

***Salem Public Schools
School Committee***

***Yamily Byas
Beth Anne Cornell, Vice Chair
Megan Stott***



***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”

REVISED

REGULAR SCHOOL COMMITTEE MEETING

Notice is hereby given that the Salem School Committee will hold a **Regular School Committee meeting on January 26, 2026 at 7:00 p.m.** This meeting will take place via Zoom using the link below.

Zoom Link to participate:

<https://us06web.zoom.us/j/88049488768?pwd=8ONUebNEgJ4ZaLWpgfMux0CJrnliQk.1>

Passcode: 494855

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 provide a comment, 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 Special School Committee Meeting held on January 5, 2026
 2. Approval of Minutes of Regular School Committee Meeting held on January 5, 2026
 3. Approval of FY26 Warrants:
 1. 12/31/2025 - \$661,458.55
 2. 1/15/2026 - \$977,307.12
- 5. Student Representative Report**
- 6. Superintendent's Report**
 1. 2026-2027 Salem Public Schools Calendars (Strategy 4.2)
 2. 2026-2027 Enrollment Targets for Student Assignment (Strategy 4.1)
 3. Educator Self-Selected Professional Development (Strategy 2.2)
 4. Superintendent Evaluation
 5. Massachusetts School Building Authority (MSBA) Update
 6. Finance and Operations Report
 1. Capital Expenditure 2026-2027
- 7. Subcommittee Reports**
 1. Finance Subcommittee
 2. Personnel Subcommittee
 3. Building & Grounds Subcommittee
 4. Curriculum Subcommittee
 5. Policy Subcommittee
- 8. Motions and Resolutions**
 1. 2026-2027 Salem Public Schools Calendars
 2. 2026-2027 Enrollment Targets for Student Assignment
 3. Naming Saltonstall/Carlton Building
 4. Capital Expenditure 2026-2027
- 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 Pùblicas de Salem
Comité escolar*

Yamily Byas
Beth Anne Cornell, Vicepresidente
Megan Stott



AJ Hoffman
Mary A. Manning
Veronica Miranda

Mayor Dominick Pangallo, Presidente

“Conozca sus derechos en virtud de la Ley de reuniones pùblicas, M.G.L. c.30A § 18-25 y Secciones 2-2028 a 2-2033 de la Ordenanza Municipal”.

REVISADA

REUNIÓN REGULAR DEL COMITÉ ESCOLAR

Por la presente se notifica que el Comité Escolar de Salem celebrará una **reunión regular del Comité Escolar el 26 de enero de 2026 a las 7:00 p. m.** Esta reunión se llevará a cabo a través de Zoom utilizando el enlace que se encuentra a continuación.

Zoom Link to participate:

<https://us06web.zoom.us/j/88049488768?pwd=8ONUebNEgJ4ZaLWpgfMux0CJrnliQk.1>

Contraseña: 494855

1. Orden del día

1. Resumen de la Política de Participación Pública (Política del Comité Escolar n° 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 Pùblicas 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 públicos

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 extraordinaria del Comité Escolar celebrada el 5 de enero de 2026.
2. Aprobación del acta de la reunión ordinaria del Comité Escolar celebrada el 5 de enero de 2026.
3. Aprobación de las órdenes judiciales del año fiscal 2026:
 1. 31-dic-2025 - 661 458,55 \$
 2. 15-ene-2026 - 977 307,12 \$

5. Reporte del representante estudiantil**6. Reporte del superintendente**

1. Calendarios de las escuelas públicas de Salem para 2026-2027 (Estrategia 4.2)
2. Objetivos de matriculación para la asignación de alumnos en 2026-2027 (Estrategia 4.1)
3. Desarrollo profesional auto-seleccionado por los educadores (Estrategia 2.2)
4. Evaluación del superintendente
5. Actualización de la Autoridad de Edificios Escolares de Massachusetts (MSBA)
6. Informe financiero y operativo
 1. Gastos de capital 2026-2027

7. Reporte de los subcomités

1. Subcomité de Finanzas
2. Subcomité de Personal
3. Subcomité de Edificios y Terrenos
4. Subcomité de Plan de Estudios
5. Subcomité de Políticas

8. Mociones y resoluciones

1. Calendarios escolares 2026-2027 de las escuelas públicas de Salem
2. Objetivos de matriculación para la asignación de estudiantes en 2026-2027
3. Denominación del edificio Saltonstall/Carlton
4. Gastos de capital 2026-2027

9. Anuncios**10. Cierre**

Respetuosamente presentado por,

Shirley Dorai

Asistente ejecutivo del Comité Escolar y del Superintendente

“Las personas que necesiten ayudas y servicios auxiliares para una comunicación eficaz, como intérpretes de lengua de signos, dispositivos de ayuda auditiva, material impreso en formato digital o modificaciones razonables en 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 con al menos dos días hábiles de antelación a la reunión, el programa o el evento.”

Escolas Públicas de Salem

Comitê Escolar

Yamily Byas
Beth Anne Cornell, Vice-presidente
Megan Stott



A.J. Hoffman
Mary A. Manning
Verônica Miranda

Prefeito Dominick Pangallo, presidente

“Conheça seus direitos de acordo com a Lei de Reuniões Abertas, M.G.L. c.30A § 18-25 e Artigos 2-2028 a 2-2033 da Lei Municipal”

REVISADO

REUNIÃO ORDINÁRIA DO COMITÊ ESCOLAR

Fica por este meio notificado que o Comitê Escolar de Salem irá realizar uma **Reunião Ordinária do Comitê Escolar em 26 de janeiro de 2026, às 19h**. Esta reunião **ocorrerá via Zoom, usando o link abaixo**.

Link do Zoom para participar:

<https://us06web.zoom.us/j/88049488768?pwd=8ONUebNEgJ4ZaLWpgfMux0CJrnliQk.1>

Senha: 494855

1. Abertura da Sessão

1. Resumo da Política de Participação Pública (Política nº 6409 do Comitê Escolar).

Ler em voz alta: *O Comitê Escolar de Salem gostaria de ouvir a opinião pública sobre assuntos que afetam o distrito escolar e que estejam dentro do escopo das responsabilidades do Comitê. Há interpretação em espanhol disponível para quem precisar. Os membros do Conselho Escolar gostariam de lembrar ao público que os alunos da rede pública de Salem comparecem regularmente às reuniões do Conselho. Encorajamos todos os participantes a demonstrarem um diálogo público respeitoso e produtivo para nossos jovens alunos.*

2. Interpretação simultânea em espanhol.

Agora, há interpretação em espanhol disponível para todas as reuniões regulares do Conselho Escolar. Para ouvir esta reunião com interpretação em espanhol, consulte as instruções abaixo:

1. Clique **Interpretação**
2. Clique **Espanhol**
3. (Opcional) Para ouvir apenas a interpretação em espanhol, clique em **Silenciar áudio original**.

2. Aprovação da Pauta

3. Comentário Público

Se desejar fazer um comentário, você pode fazê-lo entrando na reunião do Zoom e clicando no ícone correspondente a levantar a mão. Quando for sua vez de falar, o apresentador anunciará seu nome e ativará o seu microfone.

4. Aprovação da Pauta de Consenso

1. Aprovação da Ata da Reunião Especial do Comitê Escolar realizada em 5-jan- 2026.
2. Aprovação da Ata da Reunião Ordinária do Conselho Escolar realizada em 5-jan-2026.
3. Aprovação dos Mandatos de Compra do Ano Fiscal de 2026:
 1. 31-dez-2025 - US\$ 661.458,55
 2. 15- jan-2026 - \$ 977.307,12

5. Relatório do Representante Estudantil

6. Relatório do Superintendente

1. Calendários das Escolas Públicas de Salem para 2026-2027(Estratégia 4.2)
2. Metas de Matrícula para Alocação de Alunos em 2026-2027 (Estratégia 4.1)
3. Desenvolvimento profissional auto-selecionado pelo educador (Estratégia 2.2)
4. Avaliação do Superintendente
5. Atualização da Autoridade de Construção Escolar de Massachusetts (MSBA)
6. Relatório de Finanças e Operações
 1. Despesas de capital 2026-2027

7. Relatórios das Subcomissões

1. Subcomissão de Finanças
2. Subcomissão de Pessoal
3. Subcomissão de Edifícios e Terrenos
4. Subcomissão Curricular
5. Subcomissão de Políticas

8. Moções e Resoluções

1. Calendários das Escolas Públicas de Salem para 2026-2027
2. Metas de Matrícula para Alocação de Alunos em 2026-2027
3. Nomeando o edifício Saltonstall/Carlton
4. Despesas de capital 2026-2027

9. Anúncios

10. Adiamento

Respeitosamente apresentado por,

Shirley Dorai

Assistente Executivo do Comitê Escolar e do Superintendente

“Pessoas que necessitem de auxílios e serviços auxiliares para uma comunicação eficaz, tais como intérprete de língua gestual, dispositivo de audição assistida ou material impresso em formato digital, ou ainda de uma adaptação razoável em programas, serviços, políticas ou atividades, podem contactar o Coordenador da ADA da Cidade de Salem através do número (978) 619-5630 o mais brevemente possível e, pelo menos, com 2 dias úteis de antecedência da reunião, programa ou evento.”

**Minutes of the Special Meeting
of the Salem School Committee
Saturday, December 6, 2025
Rm. 227, 29 Highland Ave.
Hybrid Meeting**

Members Present: Mayor Pangallo, Yamily Byas, Beth Anne Cornell, AJ Hoffman, Veronica Miranda and Megan Stott

Others in Attendance: Superintendent Stephen Zrike

Members Absent: Mary Manning

The School Committee was called to the stage at 10:29 am to begin the meeting.

Organization of the School Committee for the years 2026-2027

Mayor Pangallo officiated the swearing in of School Committee members Byas, Cornell and Stott.

Member Miranda nominated Member Cornell for the Vice Chair position. Member Hoffman seconded. Member Byas moved to close nominations. A roll call vote was taken.

Member Byas voted YES

Member Cornell voted PRESENT

Member Hoffman voted YES

Member Manning ABSENT

Member Miranda voted YES

Member Stott voted YES

Mayor Pangallo voted YES

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

Member Stott made a motion to make the vote unanimous. Member Miranda seconded. Member Cornell was elected Vice Chair.

Member Cornell nominated Shirley Dorai for the Executive Secretary of the School Committee position. Member Miranda seconded. Member Stott moved to close nominations. A roll call vote was taken.

Member Byas voted YES

Member Cornell voted YES

Member Hoffman voted YES

Member Manning ABSENT

Member Miranda voted YES

Member Stott voted YES

Mayor Pangallo voted YES

Motion passed with 6 votes in favor and 1 absent.

Adjournment

Member Hoffman made a motion to adjourn at 10:34 am and it was so VOTED. Motion passed unanimously.

Respectfully submitted by,

Shirley Dorai

Executive Assistant to the School Committee & Superintendent

DRAFT

**Minutes of the Regular Session
of the Salem School Committee
Monday, January 5, 2026
Rm. 227, 29 Highland Ave.
Hybrid Meeting**

Members Present: Mayor Pangallo, Vice Chair Cornell, Yamily Byas, AJ Hoffman, Veronica Miranda and Meg Stott

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

Members Absent: 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

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

Vice Chair Cornell voted YES

Member Byas voted YES

Member Hoffman voted YES

Member Manning ABSENT

Member Miranda voted YES

Member Stott voted YES

Mayor Pangallo voted YES

Motion passed with 6 votes in favor and 1 absent.

Public Comment

There were no public comments.

Approval of Consent Agenda

1. Approval of Minutes of Special School Committee Meeting held on December 22, 2025
2. Approval of FY26 Warrants:
 1. 12/11/2025 - \$578,676.03
 2. 12/18/2025 - \$352,449.32
 3. 12/24/2025 - \$823,425.96

Vice Chair Cornell made a motion to approve the consent agenda. Member Stott seconded. A roll call vote was taken.

Vice Chair Cornell voted YES
Member Byas voted YES
Member Hoffman voted YES
Member Manning ABSENT
Member Miranda voted YES
Member Stott voted YES
Mayor Pangallo voted YES
Motion passed with 6 votes in favor and 1 absent.

Student Representative Report

Student Representative Sula was not present.

Superintendent's Report

Superintendent Zrike wished everyone a happy new year. Superintendent Zrike congratulated all who were involved with the Salem High School musical, "The Prom: School Edition" in December. A letter will be sent to all high schoolers at the three high schools and their families about the Competency Determination that the School Committee voted at the last meeting.

1. Welcome New School Committee Members

Superintendent Zrike welcomed and congratulated Members Byas and Stott as well as Vice Chair Cornell. Superintendent Zrike highlighted the performance of Witch Pitch? and Salem Youth Poet Laureate Liana Galvan at the inauguration earlier in the day.

2. Carlton/Saltonstall Merger Update

Superintendent Zrike presented the slides on the Carlton/Saltonstall merger planning and details.

In response to Member Hoffman, Superintendent Zrike said that the Director of Nursing and Health Services, Jane Morrissey, is going to review the needs of the students from both the schools. Executive Director of Student Support Services, Ellen Wingard, added that there is a planning process in place for nursing staff in collaboration with Human Resources and the Salem Teachers Union.

Member Stott requested information on student and staff transfers as well as class composition. Member Stott said that the existing reconfiguration webpages can be used to communicate the plan to the community. Vice Chair Cornell mentioned the need for student voice and engagement in the process. Superintendent Zrike agreed that student voice needs to be heard. Vice Chair Cornell requested that Spanish speaking parents be prioritized to be on the committees as it is an important part of the equity process.

Mayor Pangallo asked for the success metrics to be tracked beyond the fall, through the end of the school year. Mayor Pangallo also asked about the benchmarks that would be used as well as the socio-economic targets for the new school. Superintendent Zrike said a new set of targets will be created based on the new demographics of the merged

school, and using the October 1st enrollment data. Mayor Pangallo commented that the Grade 4 students from Carlton would require more support as they would be going through two changes in the course of two years as they move to a new school and then to Collins Middle School.

Member Cornell voiced concern that the transfer placements might create socio-economic imbalance at other schools. Superintendent Zrike said that the socio-economic targets have never been applied to transfers in the summer and that this will be the first time. Superintendent Zrike added that the students affected by the merger will be given priority. Member Cornell and Superintendent Zrike said that this might be reviewed from the policy aspect.

Member Miranda requested that surveys include specific language around belonging especially in connection with LGBTQ+ students. Superintendent Zrike said that this was one of the strengths at Carlton and Saltonstall. Member Miranda continued that there was no data statewide and at the district level regarding this matter.

Superintendent Zrike would be providing the names recommendation from the community for the new merged school after January 16th to the School Committee for their consideration.

3. Human Resources Update

Superintendent Zrike called upon Executive Director of Human Resources, Jill Conrad, to provide the presentation on the Human Resources update.

In response to Member Byas, Ms. Conrad said that the district is being more intentional in efforts to expand outreach and promote job opportunities. Superintendent Zrike commented that during the pandemic, more people were hired on waivers and that brought more diversity in hires but it has been challenging to support them to obtain their credentials and retain them because of the requirements. Superintendent Zrike said that there is a need to invest in paraprofessionals, students and after-school program employees who want to become licensed educators.

In response to Member Miranda about what needs to improve in order to retain staff of color, Ms. Conrad said the supports for staff to obtain licensure needs to improve as well as supports for new teachers in general. Ms. Conrad added that the outreach needs to be more proactive.

Member Cornell inquired if the staff on hiring committees have had anti-bias training. Ms. Conrad said that principals receive training every year and they have a toolkit which has resources but the access to which it is used varies. Deputy Superintendent Carbone added that The New Teacher Project (TNTP) did training with all the hiring managers. Deputy Superintendent Carbone said that the degree to which the toolkit is utilized may need to be reviewed and monitored. Ms. Conrad commented that getting the word out about the diversity in Salem is important because educators from urban districts may

not know this about Salem. Ms. Conrad said that for retention, it is also important to develop the sense of belonging. Superintendent Zrike spoke about the culture at each school which has an impact on the retention of staff of color. Superintendent Zrike continued that schools need to be supported to have a culture that will encourage the retention of staff of color.

Member Hoffman commented that the inclusion aspect needs to be stressed especially with families of color and the LGBTQ+ community. Member Cornell requested more detailed information about staffing such as by school and role. Ms. Conrad said that the information can be provided soon.

In response to Member Miranda, Ms. Conrad said that work is being done to generate interest among high school students to pursue education as a career and provide support for them along the way through the early College High School Program, Career Technical Education (CTE) and new pathways. In response to another question about actions taken when staff of color experience incidents like microaggressions, Ms. Conrad said that in collaboration with the Director of Diversity, Equity, Inclusion & Engagement, Laura Assade, a restorative way for approaching these incidents are taken but sometimes other ways are also utilized. In response to Mayor Pangallo, Ms. Conrad said that the 2024-2025 retention rate for all staff was 82.2 % and for staff of color was 79%.

4. Superintendent Evaluation

Superintendent Zrike said that this matter will be addressed at the end of January.

5. Massachusetts School Building Authority (MSBA) Update

Mayor Pangallo said that Member Stott will be representing the School Committee on the high School Building Committee. The City will file the bond order and the special election order with the City Council for the project's debt exclusion vote on January 6, 2026.

6. Finance and Operations Report

Assistant Superintendent Pauley said the capital budget request was discussed with the Building and Grounds Subcommittee at a recent meeting and it will be brought to the School Committee at the next meeting. The items that were reviewed were the multi-year plans for the buildings and grounds, impact of the merger and priorities for next year. Assistant Superintendent Pauley continued that the installation of the two new generators at the Bates Elementary School and Collins Middle School have been completed.

Subcommittee Reports

1. 2026-2027 Subcommittee Assignments

Mayor Pangallo provided the following 2026-2027 Subcommittee Assignments:

Building and Grounds Subcommittee

Yamily Byas, Chair
Veronica Miranda
Mary Manning

Curriculum Subcommittee

Veronica Miranda, Chair
AJ Hoffman
Yamily Byas

Finance Subcommittee

AJ Hoffman, Chair
Megan Stott
Beth Anne Cornell

Personnel Subcommittee

Beth Anne Cornell, Chair
Veronica Miranda
AJ Hoffman

Policy Subcommittee

Megan Stott, Chair
Beth Anne Cornell
Mary Manning

2. Finance Subcommittee

No report at this time.

3. Personnel Subcommittee

No report at this time.

4. Building and Grounds Subcommittee

Member Miranda said that the subcommittee discussed terms and conditions about facilities request applications such as *“the visiting organization or entity shall be prohibited from using the name, trademark, trade name, logo or likeness of the Salem Public Schools.”* Member Miranda continued that the subcommittee wanted a clearer understanding of building needs especially at Bentley. Bentley had a full facilities assessment conducted in 2018. Member Miranda added that another assessment at Bentley might be needed to ensure that decisions do not further inequities.

In response to Mayor Pangallo, Superintendent Zrike said that the Salem Public Schools logo is not trademarked. Member Cornell asked whether there was any discussion on including the new language about the facilities usage as a formal policy. Assistant Superintendent Pauley was not certain if it is a policy consideration because the language was included in the guidelines for short-term rentals. Member Cornell suggested including this matter for a discussion regarding policy in order to reinforce the language in the contract. Member Miranda agreed.

5. Curriculum Subcommittee

No report at this time.

6. Policy Subcommittee

No report at this time.

Motions and Resolutions

Announcements

Mayor Pangallo invited the School Committee members to the Polar Plunge event on January 9, 2026.

Adjournment

Member Cornell made a motion to adjourn at 8:32 pm. Member Hoffman seconded. A roll call vote was taken.

Vice Chair Cornell voted YES

Member Byas voted YES

Member Hoffman voted YES

Member Manning ABSENT

Member Miranda voted YES

Member Stott voted YES

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



Carlton and Saltonstall Merger Planning and Details

January 5, 2026



Priorities for Implementation

The goal is to create a unified school community centered on our four key strategic priorities:

- **Priority I: Student Achievement.** Elevate student learning through shared resources.
- **Priority II: Staff Empowerment.** Position educators for success in a new environment.
- **Priority III: Culture.** Build a shared identity with a culture of belonging and strong family partnerships.
- **Priority IV: Operational Excellence.** Ensure a safe, welcoming, and well-organized school.



Initial Actions- December 2025

Action	Date (s)
School Committee vote	<i>Monday, Dec. 15</i>
Discussion with students- restorative circles	<i>Tuesday, Dec. 16</i>
Leadership announcement	<i>Wednesday, Dec. 17</i>
Transition and Innovation committee invite	<i>Wednesday, Dec. 17</i>
Meeting with school PTO leadership	<i>Weeks of Dec. 15 and Dec. 22</i>



Transition and Innovation Committees

- **Deadline to apply:** January 9
- **Invites:** no later than January 16
- **First meeting of each committee:** before end of January
- **Committee composition:** Each committee will include the lead, two caregivers, two staff members, a school committee member and a representative from the SPS central office.
- **Selection process:** The two school leaders who know their schools best, will make decisions about applicants who are most representative of their communities
- **Decisions:** Recommendations will be made to District leadership and school committee for approval
- **Communication:** Committees will regularly communicate with and solicit input from the respective school communities



Transition and Innovation Committee Design

Transition Committee <i>18 currently interested</i>	Innovation Committee <i>10 currently interested</i>
<ul style="list-style-type: none">• Led by Principal Weaver• Recommend events, traditions and experiences that should continue• Design opportunities for the community to come together- tours, meet-and-greet events, community activities, etc• Focus on social-emotional learning supports, counseling, and activities to help transitioning students	<ul style="list-style-type: none">• Led by Principal Jellison• Adapt the "Continuous Progress" model for the new context• Coordinate with DESE on approval processes• Present final recommendations before April vacation



School Naming

- The naming or renaming of schools is in the purview of the School Committee per policy
- The Committee is open to renaming and has invited community suggestions that align with the district's core values
- Members of the public can submit naming ideas to reconfiguration@salemk12.org no later than 4pm on Friday, January 16, 2026 (note the extension, 7 submissions thus far)
- The Committee will discuss naming at the January 26th meeting



Transfer Requests

- A transfer period will be offered to Carlton and Saltonstall families between – *January 12–February 6*.
 - Families will be notified by February 27 about the result of their request for the 2026-27 school year.
- Each elementary school will have an established number of available seats by grade level. If the number of students requesting a particular grade exceeds the number of available seats, a lottery will be conducted to determine seat placement.
- A few details regarding the lottery:
 - Siblings will receive preference
 - Socio-economic targets for the 2026-27 school year (established by the School Committee in February) will apply



Staffing

- Staff meetings at each school scheduled for this week
- We are interested in learning staff preferences for assignment
- Partnering with our 3 bargaining units to follow specific staffing language in contracts
- Plan to finalize staffing by February vacation week:
Friday, February 13th – communication on what is known to families in March.



Additional Logistics and Details

- **Bell Schedule:** The school day will begin at either **8:30 or 8:35 AM** and end at **3:05 or 3:10 PM**, depending on the bus schedule
- **Assignment:** School assignment is now closed at Saltonstall and Carlton
- **Enrollment:** New school will limit Kindergarten to 3 classrooms for the 2025-26 school year
- **Class composition:** Class lists for the 2026-27 school year will include a balance of students from both schools
- **Traffic and Parking:** A traffic and parking review will be launched in consultation with the city, with guidance out this spring
- **Before and After School Programming:** Details on expanded before and after school programs will be shared this spring
- **Class Size:** Will remain consistent with current caps
- **504/IEP services:** Will be followed according to documented plans



Next Steps and Accountability

- The District Executive Team will meet twice monthly to monitor the transition project plan
- Monthly updates to the school committee
- A merger savings update and capital investment budget will be provided to the community
- Success metrics (through the fall) will include- *academic achievement, attendance, conduct, student (grades 3-5), staff and family perception data*
- Regular FAQs and progress updates will continue throughout the spring
- Questions should be directed to school leaders- Principal Jellison and Principal Weaver





“Often when you think you’re at the end of something, you’re at the beginning of something else.”

--Mister Rogers





*Calendar Discussion
January 26, 2026*



Reflections on the Proposed 26-27 Calendar

- **First day of school:** The work year for employees may begin no earlier than the Monday prior to Labor Day".
 - First day of for school year staff: August 31, 2026
 - First day for students in grades 1-8: September 3, 2026
 - First day for PreK/K: September 10, 2026
- **Halloween:** Halloween is on a Saturday, therefore there is no calendar adjustment. There is a suggestion to move the Oct. 21 early release date to Friday, October 30.
- **Back to back PD days in March (full PD day followed by a 1/2 PD day):** We are hoping to continue with student led conferences. Adjustments on how time may be used will be discussed after this year's conferences



Reflections on the Proposed 26-27 Calendar

- **December 23rd:** Staff requested an early release or full day off on the 23rd.
- **Primary Election:** September primary is September 1st, a non-school day for students.
- **Juneteenth:** Falls on a Saturday, guidance from DESE is to observe on Saturday, June 19.
- **PreK/Kindergarten Schedule:** Educators are wondering why the year is not longer.



Final Thoughts

- School Committee can vote tonight or wait until the next meeting.
- Even though Bentley is an innovation school, it plans to follow the SPS calendar.
- SC has copies of the Salem High and Salem Prep calendar for review.
- Once the SPS calendar is approved, Carlton/Saltonstall will submit a calendar for SC approval.



Salem Public Schools

2026 - 2027 Calendar

DRAFT

Bates, Bentley, Collins, ECC, Horace Mann, and Witchcraft Heights

2026

August

M	T	W	T	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				

September

M	T	W	T	F
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14	15	16	17	18
21	22	23	24	25
28	29	30		

October

M	T	W	T	F
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12	13	14	15	16
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November

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9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30				

December

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14	15	16	17	18
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2027

January

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4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

February

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1	2	3	4	5
8	9	10	11	12
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22	23	24	25	26

March

M	T	W	T	F
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8	9	10	11	12
15	16	17	18	19
22	23	24	25	26

April

M	T	W	T	F
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26	27	28	29	30
31				

May

M	T	W	T	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28

June

M	T	W	T	F
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14	15	16	17	18
21	22	23	24	25

● School Closed: Holiday or Vacation

● All schools closed - Staff Professional Development

● Early Release Day - Staff Professional Development

● New Hire Orientation

■ Early Release before break or end of year

● First day/last day of school (PreK/K)

● First day (Grades 1-8)

■ Snow Days as Needed

August

24-28 New Hire Orientation

31 Professional Development Days (full)

September

1-2 Professional Development Days (full)

3-4 First and second day, grades 1-8

7 Labor Day

10 First day, PreK-K

23 Professional Development Day (half)

October

12 Indigenous Peoples' Day

21 Professional Development Day (half)

November

3 Professional Development Day (full)

11 Veterans Day

25 Thanksgiving Early Release

26-27 Thanksgiving Break

December

9 Professional Development Day (half)

23-31 Winter Break

January

1 Winter Break

18 Martin Luther King, Jr. Day

20 Professional Development Day (half)

February

10 Professional Development Day (half)

15-19 February Break

27 Dominican Independence Day

March

15 Parent Teacher Conference (no school for students)

16 Parent Teacher Conference (half day for students)

April

19-23 April Break

May

19 Professional Development Day (half)

31 Memorial Day

June

15 Last Day of School PreK/K

18 Last Day of School Grades 1-8 (Early Release)

19 Juneteenth Independence Day

21-25 Snow days as needed



August					
24-28 New Hire Orientation					
31 Professional Development Day (full)					
September					
1-2 Professional Development Day (full)					
2 First day, Grade 9					
3 First day, Grade 10-12					
7 Labor Day					
17 Meet The Teacher 6:00-8:00pm					
23 Professional Development Day (half)					
October					
5 Mid-Quarter, Quarter 1					
9 Progress Reports Posted					
12 Indigenous Peoples' Day					
20 Parent Conferences 2:40-3:40					
21 Professional Development Day (half)					
November					
3 Professional Development Day (full)					
4 End of Quarter 1					
11 Veterans Day					
12 Report Cards Posted					
19 Parent Conferences 6:00-8:00pm					
25 Thanksgiving Early Release					
26-27 Thanksgiving Break					
December					
9 Professional Development Day (half)					
14 Mid-Quarter, Quarter 2					
18 Progress Report Posted					
23-31 Winter Break					
January					
1 Winter Break					
18 Martin Luther King, Jr. Day					
20 Professional Development Day (half)					
22 End of Quarter 2					
29 Report Cards Posted					
February					
4 Parent Conferences 2:40-3:40					
10 Professional Development Day (half)					
15-19 February Break					
March					
5 Mid-Quarter, Quarter 3					
12 Progress Reports Posted					
15 Parent Teacher Conference (no school for students)					
16 Parent Teacher Conference (half day for students)					
April					
9 End of Quarter 3					
16 Report Cards Posted					
19-23 April Break					



Salem Public Schools

2026 - 2027 Calendar

Salem High School DRAFT



2026

- School Closed: Holiday or Vacation
- All schools closed - Staff Professional Dev
- Early Release Day - Staff Professional Dev
- New Hire Orientation
- Holiday, school in session
- Date of Importance
- Early Release before break or end of year
- First day of school (Grade 9)
- First day of school (Grades 10-12)
- Snow Days as Needed

August

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31				

September

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October

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November

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December

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29	30	31		

2027

January

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February

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22	23	24	25	26

March

M	T	W	T	F
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22	23	24	25	26
29	30	31		

April

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May

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31				

June

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18				
19				
21-25				
28	29	30		

- 19 Professional Development Day (half)
- 21 Mid-Quarter, Quarter 4
- 31 Memorial Day

June

- 4 Salem High School Graduation
- 18 Last Day of School Grades 9-12
- 19 Juneteenth Independence Day
- 21-25 Snow days as needed

August

24-28 New Hire Orientation

31 Professional Development Day (full)

September

1-2 Professional Development Day (full)

3 First day, Grade 9-12

7 Labor Day

17 Meet The Teacher 5:00-7:00pm

23 Professional Development Day (half)

October

5 Mid-Quarter, Quarter 1

9 Progress Reports Posted

12 Indigenous Peoples' Day

20 Parent Conferences 2:30-3:30

21 Professional Development Day (half)

November

3 Professional Development Day (full)

4 End of Quarter 1

11 Veterans Day

12 Report Cards Posted

19 Parent Conferences 5:00-7:00pm

25 Thanksgiving Early Release

26-27 Thanksgiving Break

December

9 Professional Development Day (half)

14 Mid-Quarter, Quarter 2

18 Progress Report Posted

23-31 Winter Break

January

1 Winter Break

18 Martin Luther King, Jr. Day

20 Professional Development Day (half)

22 End of Quarter 2

29 Report Cards Posted

February

4 Parent Conferences 2:30-3:30

10 Professional Development Day (half)

15-19 February Break

March

5 Mid-Quarter, Quarter 3

12 Progress Reports Posted

15 Parent Teacher Conference
(no school for students)

16 Parent Teacher Conference
(half day for students)

April

9 End of Quarter 3

16 Report Cards Posted

19-23 April Break

Salem Public Schools

2026 - 2027 Calendar

Salem Prep DRAFT



- School Closed: Holiday or Vacation
- All schools closed - Staff Professional Dev
- Early Release Day - Staff Professional Dev
- New Hire Orientation
- Holiday, school in session
- Date of Importance
- Early Release before break or end of year
- First day of school (Grades 9-12)
- Snow Days as Needed

2026

August

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3	4	5	6	7
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24	25	26	27	28
31				

September

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October

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November

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December

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2027

January

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February

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8	9	10	11	12
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22	23	24	25	26

March

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April

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May

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31				

June

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1	2	3	4	
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14	15	16	17	18
21	22	23	24	25
28	29	30		

May

19	Professional Development Day (half)
21	Mid-Quarter, Quarter 4
31	Memorial Day

June

3	Salem Prep Graduation
18	Last Day of School Grades 9-12
19	Juneteenth Independence Day
21-25	Snow days as needed

2026-27 Enrollment Targets for Student Assignment

January 26, 2026

Overview

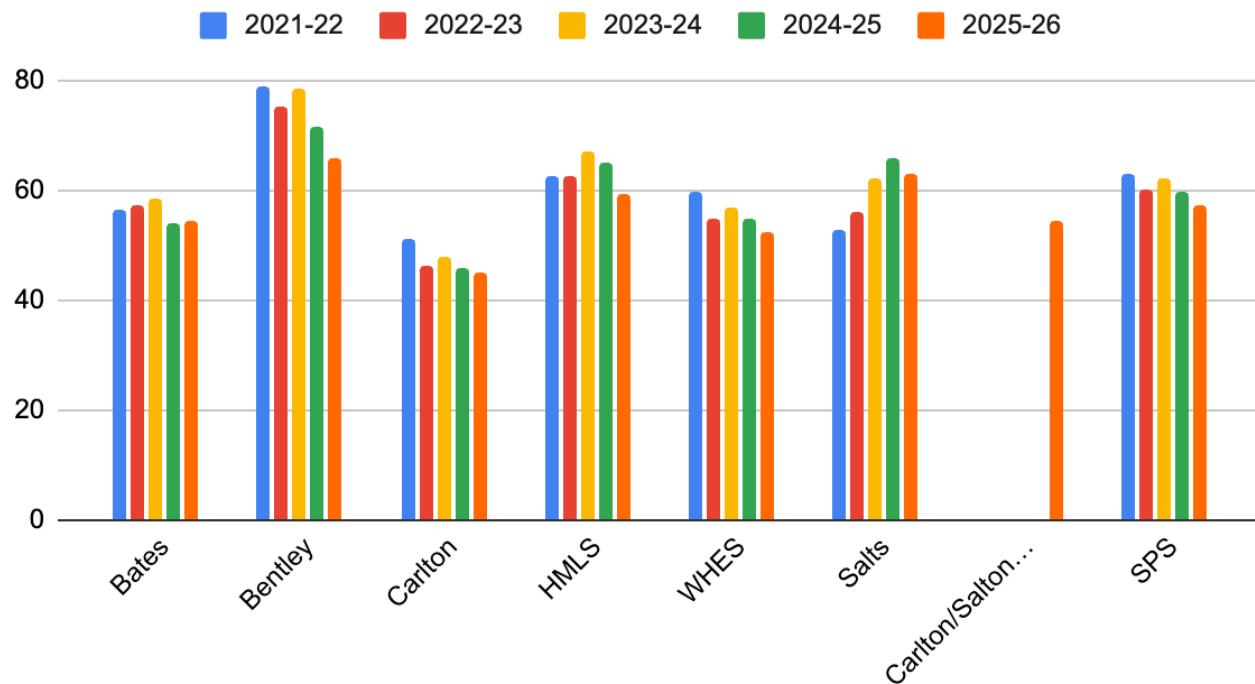
Following the district's student assignment policy (SC Policy #5103),¹ the Superintendent is charged with setting annual enrollment targets for each individual school. In the Salem Public Schools, we value the benefits of integrated and diverse schools. We know that students thrive when they attend schools that are reflective of our entire community. The overall goal is to have all schools enrolling a percentage of students who are low income that is within five percentage points (5%) of the district average.

The targets to be set are based on the most recently published percentage of low income students, as determined by the state, and include two categories of students, low income, and non-low income. Each school's enrollment targets will be used to assign students entering kindergarten and pre-kindergarten.

Percentage of Low Income Students by School, 2025-26

According to the policy, the annual school enrollment targets are to be based on the most recent state determination of the percentage of low income students within a school. The graph below depicts the percentage of low income students by K-5 school, as determined by the state², from October 2021 to October 2025.

% Low Income by School, (2021-2025 Oct. 1st Enrollment)



¹ For full text of the policy, please visit:
[5103 Controlled Choice Student Assignment](#)

² The state determines whether or not a student is low income if they are identified as participating in state public assistance programs, including the Supplemental Nutrition Assistance Program, Transitional Aid to Families with Dependent Children, MassHealth, and foster care; or certified as low income through the new supplemental data collection process.

	Bates	Bentley	Carlton	HMLS	WHES	Salts	Carlton/Saltonstall	SPS
2021-22	56.5	78.7	51.3	62.5	59.6	52.9		63.1
2022-23	57.2	75.2	46.3	62.6	54.7	56.2		60.3
2023-24	58.4	78.4	48	67.1	56.7	62.1		62.2
2024-25	54.1	71.7	45.7	64.8	54.9	66.0		59.7
2025-26	54.2	65.7	45.0	59.4	52.5	62.9	54.3	57.1

School Enrollment Targets for 2026-27 Student Assignments

The school enrollment targets that will be used for all assignments during the 2026-27 school year are outlined below. Table 1 summarizes the targets for the elementary schools where all student assignments are bound by the district's student assignment policy. The first column presents the school's current percentage of low income students and the second column identifies whether or not enrollment is "balanced" within each school, based on the percentage of low income students who are enrolled. The third and fourth columns describe the enrollment targets that will be used to assign both low income and non-low income students within each school. Enrollment targets of 50%/50% will be used for schools with "balanced" enrollment. Targets for schools that are not balanced in their enrollment are set based on the specific data for each school.

Table 1: 2026-27 Enrollment Targets for Elementary Schools

Elementary Schools	Oct 2025 (% Low Income)	Is the enrollment within this school balanced (within 5% of district avg)?	2025-26 Low Income Target	2025-26 Non-Low Income Target
<i>Bates preK-5</i>	54.2%	Yes	50%	50%
<i>*BAIS preK-5</i>	65.7%	No	no target	no target
<i>HMLS preK-5</i>	59.4%	Yes	50%	50%
<i>WHES K-5</i>	52.5%	Yes	50%	50%
<i>Saltonstall K-5</i>	62.9%			
<i>Carlton K-5</i>	45.0%			
<i>Carlton/Saltonstall</i>	54.3%	Yes	50%	50%
<i>SPS-District</i>	57.1%			

*BAIS Language Learning Bucket #2 only

Application of the Enrollment Targets to the 2026-27 Student Assignments

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

Important Notes

- Salem saw a decrease in low-income students in the last year (from 59.7% in Oct. 2024 to 57.1% in Oct. 2025).

- The Carlton/Saltonstall merged school's target was set by combining the October 1, 2025 low income enrollment at both schools.
- Bentley Academy Innovation School's Dual Language enrollment is available to all incoming Pre-K and Kindergarten students who attend the Salem Public Schools. The Dual Language program works by ensuring that there is a linguistic balance between students that attend the program, with half of the students speaking Spanish as native language models and half speaking English/non-Spanish languages as native language models. For enrollment purposes, students in the Pre-K and Kindergarten Dual Language program are separated into the following two linguistic groups:
 - Group 1: Spanish speakers who are identified as early proficient English Learners and who are measured at WIDA levels 1-3 of English proficiency and are at levels 2 and above on the Pre-Las Español;
 - Group 2: Native English speakers and speakers of non-Spanish languages are determined by information from the home language survey, the bilingual continuum, interviews with family members, and the WIDA screener (given to those who identify a language other than English on the home language survey).
 - Families interested in Dual Language select Bentley as their first choice school in the Kindergarten and Pre-Kindergarten application form.
 - A lottery will only be held for seats in either or both language groups should there be more applicants than available seats. Group 1 has no enrollment targets given the requirement that a student demonstrate proficiency in Spanish in order to be considered. Consistent with the shift made last year, there are also no enrollment targets for language learning Group 2. Rather than assign a low income target, the recommendation is not to establish a Group 2 target for this uniquely and incredibly valuable learning experience. The academic value of strengthening one's native language while gaining proficiency in a second language is unparalleled. Students emerge from the Bentley Dual Language Program biliterate, bilingual and bicultural. In addition to the cultural value, it provides our young people with a competitive advantage as they pursue college and/or career opportunities beyond the Salem Public Schools. For this reason, we want every student, regardless of their socio-economic status, to have the same access to Bentley's dual language program.
- Available seats for our pre-kindergarten program will be assigned to the ratio below (consistent with the last few years):
 - 65% of the seats for students living in a household identified as low income
 - 35% of the seats for students living in a household identified as not low income
 - Current low-income enrollment is 38.4%, during the 24-25 school year it was 37.2%
- For the pre-Kindergarten DL program at Bentley, we will follow the same assignment process as the Bentley DL Kindergarten lottery. Rising Pre-K students will take the Pre-IPT oral test instead of the WIDA screener. Students accepted to the Bentley Pre-Kindergarten program are guaranteed seats in the Kindergarten DL program at Bentley.

January 23, 2026

RE: MSBA Update

School Committee Members,

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

- The School Building Committee met on **Thursday December 11th**:
 - The committee voted to authorize the consultant team to make the Schematic Design submission to the MSBA on the due date of **December 17, 2025**
- The consultant team confirmed the Schematic Design submission to the MSBA on **December 17, 2025**
- The project will be moving from the **Feasibility and Schematic Design Phase** to the **Design Development Phase** following the MSBA Board meeting on **February 25th**
- Members of the School Building Committee presented to the City Council's Committee of Administration and Finance on **January 21st** regarding the project bond order and debt exclusion election **May 5, 2026**.
- **Upcoming Meetings:**
 - **Thursday, January 29th** from 6-8 pm in the School Committee Chambers
 - **Thursday, February 26th** from 6-8 pm in the School Committee Chambers
 - **Thursday, March 19th** from 6-8 pm in the School Committee Chambers
 - **Thursday, April 16th** 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](#) website.

Sincerely,



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

Over the past month, we received the following suggestions for naming the newly merged Saltonstall and Carlton Schools:

Suggestion	Description
Point Elementary Cove Elementary Cove Point Elementary	To honor the location and the community (the Point Neighborhood and Palmer Cove).
Robert Morris	Robert Morris was born in Salem. He was the first Black man to be admitted to the Massachusetts State Bar. He represented Black children and families in their quest to integrate public schools during the same time period that Leverett Saltonstall championed educational segregation. Robert Morris argued for desegregation of Salem's schools in the 1800s. He was successful in his petition to the school committee.
Sarah Parker Remond Elementary/Parker Remond Elementary School	Sarah Parker Remond was directly impacted by the decision to segregate Salem Public Schools. In 1835, Ms. Remond tested into Salem Public Schools, but following protests from the community was expelled just a week later. She moved out of Salem and became a well-respected physician and abolitionist.
Forten Grimké Elementary School	Charlotte Forten Grimké (1837-1914) was Salem State University's first African American graduate as a part of the class of 1856. For 65 years Charlotte was a tireless advocate for the end of slavery; equality for women and people of color; and education for all. During her life, she was an abolitionist, educator, writer, poet, translator, and women's rights activist.
Salem Compass Elementary	This name has a deep maritime meaning (navigation, Salem seaport history), promotes innovation- helping students find their own direction, is equity aligned as every learner receives guidance and is extremely child-friendly.
Salem Pathfinders Elementary	Fostering exploration and discovery, this name highlights individual pathways, student agency, and curiosity, encouraging risk-taking and creative problem-solving. Equity is expressed through each student developing a unique learning map, actively shaping their goals and progress while contributing to a compassionate community.
Salem Waypoint Elementary	A waypoint represents meaningful checkpoints along each student's learning journey, emphasizing continuous progress, reflection, and incremental growth. It supports goal-setting and adaptive learning paths, empowering students to track their progress, celebrate milestones, and exercise agency as they grow.
Salem Harborlight Elementary	Drawing on Salem's maritime heritage, the lighthouse metaphor represents guidance, safety, and belonging in a warm, nurturing K-5 environment. Salem Harborlight Elementary supports every learner in charting their own path with agency and creativity, fostering curiosity, problem-solving, and confidence within an inclusive community.

Anchor Point Innovation Elementary School	The name honors Salem's rich maritime history, connecting the school to the community and environment that surrounds it. Just as sailors use anchor points to stay grounded while navigating new waters, the new school will provide a strong foundation for students as they explore learning in creative and meaningful ways
Carltonstall	Developed by combining the names of the existing schools - Carlton and Saltonstall.
Clarissa Lawrence	Clarissa Lawrence was one of the first Black teachers in Salem. She moved from Pennsylvania to Salem to access an integrated education. Ms. Lawrence graduated from the Salem Normal School (now Salem State University) and was the first Black teacher to be hired to teach in a predominantly White school in Salem. She founded the Salem Female Anti-Slavery Society.
Salem Lighthouse Elementary Salem Daymark Elementary Salem Lightship Elementary Salem Oceanview Elementary	These names evoke the idea of being a steady presence and a point of orientation. A place that helps guide students as they grow, learn, and find their way. The imagery of light is especially meaningful, symbolizing hope, knowledge, and the responsibility we have to look out for one another, and keeping the light bright within ourselves.
Salem Vista Mar* Elementary	To further reflect the diverse cultures and languages represented within our school community, Salem Vista Mar Elementary, a name that honors our coastal setting while embracing a broader, more inclusive linguistic tradition. This name reinforces the idea that the school is a shared home, shaped by many perspectives and lived experiences. Vista mar (in Spanish) translates to sea view.
Dunwiddle	Named after the school in the book series <i>Upside-Down Magic</i> . In the books, the school is a diverse and welcoming community that supports students with unique (magical) needs. It shows how dedicated teachers can find fun and creative ways to help kids with specific learning needs and help their unusual abilities flourish.
Saltonstall	Leverett Saltonstall (June 13, 1783 – May 8, 1845), was a member of the United States House of Representatives from Massachusetts who also served as Speaker of the Massachusetts House of Representatives, President of the Massachusetts Senate, the first Mayor of Salem, Massachusetts and a Member of the Board of Overseers of Harvard College. The Saltonstall family had a rich history of public service in both Salem and at the state level.

Thank you to everyone who offered their ideas and insights. These recommendations have been shared with the Salem School Committee. The Committee is expected to discuss the name of the new school at its regularly scheduled meeting on **Monday, January 26, at 7:00 p.m.**

Sincerely,

Steve