

***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”

SPECIAL SCHOOL COMMITTEE MEETING

Notice is hereby given that the Salem School Committee will hold a **Special School Committee meeting on June 22, 2026 at 5:00 p.m.** This meeting will take place in person at **29 Highland Ave., Rm. 227, Salem, MA.**

In-Person shall be the primary method of public access to this meeting. A secondary method of public access may be provided, if technologically feasible through Salem Access Television, and/or remotely through Zoom/Google Meet. See below for the remote access Zoom link.

Zoom Link to participate:

<https://us06web.zoom.us/j/89300214134?pwd=v5ZpdC85GDww3lRijAgpx8w8tzT6db.1>

Passcode: 803057

- 1. Call the Meeting to Order**
- 2. Massachusetts School Building Authority (MSBA) High School Building Project Update**
- 3. 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 ESPECIAL DEL COMITÉ ESCOLAR

Por la presente se notifica que el Comité Escolar de Salem celebrará una **reunión regular del Comité Escolar 22 de junio 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.

La asistencia presencial será la forma principal de acceso del público a esta reunión. Se podrá ofrecer una forma secundaria de acceso, si es técnicamente viable, a través de Salem Access Television y/o de forma remota mediante Zoom o Google Meet. A continuación se indica el enlace de Zoom para el acceso remoto.

Enlace de Zoom para participar:

<https://us06web.zoom.us/j/89300214134?pwd=v5ZpdC85GDww3lRijAgpx8w8tzT6db.1>

Contraseña: 803057

- 1. Orden del día**
- 2. Actualización sobre el proyecto de construcción de la escuela superior de la Autoridad de Edificios Escolares de Massachusetts (MSBA)**
- 3. 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 Conselho Escolar

*Yamily Byas
Beth Anne Cornell, Vice-presidente
AJ Hoffman*



*Mary A. Manning
Veronica Miranda
Megan Stott*

Mayor Dominick Pangallo, Presidente

“Conheça seus direitos previstos na Lei de Reuniões Públicas, M.G.L. c.30A § 18-25 e
“Artigos 2-2028 a 2-2033 do Regulamento Municipal”

REUNIÃO EXTRAORDINÁRIA DO CONSELHO ESCOLAR

Fica por meio deste avisado que o Conselho Escolar de Salem realizará uma **reunião ordinária do Conselho Escolar no dia 22 de junho de 2026, às 19h**. A reunião será presencial na Av. Highland, 29, sala 227, Salem, MA. Você também pode participar via Zoom usando o link abaixo.

A participação presencial será a principal forma de acesso do público a esta reunião. Poderá ser disponibilizada uma forma secundária de acesso ao público, caso seja tecnologicamente viável, por meio da Salem Access Television e/ou remotamente, por meio do Zoom/Google Meet. Veja abaixo o link do Zoom para acesso remoto.

Link do Zoom para participar:

<https://us06web.zoom.us/j/89300214134?pwd=v5ZpdC85GDww3lRijAgpx8w8tzT6db.1>

Código de acesso: 803057

- 1. Aprovação da ordem do dia**
- 2. Atualização sobre o projeto de construção da escola de ensino médio da Autoridade de Construção Escolar de Massachusetts (MSBA)**
- 3. Encerramento**

Apresentado respeitosamente por,

Shirley Dorai

Assistente executivo do Conselho Escolar e do Superintendente

“As pessoas que necessitem de recursos e serviços auxiliares para uma comunicação eficaz, tais como intérprete de língua de sinais, aparelho de audição assistida, material impresso em formato digital ou adaptações razoáveis em programas, serviços, políticas ou atividades, podem entrar em contato com o Coordenador da ADA da cidade de Salem pelo telefone (978) 619-5630 o mais rápido possível e, no mínimo, dois dias úteis antes da reunião, do programa ou do evento.”

Salem High School: **Crafting Tomorrow's Opportunities**

Salem School Committee: Restrooms

June 22, 2026

Perkins&Will  accenture

DRAFT

AGENDA

01 – Research

02 – Case Studies

03 – Current Code Overview

04 – Salem HS Restroom Locations

05 – Salem HS Restroom Layout Studies

06– Discussion



Inclusivity

RESTROOMS



SALEM SURVEY: RESTROOMS FEEDBACK KEY FINDINGS



Students

Students indicated a preference for **individual restrooms (39%, 246)** above other configurations.

There were repeated requests for expanded capacity, reflecting that often the existing SHS bathrooms have **long lines and are cramped.**



Educators & Staff

Educators & Staff repeatedly expressed that **there are not enough faculty bathrooms** in the existing building, and they are **not evenly distributed** throughout the school.

One of the greatest challenges for educators within the existing building is **insufficient access to student bathrooms from all parts of the building.**

Healthy Schools by Design – Restrooms Edition!

Published 2022 by Perkins&Will



QR CODE to see the full paper! →



We are redefining “healthy and inclusive” restroom design beyond the mainstream definition and towards a more holistic approach that considers all of the following aspects

Cleanliness and Sanitation

Design to optimize cleanliness and sanitation



Privacy

Design to increase visual and sound privacy



Hand-Washing

Design to promote healthy behaviors



Environmental Quality Considerations

User Diversity Considerations



Physical and Mental Accessibility

Design to include the full spectrum of disabilities including physical and mental



Gender

Design to include gender inclusivity



Age and Development:

Design to realize age and development to allow for sensitivity and promote a positive body image



Personal Identity (Culture and Behavior)

Design to realize culture and behavior to allow for self-expression



Religion

Design to accommodate multiple religious views

Why a Variety of Restrooms? Inclusive, Single Stall, Gender

Visibility

Clear sightlines support supervision, safety, and deterrence of bullying.

Choice / Equity and Inclusion

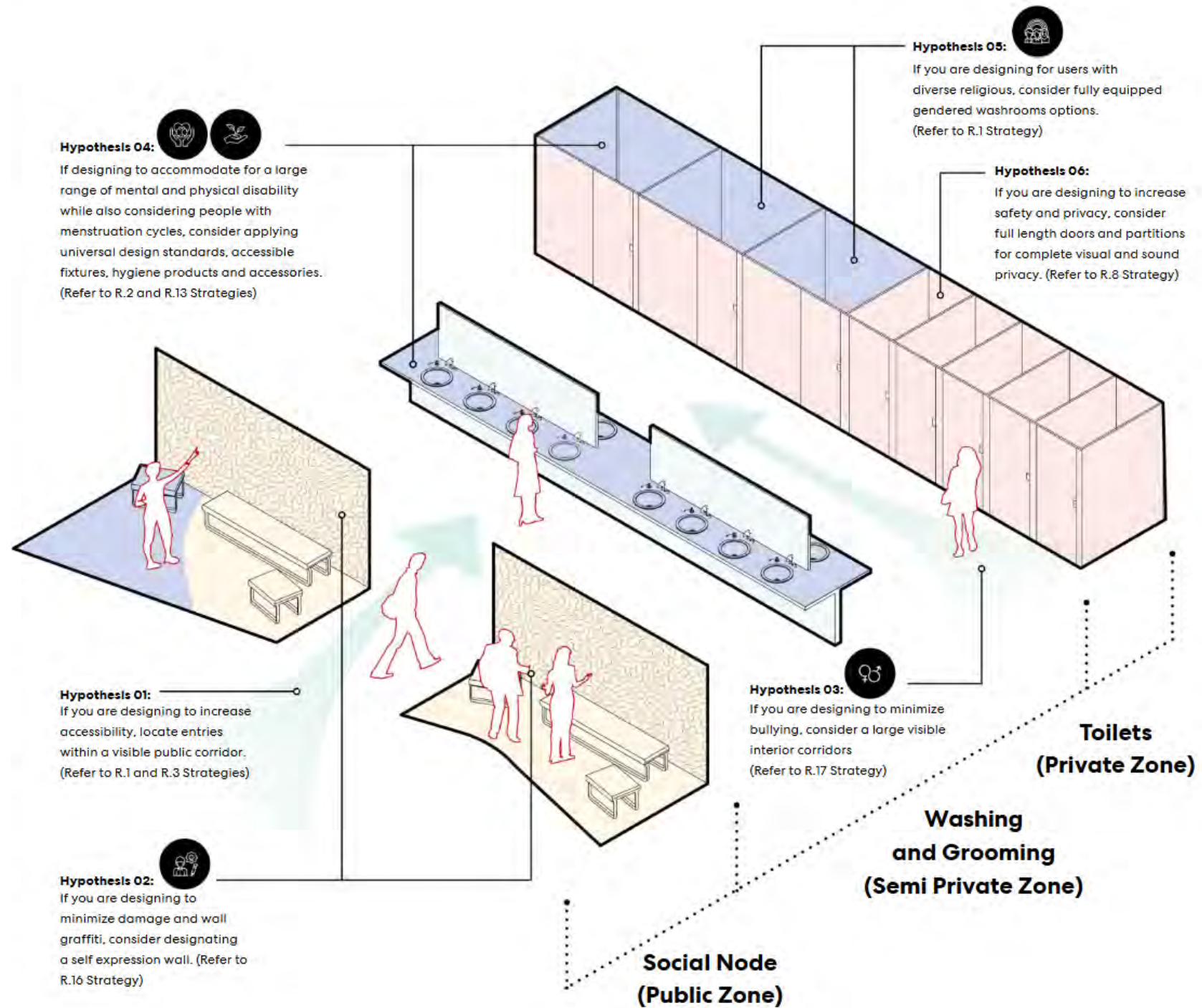
Full visual and acoustic privacy supports anxiety, dignity, and diverse cultural needs. Supporting students and staff who are transgender, nonbinary, or gender nonconforming.

Tailored Design

Accommodates a range of physical, mental, religions and neurodivergent needs, with access to hygiene and menstrual products.

Self-Expression

Supports safe social interaction and identity expression while discouraging negative behaviors like bullying and graffiti.



Why plan for a variety of restrooms?



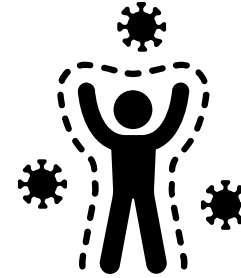
Equity and Inclusion

Full visual and acoustic privacy supports anxiety, dignity, and cultural needs, including transgender, nonbinary, and gender nonconforming users.



Choice

Accommodates a range of physical, mental, religious and neurodivergent needs, with access to hygiene and menstrual products.



Self – Expression

Supports safe social interaction and identity expression while discouraging negative behaviors like bullying and graffiti.



Visibility

Clear sightlines support supervision, safety, and deterrence of bullying.

Case Studies



North Kansas City Schools
Kansas, 2017



**Grandview Heights Middle & High School
Ohio, 2022**





Current Code Overview



Massachusetts Plumbing Code: Restrooms

New as of December 2023!

Gender Neutral Restrooms

Per 248 CMR 10.10(15)(h)

Student multi-stall gender-neutral toilet rooms are permitted where the following requirements are met:

- **At least one single user, inclusive toilet room is provided on the same floor and within 300 feet** of a multi-user inclusive toilet room.
- Each toilet within the room are provided with **lockable partitions that extend from floor to ceiling.**
- Required fixture counts can be satisfied using inclusive restrooms.
- Gyms still require gendered locker rooms (though a smaller gender neutral locker room space can also be provided).



Massachusetts Plumbing Code: Restrooms

New as of December 2023!

Other Noteworthy Changes

- **Multi-stall restrooms are not required to install urinals.**
- A **much larger number of sinks** are required throughout the building.







Salem HS Bathrooms: Building Locations





RESTROOM LOCATIONS LEVEL 1 FLOOR PLAN




STUDENTS

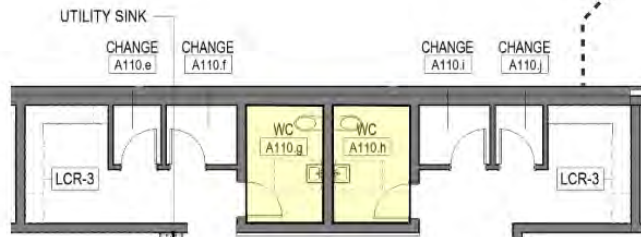
-  MULTI-STALL (1 w. 14 COMPARTMENTS)
-  SINGLE USER (4)
-  SPED - SINGLE USER (2)
-  CTE - SINGLE USER (5)

EDUCATORS & STAFF

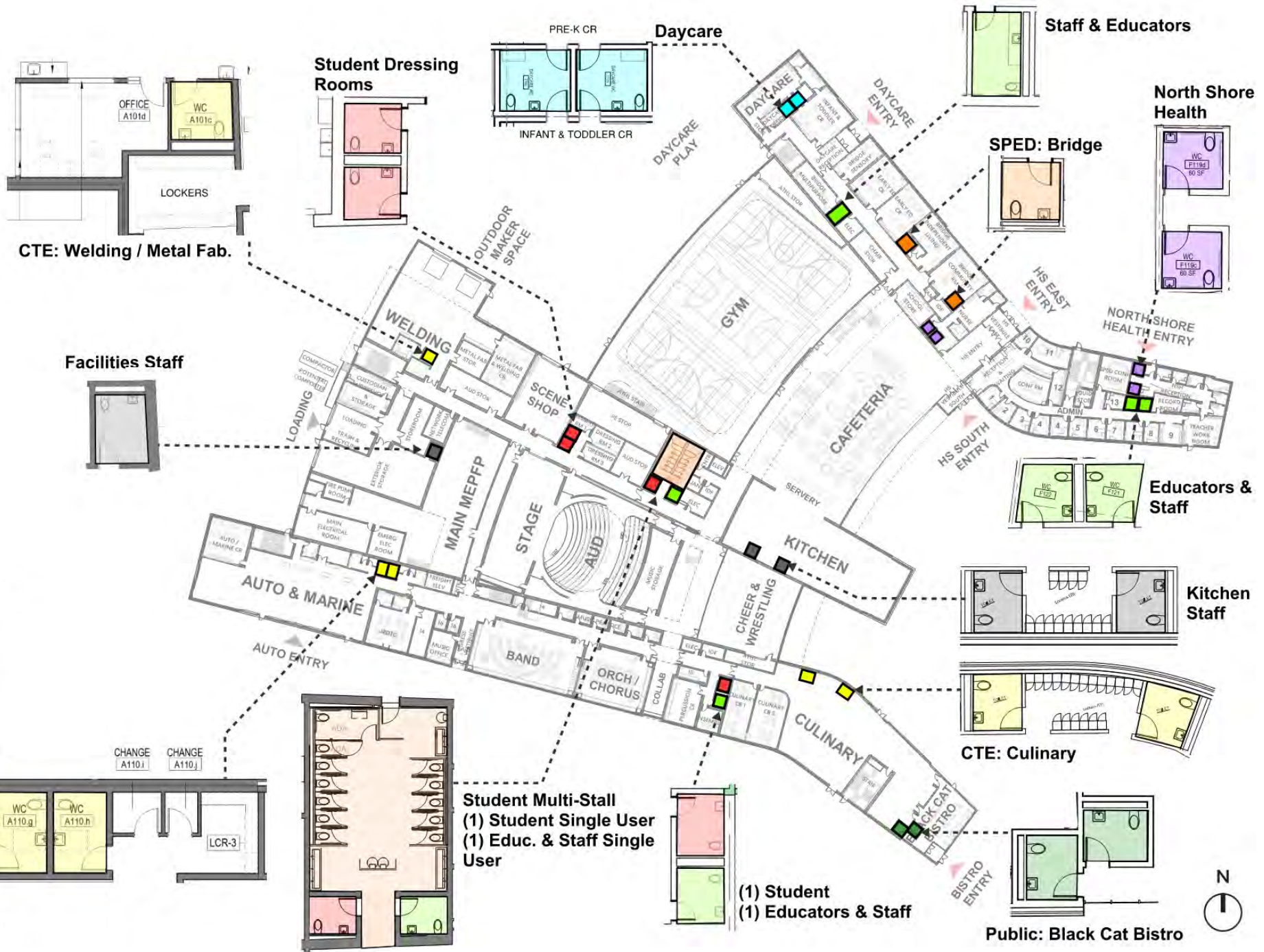
-  SINGLE-USER (5)
-  FACILITIES & KITCHEN STAFF (3)

OTHER USE

-  N.S. HEALTH / NURSE - SINGLE USER (4)
-  DAYCARE - SINGLE USER (2)
-  BLACK CAT BISTRO - SINGLE USER (2)







CTE: Auto / Marine



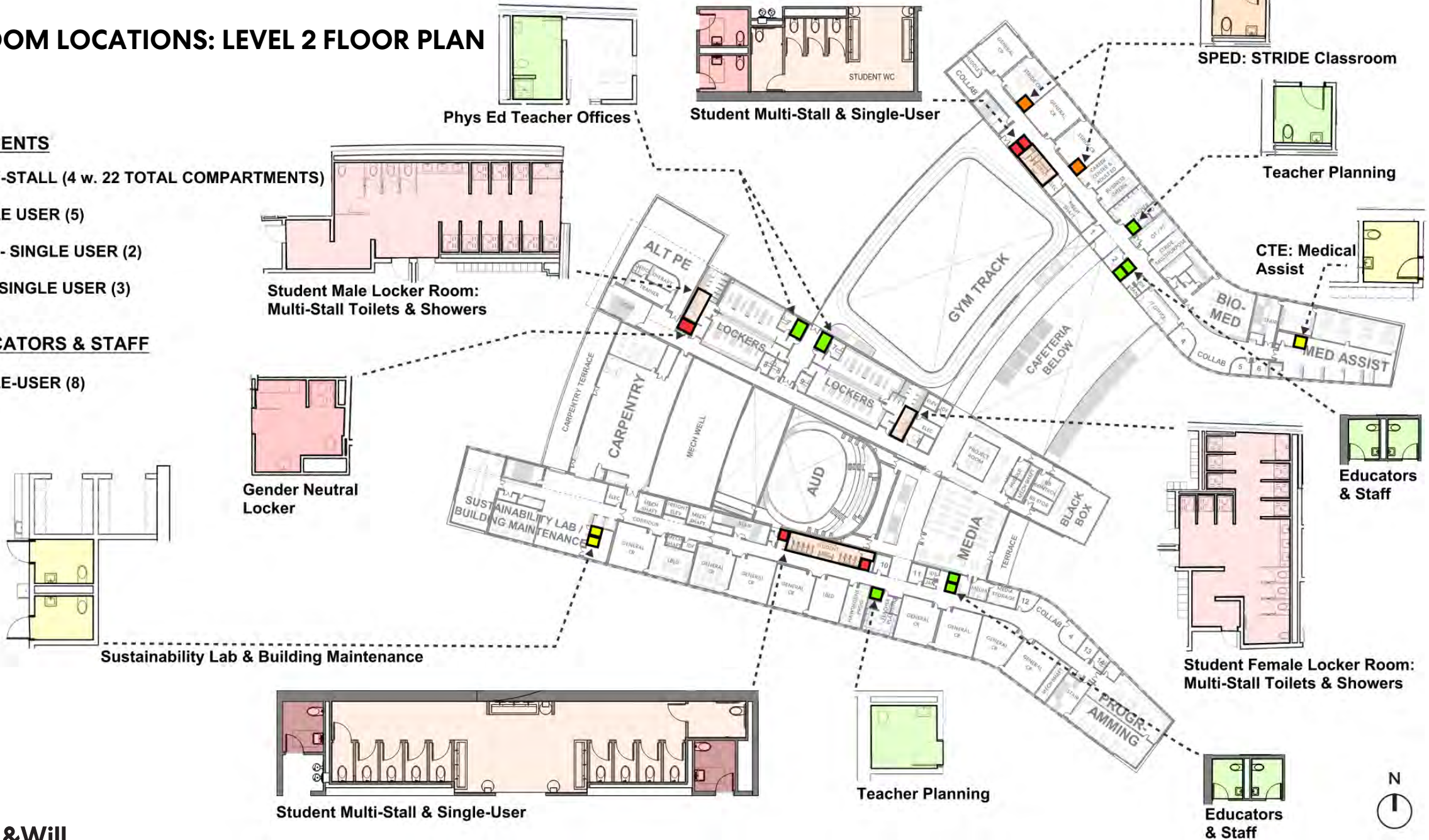
RESTROOM LOCATIONS: LEVEL 2 FLOOR PLAN

STUDENTS

-  MULTI-STALL (4 w. 22 TOTAL COMPARTMENTS)
-  SINGLE USER (5)
-  SPED - SINGLE USER (2)
-  CTE - SINGLE USER (3)





EDUCATORS & STAFF

-  SINGLE-USER (8)



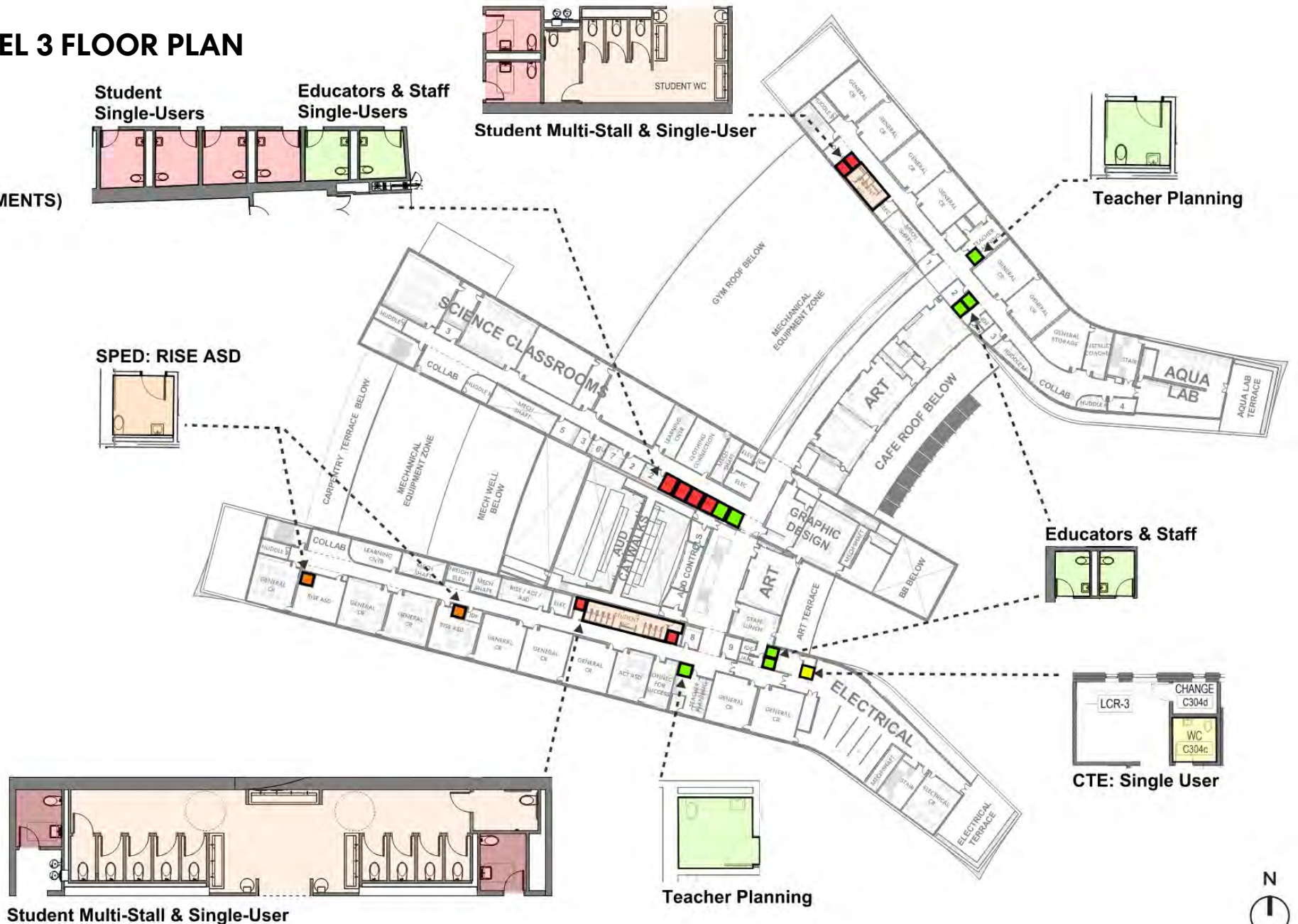
RESTROOM LOCATIONS: LEVEL 3 FLOOR PLAN

STUDENTS

-  MULTI-STALL (2 w. 14 TOTAL COMPARTMENTS)
-  SINGLE USER (8)
-  SPED - SINGLE USER (2)
-  CTE - SINGLE USER (1)



EDUCATORS & STAFF

-  SINGLE-USER (8)



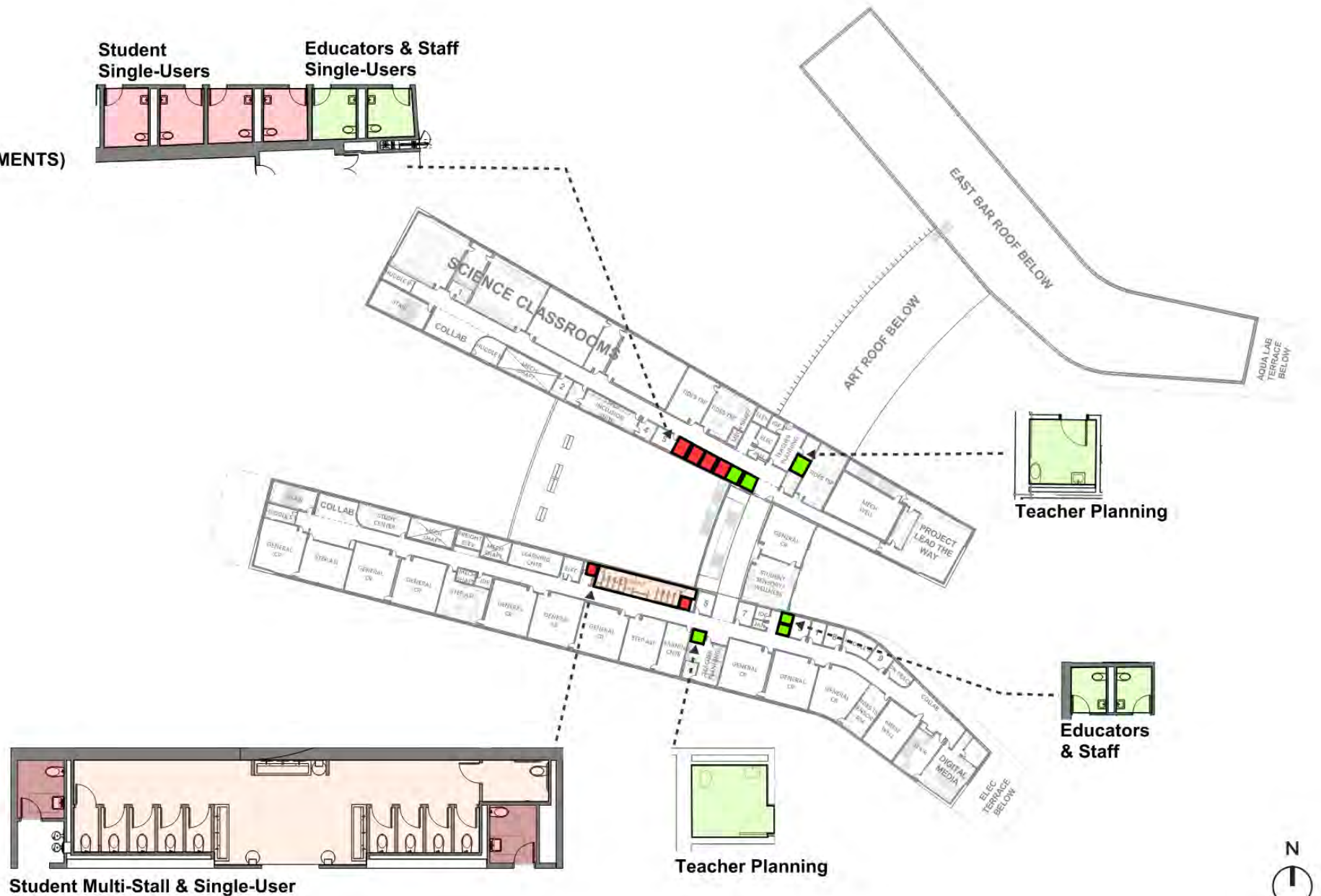
RESTROOM LOCATIONS: LEVEL 4 FLOOR PLAN

STUDENTS

-  MULTI-STALL (1 w. 10 TOTAL COMPARTMENTS)
-  SINGLE USER (6)

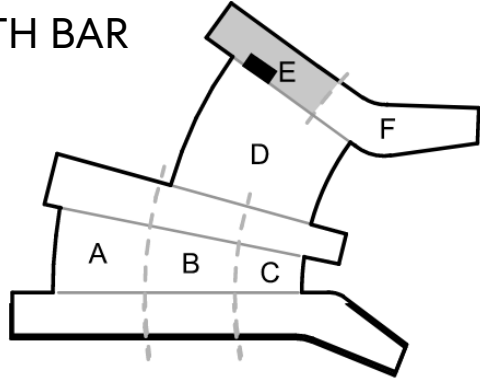
EDUCATORS & STAFF

-  SINGLE-USER (6)

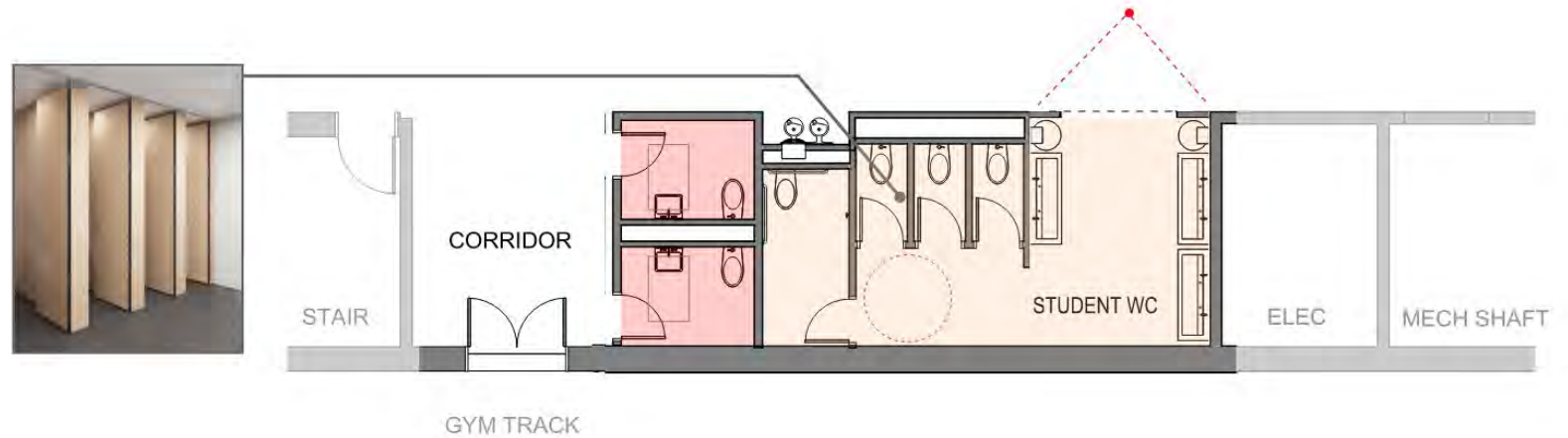
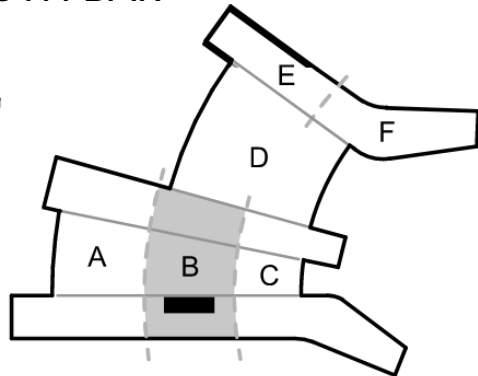


LEVEL 2-4 STUDENT BATHROOMS: NORTH & SOUTH BARS
INCLUSIVE MULTI-USER

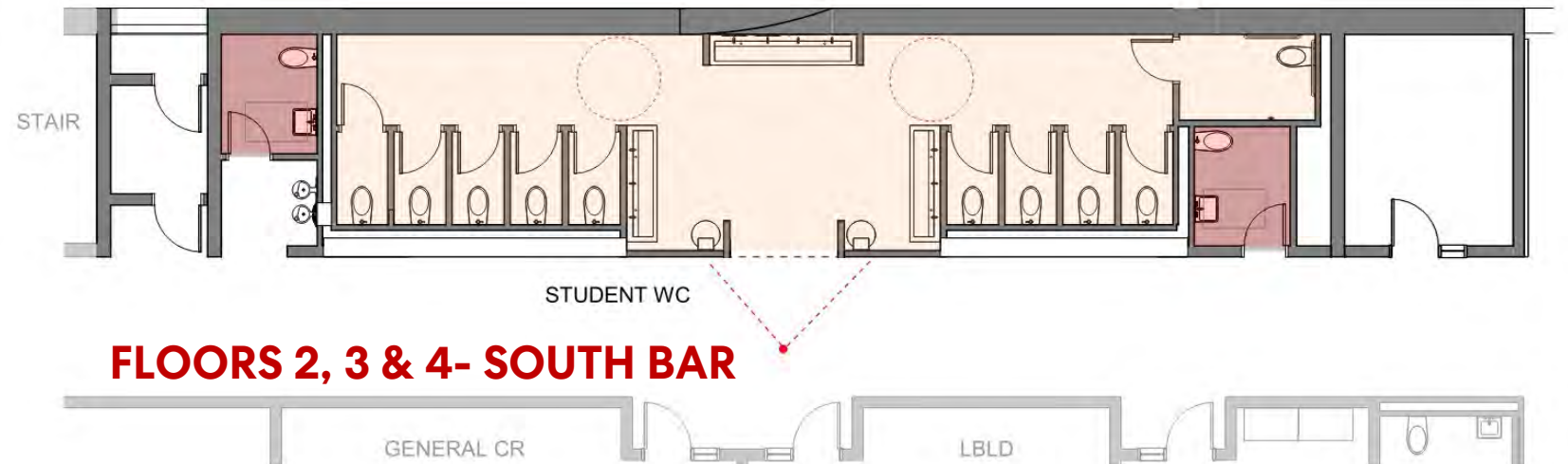
NORTH BAR



SOUTH BAR

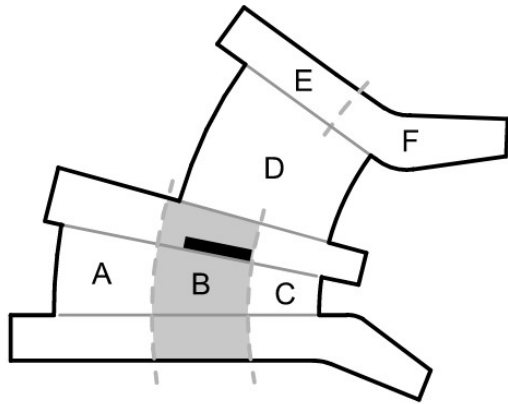


FLOORS 2 & 3 - NORTH BAR

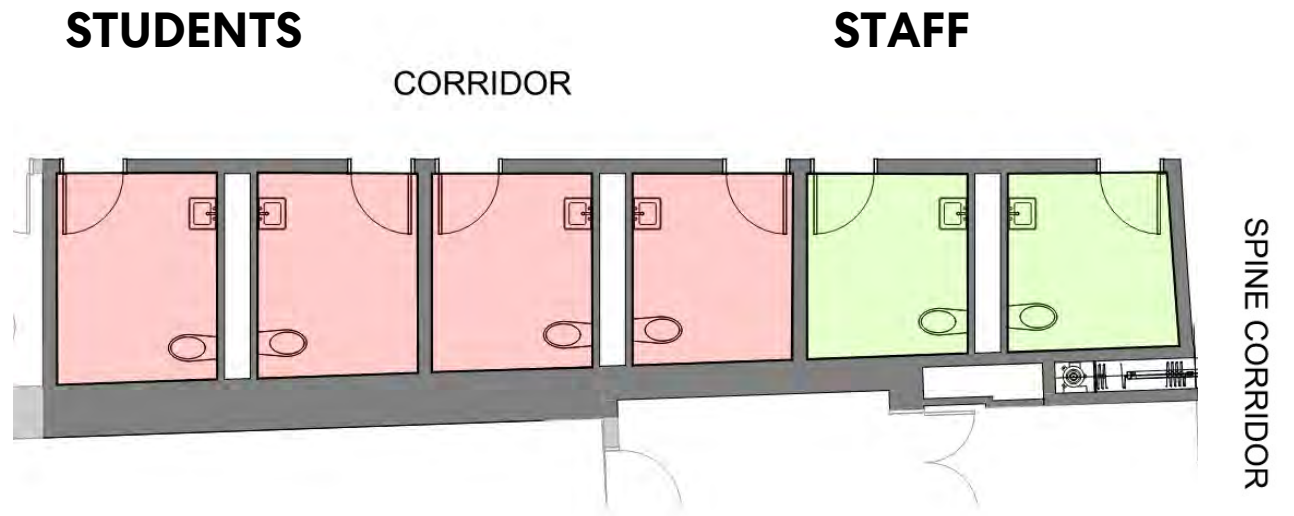


FLOORS 2, 3 & 4- SOUTH BAR

LEVEL 3-4 STUDENT & EDUC./STAFF SINGLE USER RESTROOMS: CENTER BAR
SINGLE USER

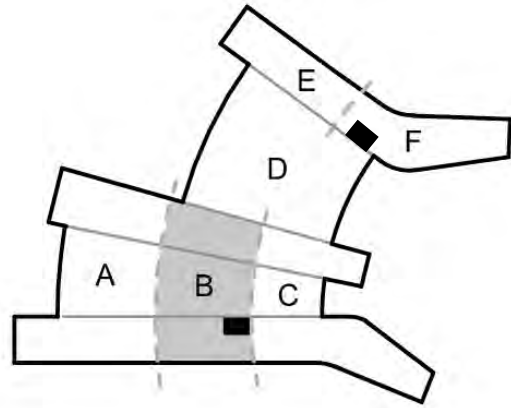


- Student
- Educators & Staff

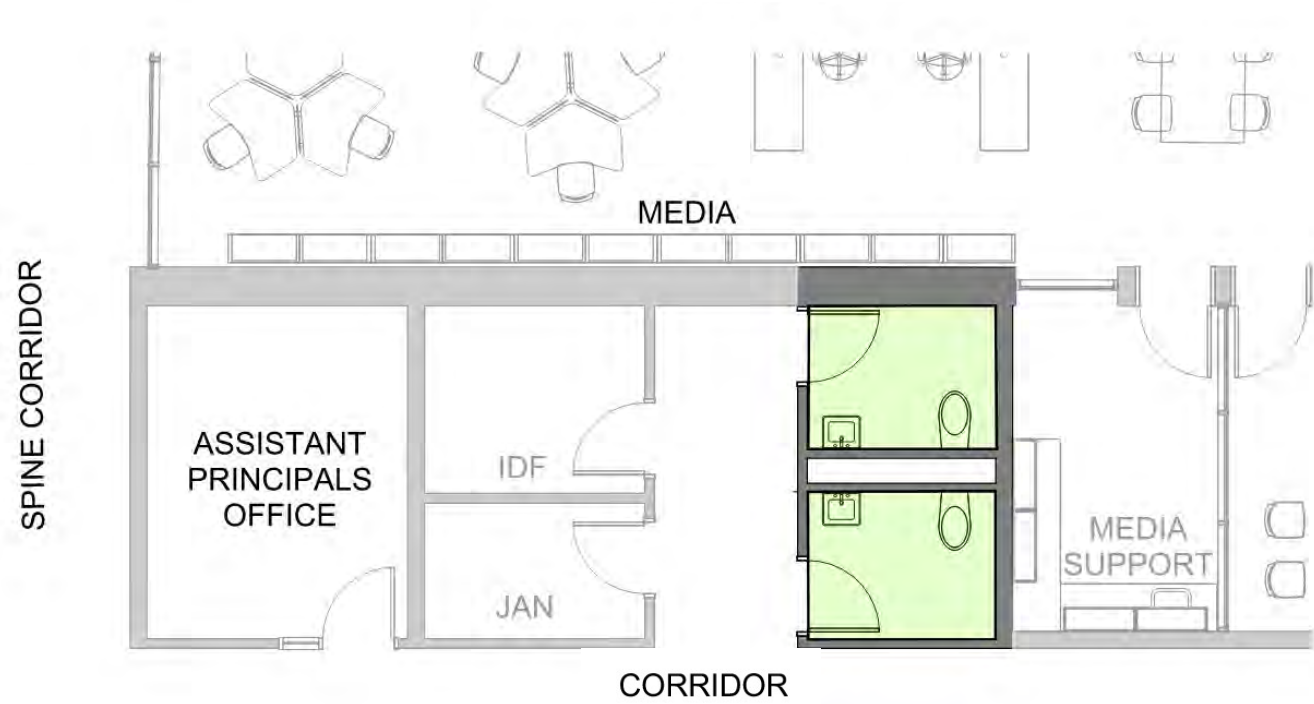


FLOORS 3 & 4 - CENTER BAR

LEVEL 2-4 STUDENT BATHROOMS: NORTH & SOUTH BARS
INCLUSIVE MULTI-USER



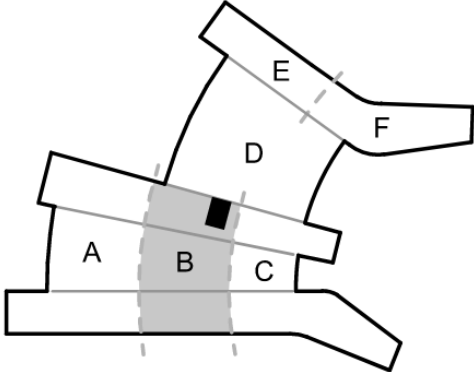
 **Educators & Staff**



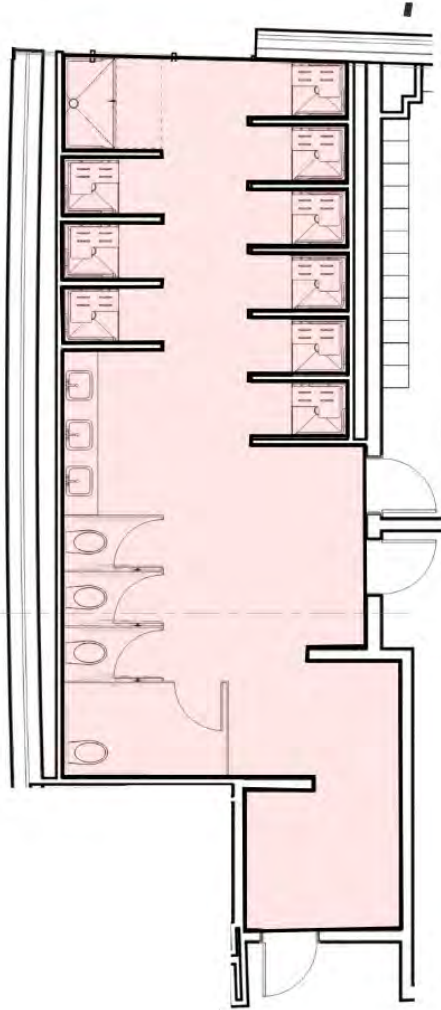
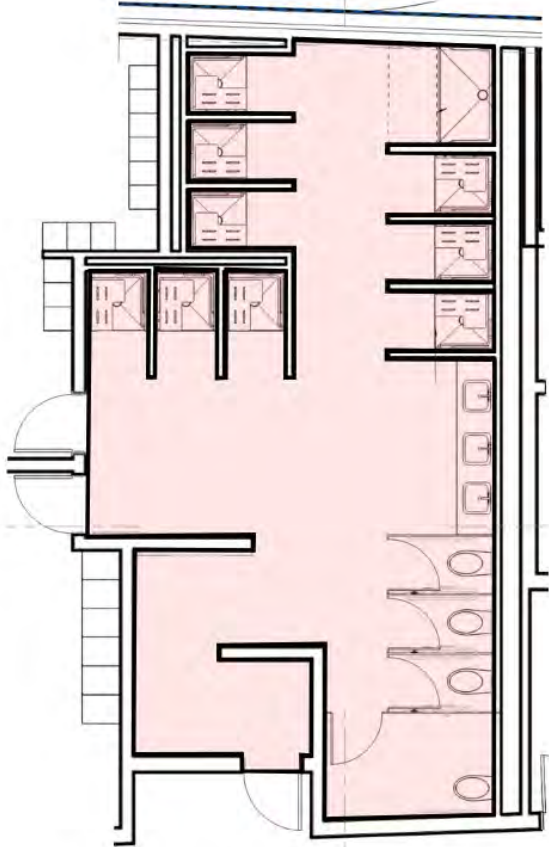
FLOORS 2, 3 & 4 – NORTH & SOUTH BARS

LEVEL 2-LOCKER ROOM GIRLS AND BOYS

GENDERED



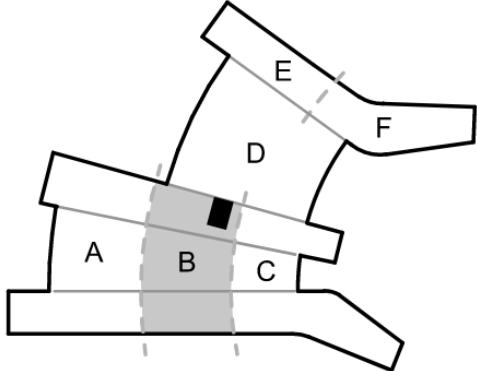
 **Multi-Stall Student WC**



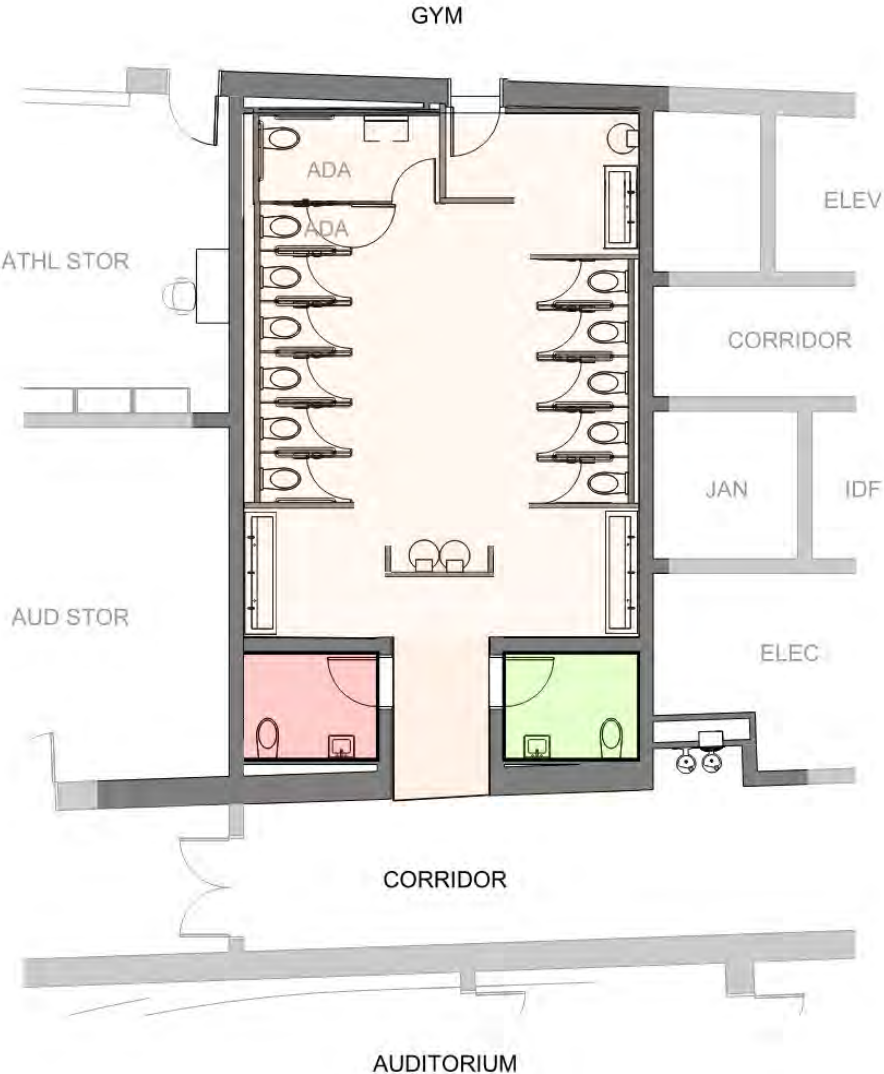
FLOORS 2- MIDDLE BAR- Female/ male

LEVEL 1: GYMNASIUM, AUDITORIUM & CAFETERIA

INCLUSIVE MULTI- USER



- Multi-Stall Student
- Single-User Student
- Educators & Staff



Salem HS Bathrooms: SD Layout Studies



Discussion!

