

# Salem Public Schools School Committee

**Yamily Byas**  
**Beth Anne Cornell, Vice Chair**  
**AJ Hoffman**



**Mary A. Manning**  
**Veronica Miranda**  
**Megan Stott**

## **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 May 11, 2026 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/86476306406?pwd=fbk789hJC0pw0LJpSIjCDYz5ogdi6v.1>

**Passcode: 292424**


#### **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 the Regular School Committee Meeting held on April 27, 2026
  2. Approval of Field Trip to New York City for Collins Middle School Grade 8 students on May 28-29, 2026
  3. Approval of FY26 Warrants:
    1. 4/23/2026 - \$531,833.60
    2. 4/30/2026 - \$405,053.84
- 5. Student Representative Report**
- 6. Superintendent's Report**
  1. Student Recognitions
  2. Collins Middle School 8th Grade Civics Project Presentation
  3. Updates from Salem High School on College Application Process
  4. Sarah Parker Remond Revised Calendar
  5. Massachusetts School Building Authority (MSBA) Update
  6. Finance and Operations Report
- 7. Subcommittee Reports**
  1. Finance Subcommittee
  2. Personnel Subcommittee
  3. Building & Grounds Subcommittee
  4. Curriculum Subcommittee
  5. Policy Subcommittee
  6. Superintendent Screening Committee
- 8. Motions and Resolutions**
  1. Sarah Parker Remond Revised Calendar
- 9. Newsletter Items**
- 10. Announcements**
- 11. 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



**Yamily Byas**  
**Beth Anne Cornell, Vicepresidente**  
**AJ Hoffman**

**Mary A. Manning**  
**Veronica Miranda**  
**Megan Stott**

## **Alcalde Dominick Pangallo, Presidente**

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

### REUNIÓN REGULAR DEL COMITÉ ESCOLAR

Por la presente se notifica que el Comité Escolar de Salem celebrará una **reunión regular del Comité Escolar 11 de mayo de 2026 a las 7:00 p. m.** Esta reunión se llevará a cabo en persona en **29 Highland Ave., Rm. 227, Salem, MA.** También puede unirse a través de Zoom utilizando el enlace que aparece a continuación.

#### **Enlace de Zoom para participar:**

<https://us06web.zoom.us/j/86476306406?pwd=fbk789hJC0pw0LJpSIjCDYz5ogdi6v.1>

**Contraseña: 292424**


#### **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 Públicas de Salem asisten regularmente a las reuniones del Comité Escolar. Animamos a todos los participantes de la reunión a modelar un discurso público respetuoso y productivo para nuestros jóvenes estudiantes.*

##### **2. Interpretación en directo al español.**

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

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

#### **2. Aprobación del orden del día**

#### **3. Comentarios 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 regular del Comité Escolar celebrada el 27 de abril de 2026
2. Aprobación de la excursión a la ciudad de Nueva York para los estudiantes de 8.º grado de la Escuela Intermedia Collins el 28 y 29 de mayo de 2026
3. Aprobación de las órdenes de pago del año fiscal 2026:
  1. 23-abr-2026 - \$531,833.60
  2. 30-abr-2026 - \$405,053.84

**5. Reporte del representante estudiantil**

**6. Reporte del superintendente**

1. Reconocimientos a los estudiantes
2. Presentación del proyecto de educación cívica de 3.º grado de ESO de la Escuela intermedia Collins
3. Novedades de la Escuela Superior de Salem sobre el proceso de solicitud de admisión a la universidad
4. Calendario revisado de Sarah Parker Remond
5. Actualización sobre la Autoridad de Edificios Escolares de Massachusetts (MSBA)
6. Informe de finanzas y operaciones

**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
6. Comité de Selección del Superintendente

**8. Mociones y resoluciones**

1. Calendario revisado de Sarah Parker Remond

**9. Artículos del boletín Informativo**

**10. Anuncios**

**11. 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  
A.J. Hoffman*



*Mary A. Manning  
Verônica Miranda  
Megan Stott*

## *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”

### 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 11 de maio de 2026, às 19h**. Esta reunião será realizada presencialmente no endereço 29 Highland Ave., sala 227, Salem, MA. Você também pode participar via Zoom através do link abaixo.

**Link do Zoom para participar:**

<https://us06web.zoom.us/j/86476306406?pwd=fbk789hJC0pw0LJpSIjCDYz5ogdi6v.1>

**Senha: 292424**

#### 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 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 recurso de 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 Ordinária do Conselho Escolar realizada em 27 de abril de 2026.**

2. Aprovação da excursão escolar à cidade de Nova Iorque para os alunos do 8º ano da Collins Middle School em 28 e 29 de maio de 2026
3. Aprovação dos Mandatos de Compra do Ano Fiscal de 2026:
  1. 23-abr-2026 - \$ 531.833,60
  2. 30-abr-2026 - \$405.053,84

**5. Relatório do Representante Estudantil**

**6. Relatório do Superintendente**

1. Reconhecimento dos alunos
2. Apresentação do Projeto de Educação Cívica da 8ª Série da Escola Collins
3. Novidades da Salem High School sobre o processo de inscrição na faculdade
4. Calendário revisado de Sarah Parker Remond
5. Atualização da Autoridade para a Construção de Escolas de Massachusetts (MSBA)
6. Relatório de Finanças e Operações

**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
6. Comissão de Seleção do Superintendente

**8. Moções e resoluções**

1. Calendário revisado de Sarah Parker Remond

**9. Itens da newsletter**

**10. Anúncios**

**11. 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 Regular Session  
of the Salem School Committee  
Monday, April 27, 2026  
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**

Member Miranda made a motion to approve the agenda. Member Hoffman seconded and it was so VOTED. Motion passed unanimously.

**Public Comment**

Ann Berman, Salem Teachers Union (STU) President

Ms. Berman announced that two students from the STU family won scholarships from the American Federation of Teachers (AFT). AFT Massachusetts awards scholarships to students across the Commonwealth with the top seven scores on the labor history exam administered by the Massachusetts AFL-CIO in honor of former AFT leaders Kathy Kelley, Albert Shanker, and Sandra Feldman, and long-time field representative Jay Porter. Brooks Workman, senior at Salem High School (SHS), son of John Workman, who works at the Collins Middle School won the Albert Shanker award. The Sandra Feldman award went to Ryan Urbanowicz, son of Julie Urbanowitz, who is a paraprofessional at the ECC. Ryan is a student at St. Mary's in Lynn. Ms. Berman continued that the STU scholarships will be awarded on senior night to Brooks Workman, Rylan Workman, Mia Silva, and Gavin Ryan who received the top four scores in Salem Public Schools (SPS).

**Approval of Consent Agenda**

1. Approval of Minutes of the Regular School Committee Meeting held on April 6, 2026
2. Approval of Minutes of the FY27 Public Budget Hearing held on April 13, 2026
3. Approval of Minutes of the Special School Committee Meeting held on April 13, 2026
4. Approval of FY26 Warrants:
  1. 4/02/2026 - \$228,959.73
  2. 4/09/2026 - \$564,402.92

3. 4/16/2026 - \$598,034.96

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

### **Student Representative Report**

Since Student Representative Sula was unable to attend, Interim Deputy Superintendent Pauley provided an update. Just before the April break, the Salem High School Student Summit was held at the Hawthorne Hotel and it was attended by 70 students who represented a diverse range of identities. The students discussed making positive changes in their community and specifically how SHS prepares them for life after high school. Interim Superintendent Carbone and Interim Deputy Superintendent Pauley attended a portion of the event. At the last Student Advisory Group meeting, the student spoke about the election of new officers for the group. The group also discussed recruitment strategies for 9th graders and new members. Member Hoffman and Interim Superintendent Carbone would be attending this meeting in case the students have any questions or input about the superintendent search. Interim Deputy Superintendent Pauley continued that the last Student Advisory Group meeting with seniors for the year would be held on May 4th.

### **Superintendent's Report**

Interim Superintendent Carbone welcomed all staff and students back from April break. Interim Superintendent Carbone acknowledged administrative professionals day on April 22nd and gave a shoutout to front office clerks and administrative assistants. Interim Superintendent Carbone went on to highlight the various vacation academies that ran during April break and thanked the staff who worked these programs. Another event during the break was the trip to the Dominican Republic by a few SPS staff led by Laura Assade, Director of Diversity, Equity, Inclusion and Engagement. They visited schools as well as the Minister and Vice Minister of Education to discuss continued partnership on the teacher exchange program that SPS has been co-developing over the last couple of years. Interim Superintendent Carbone thanked the buildings and grounds crew who worked hard over the break on several important projects including but not limited to inspections of fire sprinkler and elevator systems; upgrading school gardens to get them ready for growing season; and the installation of new walk-in refrigerators at Bates Elementary School and Saltonstall School.

#### **1. FY27 Proposed Budget Update**

Interim Superintendent Carbone provided an update on the FY27 budget referencing the memo that was part of the meeting packet.

#### **2. Strengthening Belonging: Addressing Inequities in Discipline Practices Follow-Up**

Ellen Wingard, Executive Director of Student Support Services provided a presentation that was a follow-up from the March 23, 2026 School Committee meeting.

Vice Chair Cornell asked about the extent to which anti-bias training is included in deescalation modules as well as the extent to which the staff who administer the training reflect the demographics of students, to ensure that teachers are equipped with the skills and training that they need to be sensitive administrators of discipline. Ms. Wingard responded that the module currently includes work from culturally responsive teaching where educators are advised to stop, pause and think through because it is in those moments when biases come out. Ms. Wingard continued that those who teach it are often student support staff and while they do not represent entirely the student demographics, they are ones that can talk easily about bias and educator bias. Efforts to diversify the workforce are ongoing. Ms. Wingard added that over the next year, the district needs to look critically at data at a granular level with principals to identify supports a cohort cluster needs to move the metrics.

In response to Member Miranda, Ms. Wingard said that there are 10 Spanish speakers among the student support staff. Interim Superintendent Carbone said that they could follow-up on this question. As to who has access to the data about place of birth for students, Ms. Wingard responded that the teacher does but not the School Resource Officers. In response to another question from Member Miranda, Ms. Wingard said that time is always a barrier because restorative practices take time, both in building a community and also in being able to repair harm when harm's been done. Ms. Wingard continued that there have been improvements in the confidence level of teachers in being able to support students compared to previous years. The clearer the response plan is from the administrative level and the student support level, the more confident and supported the educators feel. Member Miranda requested data around educator relationships with the Central Office or with administrators in general. Ms. Wingard said that the Panorama school climate surveys are usually launched in mid-May and that the School Committee can be provided with the questions that were used over the last few years to track data around support from administrators. Ms. Wingard added that there is a Central Office survey that goes to administrators around the service that the Central Office provides to principals, assistant principals, and special education administrators. These data points would be available in the spring.

Member Hoffman inquired about the age appropriateness of responses to students' behaviours. Ms. Wingard said there's always a conversation around keeping the integrity of the student intact. Ms. Wingard added that evacuating a classroom is not the first thing that happens when a student is causing harm. There's almost always two, three or four staff members who are helping to deescalate, distract or use the safety care measures first. Discussions are had with the student and then with the class. Ms. Wingard added that if a classroom has to be evacuated, it is after there's been multiple attempts at other interventions and it's a safety concern.

### **3. Carlton and Saltonstall Merger Update**

Interim Superintendent Carbone provided an update on the merger activities which are going smoothly. Interim Deputy Superintendent Pauley provided an update on the moving logistics for the merged schools as well as New Liberty Innovation School and

Salem Prep High School.

**4. Massachusetts School Building Authority (MSBA) Update**

Interim Superintendent Carbone provided an update on Salem High School building project. Mayor Pangallo added that the polls would be open from 7:00 am to 8:00 pm at the regular voting locations for the May 5th local debt exclusion vote to fund the project.

**5. Finance and Operations Report**

**1. Budget Transfers Request**

Interim Deputy Superintendent Pauley elaborated on the memo included in the meeting packet that provided details of the budget transfer requests for the Bentley Academy Innovation School, Multilingual Learner Education Department and Early Childhood Center.

**2. Declare a Food & Nutrition Services Van as Surplus**

Interim Deputy Superintendent Pauley provided an explanation for declaring a Food and Nutrition Services van as surplus as outlined in the memo provided in the meeting packet.

**Subcommittee Reports**

**1. Finance Subcommittee**

No report at this time.

**2. Personnel Subcommittee**

No report at this time.

**3. Building and Grounds Subcommittee**

No report at this time.

**4. Curriculum Subcommittee**

No report at this time.

**5. Policy Subcommittee**

No report at this time.

**6. Superintendent Screening Committee**

Member Hoffman announced that the Superintendent Screening Committee would be meeting again on April 30th.

**Motions and Resolutions**

**1. Declaring Approval for the Tree Planting at Bentley Academy Innovation School on Arbor Day, May 6th**

Vice Chair Cornell made a motion to approve the tree planting at Bentley Academy Innovation School on Arbor Day, May 6th. Member Miranda seconded and it was so VOTED. Motion passed unanimously.

**2. Adoption of FY27 Proposed Budget**

Member Stott thanked the Chair of the Finance Subcommittee and everyone that provided their input including the members of the public. Member Stott was impressed with the conversations that were had and the transparency. Member Stott acknowledged the heartfelt community feedback, especially related to the family engagement positions.

Vice Chair Cornell made a motion to adopt the FY27 proposed budget of \$81,755,368.00. Member Hoffman seconded and it was so VOTED. Motion passed unanimously.

**3. Approval of Job Descriptions for the Elementary and Secondary Associate Principal Positions**

Interim Superintendent Carbone said that the elementary associate principal position arose out of merger discussions to enable Ms. Laren Weaver to stay at the Sarah Parker Remond School and be a part of the team. The position is somewhere between an assistant principal and the principal position. The position would be for two years and then it would revert back to an assistant principal position. However the elementary associate principal position and job description would be in place in case it was needed. Interim Superintendent Carbone continued that the secondary associate principal position was needed as a retention strategy and succession planning for employees.

Vice Chair Cornell made a motion to approve the job descriptions for the elementary and secondary associate principal positions. Member Miranda seconded and it was so VOTED. Motion passed unanimously.

**4. Approval of Inclusion of the Elementary and Secondary Associate Principals in the Salem Administrators Association Recognition Clause**

Vice Chair Cornell made a motion to approve the inclusion of the elementary and secondary associate principals in the Salem Administrators Association recognition clause. Member Miranda seconded and it was so VOTED. Motion passed unanimously.

**5. Approval of Budget Transfer Requests**

Vice Chair Cornell made a motion to approve the budget transfer requests. Member Stott seconded and it was so VOTED. Motion passed unanimously.

**6. Declare a Food & Nutrition Services Van as Surplus**

Member Byas made the motion to declare a Food and Nutrition Services van as surplus. Member Hoffman seconded and it was so VOTED. Motion passed unanimously.

**7. Approval of 2026-2027 School Committee Meeting Schedule**

Member Miranda made the motion to approve the 2026-2027 School Committee meeting schedule. Vice Chair Cornell seconded and it was so VOTED. Motion passed unanimously.

**Newsletter Items**

Vice Chair Cornell said that the topics which would be included in the newsletter would be the approved budget with the link, Superintendent job description, Superintendent Screening Committee membership and process as well as the calendar. Vice Chair Cornell added that important votes taken would also be included.

**Announcements**

Mayor Pangallo reminded everyone to vote on May 5th and more information about the project can be found on the Building Committee website at [salemma.gov/salemhightschool](http://salemma.gov/salemhightschool).

**Adjournment**

Vice Chair Cornell made a motion to adjourn at 8:13 pm. Member Hoffman seconded and it was so VOTED. Motion passed unanimously.

Respectfully submitted by,

***Shirley Dorai***

Executive Assistant to the School Committee & Superintendent



# SALEM PUBLIC SCHOOLS

*Where belonging leads to opportunity.*

**Gavin Softic**

Principal  
29 Highland Ave. Salem, MA 01970  
781-771-7831  
cbanks@salemk12.org

May 6, 2026

Dear Salem School Committee,

This memo is to recommend that 128 8th grade students at Collins Middle School 16 chaperones receive permission to travel to New York City, NY for our annual 8th grade trip. The trip will take place from Thursday, May 28 to Friday, May 29, 2026.

On this trip, the 8th graders will have the opportunity to visit the following sites & places of learning and exploration:

- The American Museum of Natural History and Rose Center for Earth & Space
- A sightseeing cruise to Ellis Island & the Statue of Liberty
- The National September 11th Memorial

In addition, students will have the opportunity to see *The Outsiders* on Broadway, a book most students read as part of their 7th grade Salem Public Schools ELA curriculum. Students will have a pizza dinner in Central Park (with all allergen needs met) and be able to see Times Square at night as part of the itinerary.

The purpose of the trip is to provide an opportunity for our students to culminate their middle school experience by feeling connected to each other and their Salem Public Schools experience and empowered by travel to New York City to see their learning come to life at *The Outsiders* and other cultural and historical sites. This tradition in Salem Public Schools is regularly cited as a key moment in students' middle school experience. Our goal for the trip is for students to safely explore beyond the bounds of their worlds here in Massachusetts.

The trip will be chaperoned by at least 15 total adults. This will include Kylie Felix - Assistant Principal at Collins Middle School and Andrea Homan - SPS Nurse. There will be a training for all chaperones, staff and parents, in advance of the trip. There will be at least one chaperone for every ~10 students, as the students and staff do include students in our substantially separate programs for whom specific staff are attending. A list of students with permission forms will be provided two weeks prior to departure.

The community has come together to help organize fundraising opportunities to benefit students for whom cost may be prohibitive to attend, including significant support from both the Collins Middle School at least \$5,000 in fundraising.

Please find a detailed itinerary and field trip request attached to this memo. We recognize that this request must be approved by the Salem School Committee. Please do not hesitate to contact me with any questions.

Thank you for your attention to and consideration of this matter.

*The Middle School Leadership Teams at Collins Middle School*



# Massachusetts Emergency Food Assistance Program

Action Civics project by  
Mrs. Jahl's B block



The infographic features a top image of a person in a blue shirt holding a wooden crate filled with fresh vegetables like carrots, tomatoes, and leafy greens. Below this is a dark blue banner with the text 'MASSACHUSETTS EMERGENCY FOOD ASSISTANCE PROGRAM (MEFAP)'. The main title '30 Years of Impact' is in a large, bold, blue serif font. The infographic is divided into three green sections: the top one states '416+ million meals distributed' with a plate and fork icon; the bottom left one states 'Across all 351 MA cities and towns via ~1,100 food providers' with a house icon; and the bottom right one states 'While supporting ~130 MA farms and food manufacturers' with a farm icon.

MASSACHUSETTS EMERGENCY FOOD ASSISTANCE PROGRAM (MEFAP)

## 30 Years of Impact

416+ million meals distributed 

Across all **351** MA cities and towns via **~1,100** food providers 

While supporting **~130** MA farms and food manufacturers 



# Our process

We first started this project in September 2025. We researched many problems that were impacting Salem. Some of these issues were:

- Food insecurity
- Homelessness
- Affordable housing
- Racism
- Lack of public school options

As a class, we voted on the topic that we felt was impacting our community the most. After we researched our options, we narrowed it down to food insecurity and homelessness.

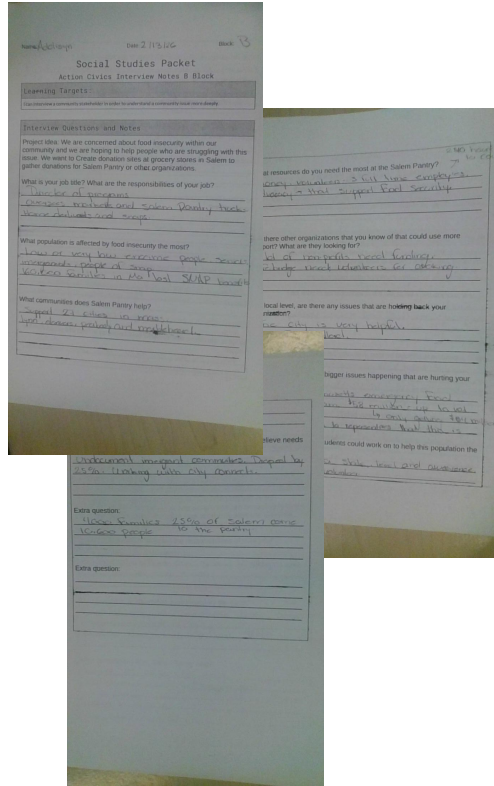


# Interviewing a stakeholder

After much discussion and research, we decided on food donation sites at grocery stores, hoping this would make the biggest impact. To narrow down our ideas we decided to interview the director of the Salem Food Pantry, Mike Lilley. During his interview we learned:

- The Pantry supports cities all over the Northshore.
- Many families and individuals use the Salem Pantry, with 25% of Salem residents visiting every year.
- They mainly need money and volunteers to keep it running, while also relying heavily on advocacy.
- Currently as a whole, food banks are receiving less funding than needed.

He mentioned an important bill that would be voted on shortly in the Massachusetts House of Representatives.





# What we learned about the Massachusetts Emergency Food Assistance Program (MEFAP)

We learned that the Massachusetts Emergency Food Assistance Program (MEFAP), is a program that allows food banks all across Massachusetts to continuously purchase food products to provide families with healthy diets at no cost. This program helps feed people in every town of Massachusetts and in 2025 it provided 600,000 meals per month for families. This program makes a difference and significantly impacts our communities.

Here are some factors that negatively impact MEFAP:

- Federal cuts
- Food inflation
- SNAP reduction

**Why MEFAP Matters**

In FY23, **51% of MEFAP funds** supported local farmers, fishers, and food producers.

**99.1% of MEFAP-purchased food** meets high nutritional standards.

MEFAP food accounted for **23% of all food distributed** by MA food banks last year—providing **over 25 million meals!**

MEFAP enables the four MA food banks to provide food to every district through over **900 food programs** across the state.



# Federal funding cuts that affect nonprofits and food banks

## [USDA cancels 1 billion in funding for schools and food banks to buy food from local supplies](#) - CBS NEWS

“The move cancels about \$660 million in funding this year for the Local Food for Schools program, which is active in 40 U.S. states, as well as about \$420 million for a second program called the Local Food Purchase Assistance Cooperative Agreement, which helps food banks and other local groups provide food to their communities.”

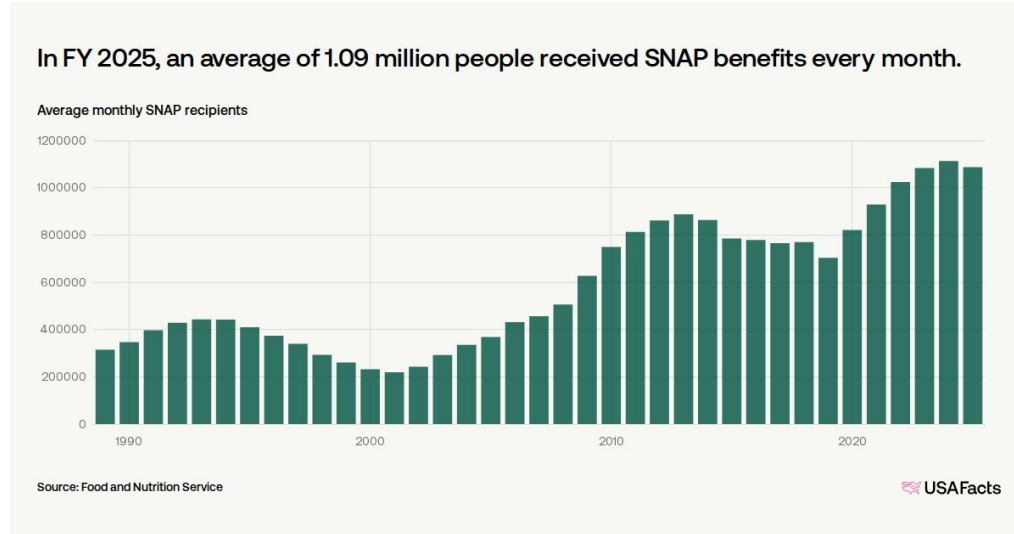
The Federal government is cutting funding that will affect the children in Salem and their families. In Massachusetts we need to make-up this difference.

## [How Government Funding Disruptions Affected Nonprofits In Early 2025](#)

The One Big Beautiful Bill reduces SNAP funding around \$186 billion over 10 years—a 20% cut that marks the largest reduction in the history of the program. This means tons of families won't get fed, and children won't be getting the nutrition they need!



# Average Annual Number of SNAP Recipients in Massachusetts



This graph shows the increase of recipients in Massachusetts that receive SNAP benefits increasing significantly from 1990 to 2025



# Local Food Banks Impacted

## Salem Food Pantry

The Salem Food Pantry is an organization located in Salem Massachusetts, that helps provide food to families and individuals, who struggle with food insecurity. Overall the Salem Food Pantry has provided freshly made meals to individuals and is continuously improving lives.

Unique Individuals Served	32,784
Unique Households Served	10,070
Children Served <18	11,911
Seniors Served 65+	2,999

## The Greater Boston Food Bank

The Greater Boston Food Bank is an organization started in 1974 to combat hunger throughout Massachusetts.

This issue is getting worse under the economic climate according to an article from GBH; “A report from the Greater Boston Food Bank released Tuesday shows an estimated 40% of Massachusetts households experienced food insecurity in 2025.” This massive increase is a huge problem in our community, showing that now is the time we need to be giving more support to these vital organizations.



# What we have done

- We have done research about how MEFAP works and helps people in need of food assistance
- We have spoken to Mike Lilley who is a stakeholder and researched about different food pantries in Salem.
- We contacted every State Representative
- We received emails back from a few of them!
- We created this presentation to be sent to representatives and presented it to Rep. Manny Cruz.



Katherine Jahl <kjah1@salemk12.org>

## Request for MEFAP from Collins Middle School 8th Grade Class

Sabadosa, Lindsay - Rep. (HOU) <Lindsay.Sabadosa@mahouse.gov>  
To: Katherine Jahl <kjah1@salemk12.org>

Mon, Mar 23, 2026 at 5:18 PM

Dear Students,

Thank you so much for your thoughtful letter and for the work you've put into your Action Civics project. It is truly inspiring to see the care, research, and commitment you have brought to addressing food insecurity in your community and across Massachusetts.

I especially appreciate how you adapted your project as you learned more, shifting from a local solution to advocating for broader, statewide impact. That kind of flexibility and big-picture thinking is exactly what makes effective civic leaders. You've clearly taken the time to understand the root causes of food insecurity, particularly how it affects low-income and immigrant communities, and your collaboration with local partners like the Salem Pantry reflects a strong, community-centered approach.

You are absolutely right that programs like the Massachusetts Emergency Food Assistance Program play a critical role, especially as federal support becomes more uncertain. Ensuring that food pantries and families have the resources they need is essential, and your advocacy helps bring much-needed attention to this issue.

Thank you again for reaching out and for using your voices to make a difference. Please know that your work matters, and I encourage you to continue engaging in this process. Our communities are stronger because of it.

Please never ever hesitate to reach out and thank you for your advocacy!

Kindly,

Lindsay



Katherine Jahl <kjah1@salemk12.org>

## Request for MEFAP from Collins Middle School 8th Grade Class

Lindsay Sabadosa, she/her/hers  
State Representative for the First Hampds  
76 Gothic Street  
Northampton, MA 01060  
District Phone: 413-270-1166  
Lindsay.Sabadosa@mahouse.gov

Higgins, Natalie - Rep. (HOU) <Natalie.Higgins@mahouse.gov>  
To: Katherine Jahl <kjah1@salemk12.org>

Tue, Mar 24, 2026 at 5:59 PM

Mrs. Jahl's B Block Social Studies Class,

Thank you for your advocacy! You have a tremendous advocate in Salem in Rep. Manny Cruz, and proud to work with him from my Gateway City of Leominster to support MEFAP and other critical food access services. We've been working to bolster the local food system – with a particular attention to connecting local small farms with residents through the Healthy Incentives Program and boosting SNAP families' fresh, local food access. This is a win-win for nutrition and helping our local farms thrive.

Take care,

Natalie

Natalie Higgins  
State Representative  
4th Worcester District (Leominster)  
978-227-5278 (Leominster)  
617-722-2020 (Boston)  
978-602-3772 (Cell)  
Pronouns I use: she, her, hers



## Representative Murphy's office follow up.

Driscoll, Joseph (HOU) <Joseph.Driscoll@mahouse.gov>  
To: 'kjah1@salemk12.org' <kjah1@salemk12.org>

Hello Mrs. Jahl's B Block Social Studies class,

My name is Joe and I am a staffer for Representative Murphy. Throughout his twenty-five years in the House of Representatives, Representative Murphy has organized a variety of different projects aimed at assisting his constituents that suffer from food insecurity.

This year Representative Murphy sponsored and participated in a soup kitchens challenge called the Souper Bowl, with other legislators to raise awareness and collect as many soup cans as possible for his constituents. Representative Murphy's district of Weymouth collected 9960 while the competing soup kitchen collected 6280 totaling to 16,240 cans of soup. These kinds of initiatives are extremely important to the Representative, and he will continue to assist those who have food insecurity however he can.

We appreciate your outreach and your support for such an important issue that affects so many citizens of our Commonwealth and our country. Your outreach is integral to making well-educated decisions in the House of Representatives. Thank you for your outreach and thank you for all the work you have done to combat the issue of food insecurity.

Joseph Driscoll

Receptionist  
Representative James Murphy  
Chairman - Joint Committee on Financial Services  
State House Room 254  
Boston, MA 02133  
617-722-2220



# The current status

- The House Ways and Means committee increased the amount of money going to MEFAP, they were asking to increase the amount to \$60 million dollars.
- The House just passed the budget in April and it is now going to the Massachusetts State Senate.

2511-0105

For the purchase of supplemental foods for the emergency food assistance program within the Feeding America nationally certified food bank system; provided, that funds appropriated in this item shall reflect the Feeding America allocation formula in order to benefit the commonwealth's 4 regional food banks; provided further, that the department of agricultural resources may assess an administrative charge not to exceed 2 per cent of the total appropriation in this item; provided further, that not less than \$1,250,000 shall be expended to the commonwealth's 4 regional food banks for operating funds to distribute food for the Massachusetts emergency food assistance program; provided further, that not less than \$500,000 shall be expended to the Women's Lunch Place, Inc. to provide nutritious food and individualized services for women who are experiencing homelessness or poverty; and provided further, that the department of agricultural resources may assess an administrative charge not to exceed 2 per cent of the total appropriation in this item..... \$60,000,000



# What we are asking for!

- We need you to write a [resolution](#) from the Salem School Committee asking for the Massachusetts State Senate to pass the budget with this funding.
  - The current budget that is going through the Senate Ways and Means Committee is asking for [\\$55.15 Million Dollars](#).
  - We want the [\\$60 million](#) dollar budget, that the House passed, to go through.

This will increase funding for food banks to serve families in need.

- We contacted State Representatives, we presented to Rep. Cruz and now we are asking for more support. Please write a resolution to send to our Senators and make sure hungry families get fed!





Thank you for your time and for  
listening to our presentation!





Any Questions?



Elevate Learning • Empower Educators • Center Belonging • Strengthen Our Foundation



# SALEM HIGH SCHOOL

2025-2026

**DARE TO GROW**

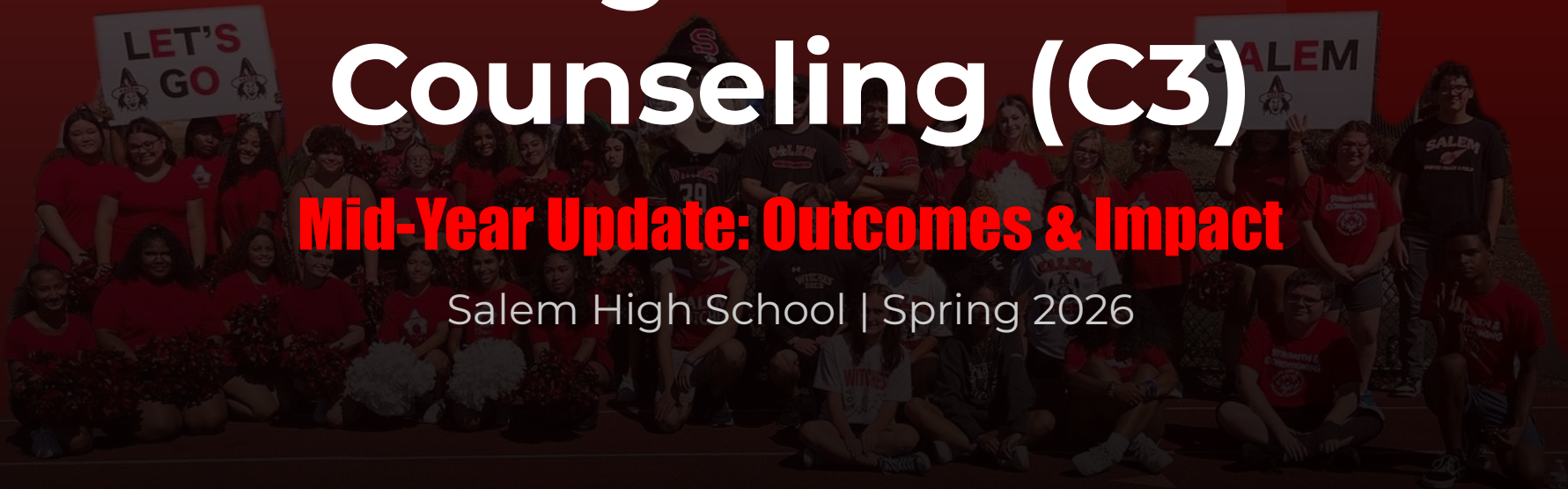
**College and Career Counseling (C3)**



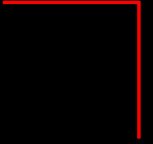
# College & Career Counseling (C3)

**Mid-Year Update: Outcomes & Impact**

Salem High School | Spring 2026



# Where We Started



In September, we set clear targets:

- Increase access to advanced coursework
- Expand postsecondary applications
- Improve FAFSA completion
- Strengthen postsecondary outcomes





# Attuned Assessment- 6 Key Initiatives

- **Implement** a research based set of learning and experiences for all students (i.e. a Tier 1 counseling curriculum).
- Prioritize information sharing from the SHS leadership team to the entire professional staff regarding the current student outcomes and gaps in performance and post-secondary attainment.
- Set specific metrics that measure both the inputs, outputs, and outcomes related to students' post-secondary preparation; create or strengthen systems to regularly monitor progress against those measures and to intervene as needed.
- Identify professional learning experiences regarding the rapidly evolving college admissions landscape and best practices for executing a comprehensive counseling program for students with diverse goals and pathways.
- Increase the amount of family programming to engage parents/guardians as partners in the post-secondary planning process.
- Collaboration between C3s and SACs should be deepened and led by a school administrator in service of meeting identified academic, social-emotional, and post-secondary goals for all students.



# Inputs and Outputs

Inputs	Baseline (SY 21)	2024-2025	SY26 Target
% of Juniors and Seniors who enrolled in advanced courses - all students	52%	76%	79% 84%

Outputs	Baseline (SY 21)	2024-2025	SY26 Target
% of Freshmen and Sophomores who have selected courses for the following year aligned to post secondary planning and rigor	72%	97%	98% 98%
% of Seniors who completed at least 3 college applications	32% - college unknown - workforce	39% - college 30%- workforce	45% - college 88%
% of students who began the CTE pathway and completed it with certification	unknown	88%	90%





# Priorities for SY 2025-2026



## Student-Counselor Engagement

95% of 9th and 12th grade students will meet with their counselor for grade-level individual post-secondary planning.

## College Application Rate

Increase the percentage of seniors who apply to at least 3 postsecondary institutions from 39% to 75% by June 2026.

## Pathway Awareness

90% of students will spend at least 5 hours learning about postsecondary pathways (college, career, military,

## FAFSA/MASFA Completion

Increase FAFSA completion rate for seniors to 75% (baseline 68%).workforce).

# Current Status SY 2025-2026



## Student-Counselor Engagement

95% of seniors and 99% of freshmen have met with their counselor for grade-level individual post-secondary planning.

## College Application Rate

88% of students who are four-year college-bound applied to three or more colleges.

## Pathway Awareness

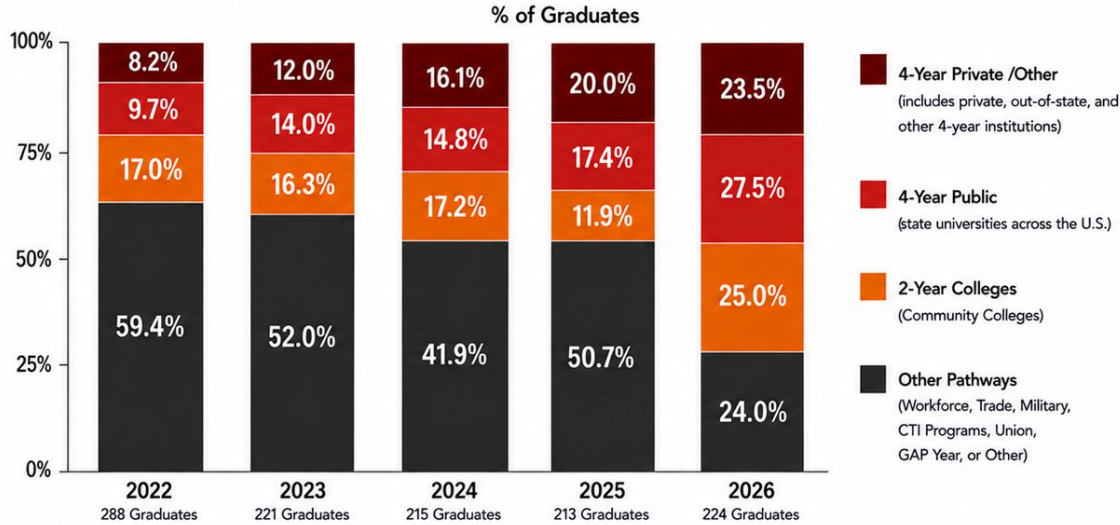
93% of all students attended 5 hours in curriculum-aligned workshops/crew time, including panels and career fairs.

## FAFSA/MASFA Completion

50% completed FAFSA per DESE; note: portal discrepancies exist and MASFA (over 3 students) is not accounted for.

# ACCESS: COLLEGE ACCEPTANCES

Acceptances show expanding access and opportunity.



**WHAT THIS SHOWS:** More students are getting accepted to college, with significant growth in 4-year public and private/other institutions.  
*Access and opportunity are expanding.*

## KEY TAKEAWAYS



### 4-YEAR COLLEGE ACCESS CONTINUES TO GROW.

51.0% of the Class of 2026 will attend a 4-year college (public or private).



### COMMUNITY COLLEGE IS A STRONG CHOICE.

25.0% of the Class of 2026 is committed to a 2-year college.



### DIVERSE PATHWAYS PREPARE OUR STUDENTS FOR SUCCESS.

24.0% are pursuing careers, trades, military service, CTI programs, union opportunities, or taking a GAP year.



# ACCESS: TYPES OF COLLEGES STUDENTS ARE ACCEPTED TO

A snapshot of the range of institutions students are accessing.

## 4-YEAR PRIVATE & SELECTIVE

Expanding access to highly selective and moderately selective institutions.

### HIGHLY SELECTIVE



### MODERATELY SELECTIVE



## 4-YEAR PUBLIC UNIVERSITIES

Strong and consistent public university pathways.



UMASS  
AMHERST



PENN STATE  
UNIVERSITY



MASSART  
MASSACHUSETTS  
COLLEGE OF ART  
AND DESIGN



THE UNIVERSITY OF  
ALABAMA



LOUISIANA STATE  
UNIVERSITY



KEENE STATE  
COLLEGE



MORGAN STATE  
UNIVERSITY



UNIVERSITY AT  
ALBANY  
State University of New York

## 2-YEAR COLLEGES

Accessible and affordable entry points.



NORTH SHORE  
COMMUNITY COLLEGE



Bunker Hill  
Community College



Northern Essex  
Community College



MASSBAY  
COMMUNITY COLLEGE



MIDDLESEX  
Community College



BRISTOL  
COMMUNITY COLLEGE



ACCESS IS EXPANDING—OPPORTUNITY IS GROWING.

More options. More opportunities. More futures.



# OUTCOMES: POSTSECONDARY ENROLLMENT

(DESE DATA)

% of Graduates

	2022		2023		2024		2025	
	District %	State %	District %	State %	District %	State %	District %	State %
 4-Year Private	10.0	27.9	10.0	28.5	12.6	28.1	8.5	25.9
 4-Year Public	26.2	29.8	23.0	31.0	20.9	30.5	23.2	29.8
 2-Year Public	19.5	13.5	20.5	12.8	33.0	12.8	31.3	16.0
 Other Post-Secondary (Apprenticeship, Other Pos. or Unknown)	12.4	3.6	4.3	4.9	4.3	4.8	3.5	4.8
 Work	21.4	14.4	11.3	13.5	13.9	12.8	13.0	13.8
 Military	1.4	1.4	1.3	1.5	2.7	1.7	2.7	1.7
 Other / Unknown	8.6	8.7	18.5	8.1	15.8	8.4	15.9	8.5



## KEY TAKEAWAY

More students are enrolling in postsecondary pathways, particularly in 4-year private and 2-year public institutions. **Our focus is closing the gap between district and state.**

Source: Massachusetts Department of Elementary and Secondary Education (DESE)



# OUR NEXT FOCUS: CLOSING THE GAP

The data shows progress—our focus ensures every student reaches their full potential.



## THE GAP: ACCESS vs OUTCOMES

### ACCESS (Acceptances)



More offers to more selective and private institutions



More opportunities opening for students



Expanding access across all institution types



### OUTCOMES (Enrollment)



Students still enroll in more affordable and familiar pathways



Affordability, financial aid, and decision-making influence final choices



Our focus is closing the gap between what students can access and where they ultimately go



## OUR NEXT FOCUS



### Expand Financial Aid Literacy

Help students and families understand costs, aid options, and long-term investment.



### Increase College Affordability Supports

Connect students to scholarships, grants, and local resources.



### Strengthen Decision-Making Support

Provide personalized guidance so students can make informed choices with confidence.



### Support Student & Family Engagement

Build ongoing communication and partnership through every step of the journey.



### Close the Gap

Ensure more students turn access into enrollment at the right-fit school for them.



## THE GOAL: MORE ACCESS. MORE OPPORTUNITY. MORE STUDENTS ENROLLED. BRIGHTER FUTURES.

Access is expanding—our focus ensures every student can turn opportunity into their future.



# SALEM HIGH SCHOOL

Where Scholars Graduate as Independent  
Learners & Globally Engaged Individuals



# Salem Public Schools

## 2026 - 2027 Calendar

Sarah Parker Remond

### 2026



August					September				
M	T	W	T	F	M	T	W	T	F
3	4	5	6	7		1	2	3	4
10	11	12	13	14	7	8	9	10	11
17	18	19	20	21	14	15	16	17	18
24	25	26	27	28	21	22	23	24	25
31					28	29	30		

October					November					December				
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F
			1	2	2	3	4	5	6		1	2	3	4
5	6	7	8	9	9	10	11	12	13	7	8	9	10	11
12	13	14	15	16	16	17	18	19	20	14	15	16	17	18
19	20	21	22	23	23	24	25	26	27	21	22	23	24	25
26	27	28	29	30	30					28	29	30	31	

August	24-27	New Hire Orientation
	28-1	Professional Development Day (Full)
September	2	First Day (Grades 1-5)
	7	Labor Day
	8	First Day (K)
	23	Professional Development Day (Half)
October	12	Indigenous Peoples' Day
	30	School Closed
November	3	Professional Development Day (Full)
	11	Veterans Day
	13	Professional Development Day (Half)
	25	Thanksgiving Early Release
	26-27	Thanksgiving Break
December	9-10	Student-Led Conferences (Early Release Day)
	21-31	Winter Break
January	1	Winter Break
	18	Martin Luther King, Jr. Day
February	12	Professional Development Day (Half)
	15-19	February Break
	27	Dominican Independence Day
March	15	Caregiver Conferences (No school for students)
	16	Caregiver Conferences (Half day for students)
April	19-23	April Break
May	19	Professional Development Day (Half)
	31	Memorial Day
June	15	Last Day of School (K)
	22	Last Day of School (Grades 1-5) (Early Release)
	19	Juneteenth Independence Day
	23-29	Snow days as needed

- School Closed: Holiday or Vacation
- All schools closed - Staff Professional Development
- Early Release Day - Staff Professional Development
- New Hire Orientation
- First day/last day of school (K)
- First day (Grades 1-5)
- Early Release before break or end of year
- Snow Days as Needed

