negatively impacts the educational or work environment. This includes, but is not limited to, unsolicited remarks, gestures, physical contact, bullying, threats and the display or circulation of written, online, or illustrated derogatory materials and/or threatening material either physically or electronically.

Sexual harassment refers to sexually motivated behavior that is unwelcome and personally offensive, and interferes with a student's education or an employee's work environment. Sexual harassment consists of unwelcome sexual advances, requests for sexual favors, sexually motivated physical conduct, or other verbal or physical conduct or communication of a sexual nature.

In addition, sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when any of the following occur:

1. Submission to such conduct or communication is made a term or condition either explicitly or implicitly to obtain or maintain employment or an educational opportunity.
2. Submission to or rejection of such conduct by an individual is used as the basis for employment or education decisions affecting such individuals .
3. Such conduct or communication whether intended or not, is unwelcome and has the purpose or effect of unreasonably interfering with an individual's work or educational performance or

creating an intimidating, hostile or offensive work or educational environment.

4. The conduct creates an intimidating, hostile, or offensive work or school environment.

“While all forms of harassment are prohibited, state and federal law requires school districts pay particular attention to Sexual Harassment. Pursuant to Title IX of the Education Amendments of 1972 (“Title IX”), Salem Public Schools has a specific procedure to address sexual harassment as contemplated by Title IX.”

The definitions of discrimination, harassment and sexual harassment are broad. In addition to the above examples, other unwelcome conduct, whether intended or not, that has the effect of creating a school or work environment that is hostile, offensive, intimidating, or humiliating to either male, female or non-binary students or workers also may constitute discrimination, harassment and/or sexual harassment.

Any individuals who believe they have been harassed or who have witnessed or learned about the harassment of another person in the school environment, should inform the Principal as soon as possible. Staff who witness or have knowledge of actual or possible harassment or violence are required to report the incident to a Principal, even if the victim does not express disapproval or wish to file a complaint. If the individual does not wish to discuss the issue with the Principal, the individual should inform the Superintendent via the Title IX Coordinator as explained below. Staff who witness or have knowledge of actual or possible harassment or violence are required to report the incident to a building administrator, even if the victim does not express disapproval or wish to file a complaint.

TITLE IX COORDINATOR

The Title IX Coordinators are responsible for ensuring Salem Public School District’s compliance with Title IX and this Grievance Process. Contact information for the Title IX Coordinators, one responsible for staff issues and the other for student issues, can be found in the staff and student handbooks.

All verbal and written complaints will be investigated promptly and in as impartial and confidential a manner as possible, to ensure prompt and appropriate action.

Any student, employee or other member of the school community found to have engaged in harassment shall be subject to disciplinary action, including, but not limited to, warning, suspension, expulsion or termination, subject to applicable procedural requirements. In addition, retaliation against any individual who has brought harassment or other inappropriate behavior to the attention of the school administration, or who has cooperated in an investigation of a complaint under this policy, is unlawful and will not be tolerated by the Salem Public Schools. Retaliation may also result in disciplinary action, including, but not limited to, warning, suspension, expulsion or termination, subject to applicable procedural requirements.

Under certain circumstances, sexual harassment may constitute child abuse under Massachusetts General Laws Chapter 119, Section 51A. The Salem Public Schools shall comply with Massachusetts laws in reporting suspected cases of child abuse to the Department of Social Services.

Certain circumstances may violate state or federal Civil Rights, Hate Crimes, or Harassment statutes. The Salem Public Schools will comply with its Memorandum of Understanding and report appropriate incidents to the Salem Police Department.

Any individuals who believe that they have been the subject of any form of harassment or violence should report the conduct to a teacher or administrator. Staff will forward the complaint to the building administrator who will initiate an investigation.

Complaints may also be filed with the Civil Rights Compliance Officers/Title IX Coordinators, Salem Public Schools, 29 Highland Avenue, Salem, MA.

Anyone filing a complaint may pursue their rights under the law and file a complaint with the appropriate state and federal agencies at anytime www.mass.gov/mcad.

Commonwealth of Massachusetts: Massachusetts Commission Against Discrimination
1 Ashburton Place, Boston
Information and Complaints: 617-994-6000
Complaints must be filed within 6 months.

Federal Government: Education Department, Office for Civil Rights
33 Arch Street, Boston
Information and Complaints: 617-289-0111
Complaints must be filed within 180 days.

Federal Government: Equal Employment Opportunity Commission
J.W. McCormack Post Office & Courthouse, Boston
Information and Complaints: 617-565-3200
Complaints must be filed within 300 days.

Annually, each administrator will provide a written copy of this policy to all staff, and provide new employees with a copy at the time of their employment.

LEGAL REFS.: Title VII of the Civil Rights Act of 1964, § 703; 42 USC 2000e et seq.
Title IX of the Education Amendments of 1972; 20 USC 1681 et seq.
Title II, Americans with Disabilities Act; 42 USC 12131-12134
The Rehabilitation Act of 1973, §504; 29 USC 794
MGL 151B
MGL 151C
MGL 119:51A
MGL 76:5

See Complaint Form

Approved August 16, 2021

Note: Policy 4110 mirrors this policy with the exception of the highlighted section which reads as follows:

Complaints may also be made at the following state and federal agencies:

The state agency responsible for enforcing laws prohibiting harassment in employment is the Massachusetts Commission Against Discrimination (MCAD), located at 1 Ashburton Place, Boston, MA.

The federal agency responsible for enforcing federal laws prohibiting harassment in the employment context is the Equal Employment Opportunity Commission (EEOC) located at the John F. Kennedy Federal Building, 475 Government Center, Boston, MA 02203.

The state agency responsible for enforcing laws prohibiting harassment in education is the Bureau of Equal Education Opportunity, Massachusetts Department of Elementary and Secondary Education, 75 Pleasant Street, Malden, MA 02148-4906.

The federal agency responsible for enforcing the federal laws regarding discrimination and harassment in relation to education is the Office for Civil Rights within the U.S. Department of Education located at 5 Post Office Square, Boston, MA (617 289-0111) OCR. Boston@ed.gov

SOURCE: Salem Policy 5410/4410

File: AC-R

NONDISCRIMINATION POLICY INCLUDING HARASSMENT AND RETALIATION

__PS will respond promptly to any reports or complaints of discrimination, including harassment and retaliation, or other violations of civil rights, pursuant to our detailed response protocol. Where it is determined that discrimination or harassment has occurred, __PS will act promptly to eliminate the conduct and will impose developmentally- appropriate disciplinary, restorative, and/or corrective action.

Any member of the school community who is found, after investigation, to have engaged in any form of discrimination, including harassment or retaliation, against another member of the school community, will be subject to consequences determined appropriate by the administration. Such consequences may include restorative measures and corrective action, and/or student discipline or staff disciplinary action, up to and including termination of employment.

Definitions

"Discrimination" and "Harassment" are defined as unwelcome conduct, whether verbal or physical, that is based on any individual's actual or perceived race*, color, sex, sexual orientation, gender identity, religion, disability, age, genetic information, active military/veteran status, marital status, familial status, pregnancy or pregnancy-related conditions, homelessness, ancestry, ethnic background, national origin, or any other category protected by state or federal law, Discrimination and/or harassment includes, but is not limited to:

- Display or circulation of written materials or pictures that are degrading to a person or group described above.
- Verbal abuse or insults about, directed at, or made in the presence of, an individual or group described above.
- Any action or speech that contributes to, promotes or results in a hostile or discriminatory environment to an individual or group described above
- Any action or speech that is sufficiently severe, pervasive or persistent that it either (i) interferes with or limits the ability of an individual or group described above to participate in or benefit from employment or a program or activity of __PS; or (ii) creates an intimidating, threatening or abusive educational or working environment.

Harassment may include, but is not limited to, any unwelcome, inappropriate, or illegal physical, written, verbal, graphic, or electronic conduct, and that has the intent or effect of creating a hostile education or work environment by limiting the ability of an individual to participate in or benefit from the district's programs and activities or by unreasonably interfering with that individual's education or work environment or, if the conduct were to persist, would likely create a hostile educational or work environment.

"Title IX Sexual Harassment" (effective August 14, 2020) means verbal, physical or other conduct that targets a person based on their sex, and that satisfies one or more of the following:

File: AC-R

- A school employee conditioning educational benefits or services on participation in unwelcome sexual conduct (i.e., quid pro quo);
- Any unwelcome conduct that a reasonable person would find so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the school's educational program or activity;
- Any instance of "sexual assault", "dating violence", "domestic violence", or "stalking", as those terms are defined by the Clery Act (20 U.S.C. 1092(f)(6)(A)(v)) and the Violence Against Women Act (34 U.S.C. 12291(a)(8), (10) & (30)).

Allegations of Title IX Sexual Harassment shall be reported and investigated pursuant to the _____ Public Schools Protocol for Investigating Sexual Harassment and Retaliation Pursuant to Title IX.

Resources

The following individual is designated as the District ADA, Title VI, Title IX, and Sexual Harassment Coordinator, and Grievance Officer for the School Committee, administration, faculty, staff, volunteers in the schools, and for parties who are contracted to perform work for the _____ Public Schools, and can be reached at:

Name/Position
Address
Phone

The following individual is designated as the District ADA, Title VI, Title IX, and Sexual Harassment and Civil Rights Coordinator for students in the _____ Public Schools. In addition, the _____ is the District 504 Coordinator, and can be reached at:

Name/Position
Address
Phone

Inquiries concerning the _____ Public Schools' policies and protocols, compliance with applicable laws, statutes, and regulations, and complaints may also be directed to the Director of Human Resources. Inquiries about laws, statutes, regulations and compliance may also be directed to the Massachusetts Department of Elementary and Secondary Education or the Office for Civil Rights, U.S. Department of Education, 5 Post Office Square, 8th Floor, Suite 900, Boston, MA 02109; (617) 289-0111; Email: OCR.Boston@ed.gov; Website: www.ed.gov/ocr

*race to include traits historically associated with race, including, but not limited to, hair texture, hair type, hair length and protective hairstyles.

File: AC-R

LEGAL REFS.: Title VI, Civil Rights Act of 1964
Title VII, Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972 Executive Order 11246, as amended by E.O. 11375
Equal Pay Act, as amended by the Education Amendments of 1972 Title IX, Education Amendments of 1972
Rehabilitation Act of 1973
Education for All Handicapped Children Act of 1975
No Child Left Behind Act of 2001, 20 U.S.C. § 7905 (The Boy Scouts of America Equal Access Act)
M.G.L. 71B:1 et seq. (Chapter 766 of the Acts of 1972)
Acts of 2022, Chapter 117 -
<https://malegislature.gov/Laws/SessionLaws/Acts/2022/Chapter117>

CROSS REF: ACE, Nondiscrimination on the Basis of Disability
ACAB, Sexual Harassment
GBA, Equal Employment Opportunity
IJ, Instructional Materials
JB, Equal Educational Opportunities

Title IX Sexual Harassment Grievance Procedure
Civil Rights Grievance Procedure

SOURCE: MASC August 2022

Note: January 2025 – Reverted back to 2022 policy after Federal Court Ruling on Title IX

File: ACA

NONDISCRIMINATION ON THE BASIS OF SEX**DRAFT NOTE: MASC only. Recommend adoption.**

The School Committee, in accordance with Title IX of the Education Amendments of 1972, declares that the school district does not and will not discriminate on the basis of sex, sexual orientation or gender identity in the educational programs and activities of the public schools. This policy will extend not only to students with regard to educational opportunities, but also to employees with regard to employment opportunities.

The School Committee will continue to ensure fair and equitable educational and employment opportunities, without regard to sex, sexual orientation or gender identity, to all of its students and employees.

The Committee will designate an individual to act as the school district's Title IX compliance officer. All students and employees will be notified of the name and office address and telephone number of the compliance officer.

LEGAL REFS.: Title IX of the Education Amendments of 1972
45 CFR, Part 86, (Federal Register, 6/4/75)
M.G.L. 76:5; 76:16 (Chapter 622 of the Acts of 1971)
BESE 603 CMR 26:00

REFERENCE: USDOE Notice of Interpretation -
<https://www.ed.gov/news/press-releases/us-department-education-confirms-title-ix-protects-students-discrimination-based-sexual-orientation-and-gender-identity>

CROSS REF.: AC, Nondiscrimination Policy Including Harassment and Retaliation

SOURCE: MASC – Updated 2022

Note: January 2025 – Reverted back to 2022 policy after Federal Court Ruling on Title IX

File: ACE

NONDISCRIMINATION ON THE BASIS OF DISABILITY**DRAFT NOTE: MASC only. Recommend adoption.**

Title II of the Americans With Disabilities Act of 1992 requires that no qualified individual with a disability shall, because the District's facilities are inaccessible to or unusable by individuals with disabilities, be excluded from participation in, or be denied the benefits of the services, programs, and activities of the District or be subject to discrimination. Nor shall the District exclude or otherwise deny services, programs, or activities to an individual because of the known disability of a person with whom the individual is known to have a relationship or association.

Definition: A "qualified individual with a disability" is an individual with a disability who, with or without reasonable modification to rules, policies, or practices, the removal of architectural, communication, or transportation barriers, or the provision of auxiliary aids and services, meets the essential eligibility requirements for the receipt of services or the participation in programs or activities provided by the District.

Reasonable Modification: The District shall make reasonable modification in policies, practices, or procedures when the modifications are necessary to avoid discrimination on the basis of disability, unless the District can demonstrate that making the modifications would fundamentally alter the nature of the service, program, or activity.

Communications: The District shall take the appropriate steps to ensure that communications with applicants, participants, and members of the public with disabilities are as effective as communications with others. To this end, the District shall furnish appropriate auxiliary aids and services where necessary to afford an individual with a disability an equal opportunity to participate in, and enjoy benefits of, a service, program, or activity conducted by the District. In determining what type of auxiliary aid or service is necessary, the District shall give primary consideration to the requests of the individuals with disabilities.

Auxiliary Aids and Services: "Auxiliary aids and services" includes (1) qualified interpreters, note takers, transcription services, written materials, assisted listening systems, and other effective methods for making aurally delivered materials available to individuals with hearing impairments; (2) qualified readers, taped texts, audio recordings, Braille materials, large print materials, or other effective methods for making visually delivered materials available to individuals with visual impairments; (3) acquisition or modification of equipment or devices and (4) other similar services and actions.

Limits of Required Modification: The District is not required to take any action that it can demonstrate would result in a fundamental alteration in the nature of a service, program, or activity or in undue financial and administrative burdens. Any decision that, in compliance with its responsibility to provide effective communication for individuals with disabilities, would fundamentally alter the service, program, or activity or unduly burden the District shall be made by the School Committee after considering all resources available for use in funding and operating the program, service, or activity. A written statement of the reasons for reaching that conclusion shall accompany the decision.

File: ACE

Notice: The District shall make available to applicants, participants, beneficiaries, and other interested persons information regarding the provisions of Title II of the American with Disabilities Act (ADA) and its applicability to the services, programs, or activities of the District. The information shall be made available in such a manner as the School Committee and Superintendent find necessary to apprise such persons of the protections against discrimination assured them by the ADA.

Compliance Coordinator: The District shall designate at least one employee to coordinate its efforts to comply with and carry out its responsibilities under Title II of ADA, including any investigation of any complaint communicated to it alleging its noncompliance or alleging any actions that would be prohibited under ADA. The District shall make available to all interested individuals the name, office address, and telephone number of the employee(s) so designated and shall adopt and publish procedures for the prompt and equitable resolution of complaints alleging any action that would be prohibited under the ADA. The school district receives federal financial assistance and must comply with the above requirements. Additionally, the School Committee is of the general view that:

1. Discrimination against a qualified disabled person solely on the basis of disability is unfair; and
2. To the extent possible, qualified disabled persons should be in the mainstream of life in the school community. Accordingly, employees of the school district will comply with the above requirements of the law and policy statements of this Committee to ensure nondiscrimination on the basis of disability.

SOURCE: MASC Reviewed 2022

LEGAL REFS.: Rehabilitation Act of 1973, Section 504, as amended
 Education for All Disabled Children Act of 1975
 M.G.L. [71B:1](#) et seq. (Chapter 766 of the Acts of 1972)
 Title II, Americans with Disabilities Act of 1992, as amended
 Board of Education Chapter 766 Regulations, adopted 10/74, as amended through
 3/28/78

CROSS REFS.: [IGB](#), Support Services Programs

NOTE: Due to federal and state laws, many school committees are adopting policies and extensive regulations pertaining to Nondiscrimination on the Basis of Disability. At times, policy, regulations, and specific plans for action are combined in one long statement presented as policy. Other school districts present policy and regulatory statements separately.

File: ADC

TOBACCO PRODUCTS ON SCHOOL PREMISES PROHIBITED**DRAFT NOTE: MASC only. Recommend adoption.**

Use of any tobacco products, including, but not limited to: cigarettes, cigars, little cigars, chewing tobacco, pipe tobacco, snuff, electronic cigarettes, electronic cigars, electronic pipes or other similar products that rely on vaporization or aerosolization, within the school buildings, school facilities, on school grounds or school buses, or at school sponsored events by any individual, including school personnel and students, is prohibited at all times.

A staff member determined to be in violation of this policy shall be subject to disciplinary action.

A student determined to be in violation of this policy shall be subject to disciplinary action pursuant to the student discipline code.

This policy shall be promulgated to all staff and students in appropriate handbook(s) and publications.

Signs shall be posted in all school buildings informing the general public of the District policy and requirements of state law.

SOURCE: MASC - Updated 2022

LEGAL REF: M.G.L. [71:37H](#); [270:6](#)

CROSS REFS.: GBED, Tobacco use on School Property by Staff Members Prohibited
JICH, Alcohol, Tobacco and Drug Use by Students Prohibited