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 November 23, 2026 at 7:00 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/84509702032?pwd=fj1r48JRhGNHdtL62IKqM17oMlrg8f.1
Passcode: 033740

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 November 9, 2026
2. Approval of Field Trip to attend Harvard Model United Nations Conference, Boston, Massachusetts for Salem High School Team on January 28-31, 2027
3. Approval of FY27 Warrants:
    1. 11/05/2026 - $471,672.72
    2. 11/12/2026 - $497,629.51

5. Student Representative Report

6. Superintendent's Report

1. Announcements and Highlights
2. Screen Time and Artificial Intelligence at Salem Public Schools
3. Massachusetts School Building Authority (MSBA) Update
4. Finance and Operations Report

7. Subcommittee Reports

1. Finance Subcommittee
2. Personnel Subcommittee
3. Buildings and Grounds Subcommittee
4. Curriculum Subcommittee
5. Policy Subcommittee

8. Motions and Resolutions

1. Motion to Adopt Policy Prohibiting Smart Glasses and Wearable Recording Devices - Second Reading
2. Motion to Rescind Policies 5711.02 Nutrition, 5711.03 Physical Activity and 5711.04 Social and Emotional Health
3. Motion to Rescind Policy 5711.01 Students with Food Allergies

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

"Conoce tus derechos según la Ley de Reuniones Públicas, M.G.L. c. 30A § 18-25 y «Artículos 2-2028 a 2-2033 de la Ordenanza Municipal»

REUNIÓN REGULAR DEL COMITÉ ESCOLAR

Por la presente se da a conocer que el Comité Escolar de Salem celebrará una **reunión regular del Comité Escolar el 23 de noviembre de 2026 a las 7:00 p. m.** Esta reunión se llevará a cabo de manera presencial en 29 Highland Ave., sala 227, Salem, MA.

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

Enlace de Zoom para participar:
https://us06web.zoom.us/j/84509702032?pwd=fj1r48JRhGNHdtL62IKqM17oMlrg8f.1
Código de acceso: 033740

1. **Apertura de la sesión**
    1. **Resumen de la política de participación pública (Política n.º 6409 del Comité Escolar).**
        Leer en voz alta: *El Comité Escolar de Salem desea escuchar las opiniones del público sobre temas que afectan al distrito escolar y que se encuentran dentro del ámbito de las responsabilidades del Comité. Se ofrece interpretación al español para quienes la necesiten. Los miembros del Comité Escolar desean recordar al público que los alumnos de las Escuelas Públicas de Salem asisten regularmente a las reuniones del Comité Escolar. Animamos a todos los participantes en la reunión a dar ejemplo de un diálogo público respetuoso y productivo ante nuestros jóvenes estudiantes.*

    2. **Interpretación simultánea al español.**
        Ahora se ofrece interpretación al español en todas las reuniones ordinarias del Comité Escolar. Para escuchar esta reunión con interpretación al español, consulte las instrucciones a continuación:

        1. Haga clic en **Interpretación**
        2. Haga clic en **Español**
        3. (Opcional) Para escuchar únicamente el idioma interpretado, haz clic en **Silenciar audio original**.

2. **Aprobación del orden del día**

3. **Comentarios del público**
    Si desea hacer un comentario, puede hacerlo ingresando a la reunión de Zoom y haciendo clic en

la función de levantar la mano. Cuando sea tu turno de hablar, un moderador anunciará tu nombre y te activará el micrófono.

4. **Aprobación del orden del día por consenso**
    1. Aprobación del acta de la sesión ordinaria del Comité Escolar celebrada el 9 de noviembre, 2026
    2. Aprobación de la excursión para asistir a la Conferencia Modelo de las Naciones Unidas de Harvard, en Boston (Massachusetts), del equipo de la escuela superior de Salem, del 28 al 31 de enero de 2027.
    3. Aprobación de las órdenes de compra para el año fiscal 27:
        1. 5 de noviembre de 2026 - $471,672.72
        2. 12 de noviembre de 2026 - $497,629.51

5. **Informe del representante estudiantil**

6. **Informe del superintendente**
    1. Anuncios y aspectos destacados
    2. El tiempo frente a la pantalla y la inteligencia artificial en las escuelas públicas de Salem
    3. Actualización sobre la Autoridad de Edificios Escolares de Massachusetts (MSBA)
    4. Informe de finanzas y operaciones

7. **Informes de los subcomités**
    1. Subcomité de Finanzas
    2. Subcomité de Personal
    3. Subcomité de Edificios y Terrenos
    4. Subcomité de Plan de Estudios
    5. Subcomité de Políticas

8. **Mociones y resoluciones**
    1. Moción para adoptar una política que prohíba el uso de lentes inteligentes y dispositivos portátiles de grabación - Segunda lectura
    2. Moción para derogar las políticas 5711.02 «Nutrición», 5711.03 «Actividad física» y 5711.04 Salud social y emocional
    3. Moción para derogar la política 5711.01: Estudiantes con alergias alimentarias

9. **Artículos del boletín informativo**

10. **Anuncios**

11. **Cierre**

Presentado respetuosamente por,

Shirley Dorai
Asistente ejecutivo del Comité Escolar y del Superintendente

"Las personas que necesiten ayudas y servicios auxiliares para comunicarse de manera efectiva —como un intérprete de lengua de señas, un dispositivo de ayuda auditiva, material impreso en formato digital o una modificación razonable en los programas, servicios, políticas o actividades— pueden comunicarse con el coordinador de la ADA de la ciudad de Salem al (978) 619-5630 lo antes posible y, a más tardar, dos días hábiles antes de 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

Prefeito 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 da Lei Municipal"

REUNIÃO ORDINÁRIA DO COMITÊ ESCOLAR

Fica por meio deste avisado que o Conselho Escolar de Salem realizará uma **reunião ordinária do Conselho Escolar no dia 23 de novembro de 2026, às 19h.** A reunião será realizada presencialmente na 29 Highland Ave., sala 227, Salem, MA.

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

Link do Zoom para participar:
https://us06web.zoom.us/j/84509702032?pwd=fj1r48JRhGNHdtL62IKqM17oMlrg8f.1
Senha: 033740

1. **Abertura da reunião**
    1. **Resumo da Política de Participação Pública (Política nº 6409 do Conselho Escolar).**
        Leia em voz alta: *O Conselho Escolar de Salem gostaria de ouvir a opinião do público sobre questões que afetam o distrito escolar e que se enquadram no âmbito das responsabilidades do Conselho. Há interpretação em espanhol disponível para quem precisar. Os membros do Conselho Escolar gostariam de lembrar ao público que os alunos das Escolas Públicas de Salem participam regularmente das reuniões do Conselho Escolar. Incentivamos todos os participantes da reunião a darem o exemplo de um diálogo público respeitoso e produtivo para nossos jovens alunos.*

    2. **Interpretação simultânea em espanhol.**
        Agora, todas as reuniões ordinárias do Comitê Escolar contam com interpretação para o espanhol. Para ouvir esta reunião com interpretação para o espanhol, consulte as instruções abaixo:

        1. Clique em **Interpretação**
        2. Clique em **Espanhol**
        3. (Opcional) Para ouvir apenas o idioma interpretado, clique em **Silenciar áudio original**.

2. **Aprovação da pauta**

3. **Consulta pública**

   Se você quiser deixar um comentário, basta entrar na reunião do Zoom e clicar no recurso de levantar a mão. Quando for a sua vez de falar, um moderador anunciará seu nome e ativará o seu áudio

4. **Aprovação da pauta de consentimento**
   1. Aprovação da ata da reunião ordinária do Conselho Escolar realizada em 9 de novembro, 2026
   2. Aprovação da excursão escolar para participar da Conferência Modelo das Nações Unidas de Harvard, em Boston, Massachusetts para a equipe da Salem High School, de 28 a 31 de janeiro de 2027
   3. Aprovação das autorizações para o exercício fiscal de 2027:
      1. 05-nov-2026 - US$ 471.672,72
      2. 12-nov-2026 - US$ 497.629,51

5. **Relatório do representante dos alunos**

6. **Relatório do superintendente**
   1. Anúncios e destaques
   2. Tempo de uso de telas e inteligência artificial nas Escolas Públicas de Salem
   3. Atualização sobre a Autoridade de Edifícios Escolares de Massachusetts (MSBA)
   4. Relatório Financeiro e Operacional

7. **Relatórios das subcomissões**
   1. Subcomissão de Finanças
   2. Subcomissão de Pessoal
   3. Subcomissão de Edifícios e Terrenos
   4. Subcomissão de Currículo
   5. Subcomissão de Políticas

8. **Moções e resoluções**
   1. Moção para aprovar uma política que proíba o uso de óculos inteligentes e dispositivos vestíveis de gravação - Segunda leitura
   2. Moção para revogar as diretrizes 5711.02 (Nutrição), 5711.03 (Atividade Física) e 5711.04 Saúde Social e Emocional
   3. Moção para revogar a Política 5711.01 – Alunos com alergias alimentares

9. **Itens do boletim informativo**

10. **Comunicados**

11. **Encerramento**

Apresentado respeitosamente por,
Shirley Dorai
Assistente Executiva 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 auxílio auditivo, material impresso em formato digital ou uma adaptação razoável 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."

Minutes of the Regular Session
of the Salem School Committee
Monday, November 9, 2026
Hybrid Meeting

Members Present:	Mayor Dominick Pangallo, Yamily Byas, AJ Hoffman, Mary Manning, Veronica Miranda and Meg Stott
Others in Attendance:	Superintendent Welch and Deputy Superintendent Carbone
Members Absent:	Vice Chair Beth Anne Cornell

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 Byas seconded and it was so VOTED. Motion passed unanimously.

Public Comment
Jeremy Mele - Salem Parent
Mr. Mele raised concerns about the federal school voucher program that the Trump administration is starting to implement, which Massachusetts has the ability to opt into. Mr. mele continued that if implemented, it would allow Massachusetts residents to get tax write offs of up to $1,700 by donating money to voucher organizations which could result in a massive drain of tax dollars away from government, leading to cuts in public schools and other vital services. Mr. Mele requested School Committee members to use their platforms as individuals and as a public body to speak out against the voucher program. Mr. Mele hoped to see information provided to the public by the Salem School Committee on what the voucher program could mean for Salem Public Schools and students. Mr. Mele also spoke about his concerns about the presence of police officers in schools which could create an atmosphere of intimidation that is not conducive to learning. He added that the mere presence of law enforcement risks escalation and the criminalization of children's behaviors. Mr. Mele said a discussion is warranted to re-examine how to keep children safe while also limiting the exposure of developing minds to more punitive measures and the criminal justice system.

Ann Berman, Salem Teachers Union (STU) President
Ms. Berman spoke about the Pioneer Charter School of Science II Resolution addressing the expansion which would negatively impact the schools in Salem, Lynn, Peabody, Saugus, Danvers, Revere, Chelsea, and Everett. Ms. Berman said that the American Federation of Teachers (AFT) Massachusetts has been assisting in pushing back against the expansion. Ms. Berman requested the School Committee to vote on the resolution.

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Approval of Consent Agenda

1. Approval of Minutes of the Regular School Committee Meeting held on October 19, 2026
2. Approval of Field Trip to Orlando, Florida for Salem High School Basketball Team on January 15-19, 2027
3. Approval of FY27 Warrants:
    1. 10/22/2026 - $892,622.43
    2. 10/29/2026 - $1,417,430.02

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

Student Representative Report

Superintendent Welch said that he attended a meeting with the students and that Student Representative Billings will provide an update at the next meeting.

Superintendent's Report

1. Announcements and Highlights

Superintendent Welch presented some highlights which included November being the Native American Heritage Month, Salem High School (SHS) Career Technical Education Department hosting the 2026 Middle School Open House, Salem Youth Commission, student achievements at the athletic events and the New England Scholastic Band Association championship.

2. School Resource Officers Update and Discussion

Superintendent Welch spoke about the Safety Summit which was held in the summer where the role of the School Resource Officers (SRO) was highlighted. Superintendent Welch also said that the Massachusetts General law (MGL) mentions SROs and their role in building relationships in the schools, supporting safety and a positive school climate. Superintendent Welch continued that the SROs cannot serve as school disciplinarians, enforce ordinary school rules, replace mental health professionals, or use police powers to address traditional disciplinary issues such as non-violent disruptive behavior.

In response to Member Miranda's question about when the district started having four School Resource Officers, Deputy Superintendent Carbone said that some research would be needed. Member Manning said that initially there were two but the number increased to four not too long ago. Superintendent Welch responded to the question about where the SROs were stationed stating that they mostly move around according to the need. Member Hoffman asked about the protocols before SROs become involved. Deputy Superintendent Carbone said that SROs involvement depended on the situation but typically, internal staff such as counselors, principals, assistant principals and mental health professionals would be handling the matter and families would be brought in as

soon as possible as well. Member Hoffman asked about age appropriateness of students when it comes to involvement of the SROs.

Mayor Pangallo followed-up with a question regarding the composition of the District Safety Committee. Director of Safety, Lisa Golden, said that typically, the Superintendent, Deputy Superintendent, members of the Executive Team, heads of department, nurses and representatives from each school such as the principal and assistant principal are members of the team along with representatives from partner organizations in the building. Representatives from the union and charter school are also involved. The total number being 40. In response to Member Stott, Ms. Golden said that the attendees at the Safety Summit were mostly those from the District Safety Committee but also the school based teams. Ms. Golden explained the background of how the Safety Summits began and that they are working on having a standard operating procedure for safety specifically. Member Stott expressed interest in attending a Safety Summit.

Principals Glenn Burns, Jamaal Camah, Gavin Softic and Bethann Jellison provided their experience with the SROs which is focused on relationship building, informing the schools when something happens over the weekend involving students, Title VI and Title IX investigations, emergency response, responding to student eloping, coordinating large school events and deescalation. Principal Burns also said that some parents would like the police to know the situation with their children so that they are aware of any special needs of the student so that even after they graduate, the police would be aware of their special circumstances.

Superintendent Welch mentioned that the Memorandum of Understanding (MOU) with the Police Department is due by August 1st. Member Miranda asked about next steps. Mayor Pangallo said that the topic can be kept on the agenda. Member Miranda agreed and said that student discipline, racial disparity and other data would also need to be considered. Member Miranda also mentioned that a special meeting might allow the School Committee to have more time for this matter. Member Hoffman suggested obtaining the perspectives of some families and students of color. Members also raised concerns that there has not been an executed MOU since 2022 and this is not in compliance with the state.

3. New Liberty Innovation School and Salem Prep High School Update

Superintendent Welch provided the New Liberty Innovation School and Salem Prep High School update since their move to the building at 10 Skerry Street, Salem. Member Hoffman mentioned the positive reactions from the students.

4. School Bus Stop-Arm Violation Detection Monitoring System Discussion

Superintendent Welch mentioned the crossing gate pilot which would be installed on one of the buses. Members inquired if it would be installed on a bus with a high traffic route and when it would be installed. Superintendent Welch said that more information would be provided shortly. Mayor Pangallo requested that this

topic remain on the docket for the next regular meeting and that a special meeting could be convened for a more detailed conversation about the bus camera systems in general. Member Hoffman suggested a school bus awareness campaign. The suggestions of having designated bus stops as well as gathering data on the effects of increased traffic enforcement and other low technology options were also highlighted. Member Hoffman inquired whether school buses in Massachusetts are allowed to stop in their lane or if they have to pull to the side.

Superintendent Welch added that the district is still trying to figure out how to collect any data and measure it since it is a low tech option. The bus monitor or bus driver would probably need to collect the data. Superintendent Welch said that the best practices for collecting data and assessing it would need to be sought from the vendor. Mayor Pangallo said that the cost for the item is between $600-$700. Member Stott commented that since the district does not own many of the buses, an agreement with Healey Bus would be needed if they were to be installed on all buses.

5. Finance and Operations Report

Superintendent Welch provided an update about transportation. In response to Member Hoffman, Superintendent Welch said that by being a bit more proactive to come up with additional solutions would help with the challenges of transporting students to their extra-curricular activities. Superintendent Welch mentioned that the smaller buses do not need the driver to have a special license. It was noted that these challenges were evident in part years as well and even with different vendors. Member Stott inquired if the Healey Bus agreement prevented the district from having a self-administered larger bus or obtaining a bus from somewhere else.

<u>Subcommittee Reports</u>

1. Finance Subcommittee

No report at this time.

2. Personnel Subcommittee

No report at this time.

3. Building and Grounds Subcommittee

Member Byas said that a new playground would be built at the Horace Mann Laboratory School in the summer because of warranty restrictions but that the district is trying to see if it could be done in April instead. The district is reviewing a hybrid geothermal and air source heat pump system to provide heating and cooling to replace the rooftop units and gas fired boilers. It would add heat pump equipment and classroom ventilators while retaining much of the existing distribution system. Facilities Director, Zissis Alepakis said that the generator and the roof would be replaced to make sure that it is solar ready. The Horace Mann gym floor is being replaced in mid-December. As for the Bentley Academy Innovation School, Mr. Alepakis is exploring heat pumps as an alternative to the window

units that are there now and potentially providing cooling for larger spaces. Member Byas added that the FY28 budget requests would be presented to the School Committee in January.

In response to Member Stott, Mr. Alepakis said that the portable gym floor at the Salem High School which was initially going to be moved to the Horace Mann Laboratory School would now be moved to the Bates Elementary School and the Bentley Academy Innovation School once the new high school is built.

4. Curriculum Subcommittee

No report at this time.

5. Policy Subcommittee

Member Stott mentioned that the Policy Subcommittee met on October 22, 2026 and reviewed the smart glasses policy which is a new policy that was submitted by Superintendent Welch and recommended by Mayor Pangallo. It was drafted by counsel. The Policy Subcommittee was in agreement with the policy. Member Stott continued that the overarching idea of the policy is to really discourage covert recording using wearable technology. The edits that were made which included wearable Artificial Intelligence (AI) voice recorders, smart glasses, recording pins or similar devices or other wearable devices capable of covertly recording audio, video or images and leaving it with the discretion of the superintendent or designee. Member Stott said that the use of artificial intelligence, cellphones and use of technology in schools is addressed in the student handbooks but it has not been codified into a policy for the schools. Member Stott added that the Policy Subcommittee was going to reach out to the Massachusetts Association of School Committees (MASC) to help draft this matter in the policy framework so that it can be referenced in the handbook going forward.

<u>Motions and Resolutions</u>

1. Motion to Adopt Policy Prohibiting Smart Glasses and Wearable Recording Devices for First Reading

Member Miranda made the motion to amend the policy by replacing the word “his” before the word “designee” to “their” on the second paragraph under section 4. Member Stott seconded and it was so VOTED. Motion passed unanimously.

Member Stott made a motion to adopt the policy prohibiting smart glasses and wearable recording devices as amended for first reading. Member Hoffman seconded and it was so VOTED. Motion passed unanimously.

2. Motion to Adopt Pioneer Charter School of Science II Resolution

Mayor Pangallo said that the full text of the resolution is provided in the supporting materials for the agenda but that it is essentially expressing the School Committee's

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objection to the application from the Pioneer Charter School of Science II's proposal for an expansion before the Department of Elementary and Secondary Education. Member Stott and Mayor Pangallo thanked the Salem Teachers Union for their help in drafting the resolution.

Member Miranda made a motion to adopt the Pioneer Charter School of Science II Resolution. Member Hoffman seconded and it was so VOTED. Motion passed unanimously.

Newsletter Items

This matter was tabled. Member Byas requested an update on the Salem Prep High School. Superintendent Welch noted that the updates on the Massachusetts School Building Authority (MSBA) project, New Liberty Innovation School, Salem Prep High School and the Sarah Parker Remond School will be presented at alternate meetings.

Announcements

There were no announcements.

Adjournment

member Miranda made a motion to adjourn at 8:31 pm. Member Hoffman seconded and it was so VOTED. Motion passed unanimously.

Respectfully submitted by,
Shirley Dorai
Executive Assistant to the School Committee & Superintendent

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Salem High School
Harvard Model United Nations - Field Trip Request Memo

To:
Mr. Glenn Burns, Principal, Salem High School
Dr. Thomas Welch, Superintendent, Salem Public School
Members of the Salem School Committee

From:
Matthew Gainty, Advisor SHS Model Gov. Club at Salem High School

Date:
November 19, 2026

Topic:
Attending the Harvard Model United Nations (HMUN) Conference
Boston Sheraton Hotel
Boston, MA
January 28-31, 2027

Participating in Harvard Model Government simulations has been a time-honored tradition at Salem High School for over three decades. We are looking forward to continuing this legacy at the 2026 Harvard Model United Nations Conference where our team of 20 scholars will have a front row seat to Harvard's world class program.

Harvard Model United Nations is an exciting opportunity for young leaders to debate the most pressing issues of the day and to draft innovative, creative solutions. At HMUN, delegates gain insight into the workings of the United Nations and the dynamics of international relations by assuming the roles of world leaders and international decision makers. Delegates dialogue on a range of complex issues, including international peace and security, and economic and social progress.

In 1927, Harvard held its first annual model League of Nations, followed by the first model United Nations conference in 1953. Run by a staff of Harvard undergraduates and overseen by prestigious faculty members, HMUN is one of the premiere UN simulations, attracting high school students from across the U.S. This year, Harvard is expecting roughly 4,000 students and advisors from across the world, making it a true living lesson in diplomacy both in and out of committee.

Students are expected to maximize their experience at HMUN by thoroughly researching their assigned countries as well as committees and topics. Leading up to the conference, students will be expected to meet with a faculty advisor (Mr. Gainty) to research roles on various committees including the UN General Assembly, Disarmament and International Security Committee (DISEC), World Health Organization (WHO), Special Political and Decolonization Committee (SPECPOL), and many more. Additionally, within their committees, students will be expected to become experts on a range of specialized topics such as climate-driven migration, educational equity, and transnational gangs.

After an initial research period, students are expected to write position papers as a final preparation for the conference where they put their research and debate skills to the test in a four day simulation of the

United Nations. Additionally, they must confront the unique challenges of representing their assigned countries at the 2025 conference, adding a layer of complexity to the research, and debate processes.

Students have been busy fundraising to help cover the cost of the trip. We have partnered with The Mill Fudge Factory for many years and students are currently engaged in fundraising as of this date of this memo.

As advisor of SHS Model Gov. Club, I ask that the students be allowed to attend the HMUN conference. Participation in HMUN will help instill an appreciation for and understanding of international diplomacy and the need for democratic processes throughout the world. In the current political climate, it is more important than ever to foster new generations to break the cycle of party politics and single nation interests. Research and debate on current world crises allows students to engage with a more global perspective and encourages leadership skills in their immediate communities.

Thank you for your time and consideration,

11.19.2025

Matthew Gainty
Advisor - SHS Model Gov. Club
Salem High School
Salem, MA

Field Trip Request Form - Salem Public Schools

Last Updated: August 2024

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

I. General Information

School	Salem High School	**Grade Level(s)**	**Date of Request:**	**Date of Field Trip:**	
Trip Planner	Matthew Gainty	9-12	11/19/2026	01/28/27-01/31/27	
Contact Info	**Phone:** 603-498-7868		**# of Students:**	**Depart:**	**Return:**
	Email: mgainty@salemk12.org		20	01/28/27 11:45am	02/01/26 1:30pm
Destination	**Name:** Sheraton Boston Hotel & Boston Marriott Copley Place		**Location and Duration**		
Destination Address	110 Huntington Ave Boston, MA 02116		☐ Local trip (Salem/North Shore) ☐ In-state – within MA ☐ Out of state		
Funding Source	**For Bus:** SHS Model Gov. Holiday Fundraiser (Fudge Factory) **For other (admissions costs, etc.):** SHS Model Gov. Holiday Fundraiser (Fudge Factory)		☐ Within the normal school day ☐ Beyond normal school hours ☐ Overnight trip		

II. Learning and Accessibility

Instructional Alignment	Accessibility and Inclusion for All Students
☐ Alignment: The trip is aligned to grade-level standards. ☐ Pre- and Post-Plan: Students will be prepared for the trip and will have the opportunity to synthesize new learning from the experience. **YES** *Comments*: **EXTRACURRICULAR CLUB (SHS MODEL GOV)**	*District policy requires field trips to be accessible to all students. *Trip planners must ensure that all students (e.g., students with disabilities, multilingual learners, etc.) have the appropriate support. ☐ I understand these requirements. **YES** *Comments*:

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

Has the school nurse been notified of this field trip?	Has the roster of students been shared? Have medical concerns been reviewed?	Will a nurse be needed for this field trip?
☒ Yes ☐ No	☒ Yes ☐ No	☐ Yes ☒ No
School Nurse Signature: K Parmenter		***Date:*** 11/19/26

IV. Food Services

Has the school's cafeteria manager been notified of this field trip?	Will students be eating lunch at school or on the field trip?	Are bag lunches needed for this trip?
☒ Yes ☐ No	☐ At school ☒ On field trip	☐ Yes ☒ No How many? _____
Comments:		

V. Transportation

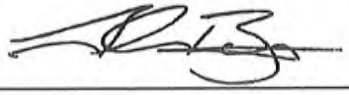
Transportation needed:	☐ Bus (***must submit a field trip request form by clicking the Tripfinder icon in Classlink at least 2 weeks before the trip.*** *(Click here*	☐ Public transportation ☐ Walking ☐ Other: _____

	for Tripfinder tutorial) Only principals, APs, and secretaries have access to submit requests.)	
If traveling by bus:	***Pick Up Time:*** 01/28/27 11:45am ***Pick Up Location:*** Salem High School	***Return Time:*** 01/31/27 1:30pm ***Return Location:*** Sheraton Boston Hotel & Boston Marriott Copley Place 110 Huntington Ave Boston, MA 02116

VI. Parent Involvement & Background Checks

Will any parents or volunteers be participating in this trip?	**Will any have "direct and unmonitored contact" with students?**	**CORI required for ALL parents & volunteers (please submit forms 1--2 weeks ahead). Fingerprints required for those who will have direct & unmonitored contact with students**
☐ Yes ☒ No	☐ Yes ☒ No	

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

School Principal Signature:	***Date:***
	11/19/26

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Superintendent's Report

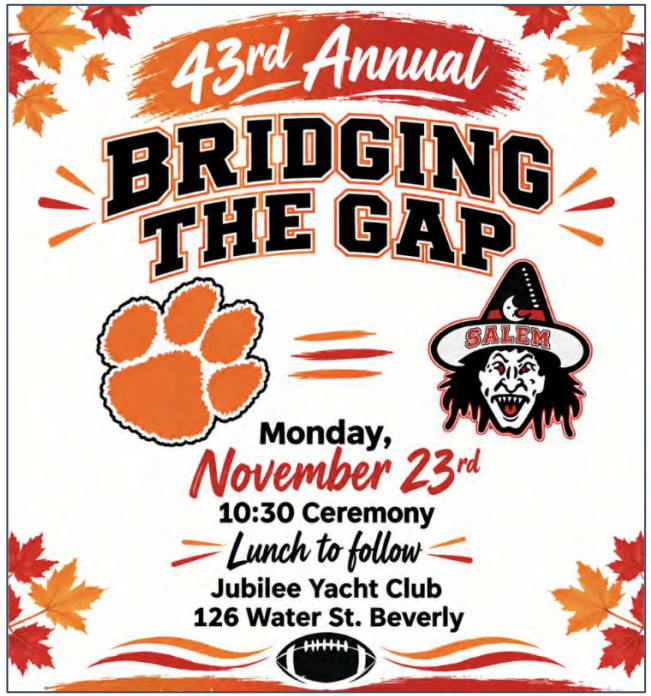


School Committee Meeting
November 23, 2026

Announcements

Thanksgiving Week Activities

- **Bridging the Gap Ceremony,** Monday, November 23: This ceremony was created to remind our scholar-athletes of the importance of maintaining a rivalry deep-rooted in tradition as well as with integrity and respect.
- **Rotary Club Thanksgiving Luncheon,** Tuesday, November 24
- **Thanksgiving Game Pep Rally,** Wednesday, November 25
- **Early Dismissal,** Wednesday, November 25
- **Thanksgiving Day Game,** Thursday, November 26:
  Salem HS hosts Beverly HS at Bertram Field. Kickoff is at 10am



Announcement

Salem Public Schools at the Massachusetts State House

- On December 1st, the Bates Elementary choir will participate in the annual holiday tree lighting ceremony with Governor Healey and Lieutenant Governor Driscoll





Highlights

Summer Learning Champions

- This year's Summer Learning Champions were celebrated this weekend at Salem Access TV with Mayor Pangallo
- These amazing students were among those who completed their summer reading logs and were entered into a school-by-school drawing to represent their school as the Reading Summer Learning Champion











Highlights

Ota, Japan Visits Salem Public Schools

- On Friday, November 13, twenty-two educators and administrators from Ota, Japan visited Horace Mann Laboratory School
  - Classroom visits
  - Q & A with students
  - Lunch (provided by Food and Services)
  - Cultural gift exchange



Screen time & AI at SPS

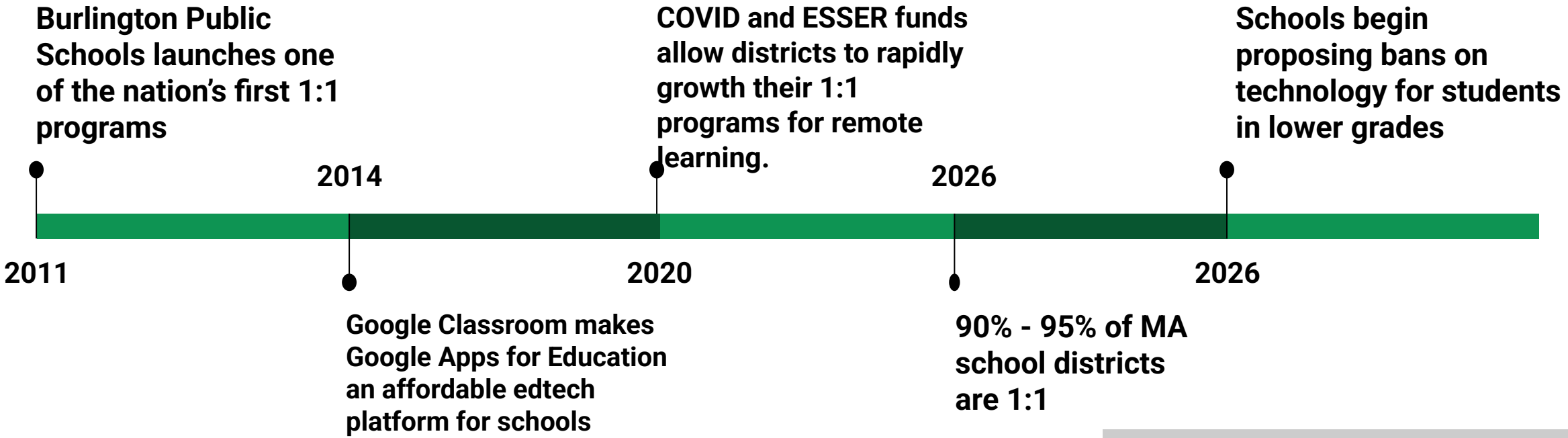
School Committee - November 23rd, 2026

Marc LeBlanc - Executive Director of Instructional Technology

SPS Vision of Instructional Technology

Salem Public School's Instructional Technology team believes in using technology to **foster independence** in learners as they access new knowledge and acquire the essential skills needed for life beyond the classroom. We believe that technology is an **essential tool** for enhancing teaching and learning through **engaging lesson design and data-informed practices**, and strive to support its use by educators and administrators as they **focus on our students' growth**. We believe that **families should have access to resources and communication tools** in support of their student's education.

Screen-time - A New / Old Challenge



Salem Public Schools achieved 1:1 status in early 2021

SPS Student Device Landscape

PreK

➔ iPads (4 per classroom)

Elementary

➔ Class set of Chromebooks in each homeroom and substantially separate classroom

Middle

➔ Each student assigned a Chromebook which stays in school

High

➔ Each student assigned a Chromebook which can go home

-Web filtering extensions are included on all student devices
-Go Guardian is available to all teachers 6 - 12

The American Psychological Association (APA) Expert Report on Children's and Adolescents' Learning with Educational Technology



"The amount of time spent on screens is not as important as the activity it is replacing."

The report emphasizes that arbitrary screen limits miss the mark because they evaluate technology solely on duration rather than instructional design.

American Academy of Pediatrics (AAP) "5 Cs of Media Use" Framework



Shifted away from strict hourly daily screen caps toward a contextual framework: evaluating Content, Context, Child, Calm, and Crowding Out. AAP guidance notes that “arbitrary limits often penalize high-value, curriculum-aligned educational tools without actually addressing low-quality digital habits.”

International Society for Technology In Education (ISTE)



ISTE Research argues that shielding students through bans or strict, low-duration caps fails to teach students digital agency and self-regulation. “Banning technology might feel like a quick fix, but it creates bigger problems down the road when students never learn critical digital well-being skills. Banning devices from school means that kids will learn digital behaviors from sources other than parents and teachers, such as social media or peers who also haven’t developed healthy tech habits”

Screen Time - What National Data Says

Elementary	Middle / High	Usage Type
40	50 - 75	+70%
minutes per day	minutes per day	High value / educational

Lightspeed Systems screen audit

Screen Time - What SPS Data Says

Elementary	Middle / High	Usage Type
17	19	90%
minutes per day	minutes per day	High value / educational

Classlink Screen Time Analytics: 2025 - 2026 school year

Top Used Applications

Elementary

1. ST Math
2. Epic!
3. Pear Assessment
4. Renaissance
5. Learning.com

Middle

1. Amplify
2. Zearn
3. Beable
4. Pear Assessment
5. Renaissance

High

1. Edgenuity
2. Aspen
3. Google Classroom
4. Pear Assessment
5. SmartPass

Our tech approach

In classrooms

- Curriculum programs (Amplify, Eureka)
- Digital tools (Docs, Canva, Classroom)
- Research resources (Follett, Newsela)
- Assessment programs (Star, Pear)
- *All rostered programs go through review, have a DPA, and comply with COPPA/FERPA*

In homework

- Paper-based materials K-8
- Digital assignments allowed

On personal devices

No personal devices are allowed during the school day.

With AI

- SPS guidelines recommend no use K-5 (with instruction *about* AI in grades 3-9).
- Use in 6-8 should only be under teacher supervision with specific purpose
- AI expectations should be explicitly communicated to students 6-12

Reconsidering the Problem - Not Screen Time but Screen Usage



Passive

A class sits at their desks watching a 20-minute history video on YouTube without built-in pause questions, discussion prompts, or guided note-taking.

Ensuring Active Screen Usage



Active

Students work simultaneously in a shared Google Doc to draft a history research paper, using the comment tool to debate source credibility and edit each other's work.

The Real Harm - Cell Phones



- The smartphone is a constant companion, both providing background buzz and encouraging regular pickups.
- Phone use during school hours is nearly universal but varies widely, reflecting a patchwork of different school policies. “For my school, we do have a phone policy and we're not technically allowed to have it out during class, but a lot of people do in spite of that”
- Notifications are plentiful, with many students receiving over 200 per day.

Cell Phones in Schools - A Compromise?



A school-day screen management system for student devices that's grounded in behavioral science. It helps schools set and maintain clear boundaries for where, when and how devices can be used, from limited, intentional usage to a fully phone-free day.

Screen Usage - Next Steps

1. Provide educator guidance on what active screen usage looks like with examples of their peers using these strategies
2. Create a look for tools for school leaders for evaluation of screen usage during observations and walkthrough
3. Update monthly reports for schools to show which students have unusually high screen usage as an intervention method
4. Continue to give training to educators on how to use our screen monitoring and limiting tools
5. Establish family workshops to assist with home screen usage

Upcoming Family Workshops

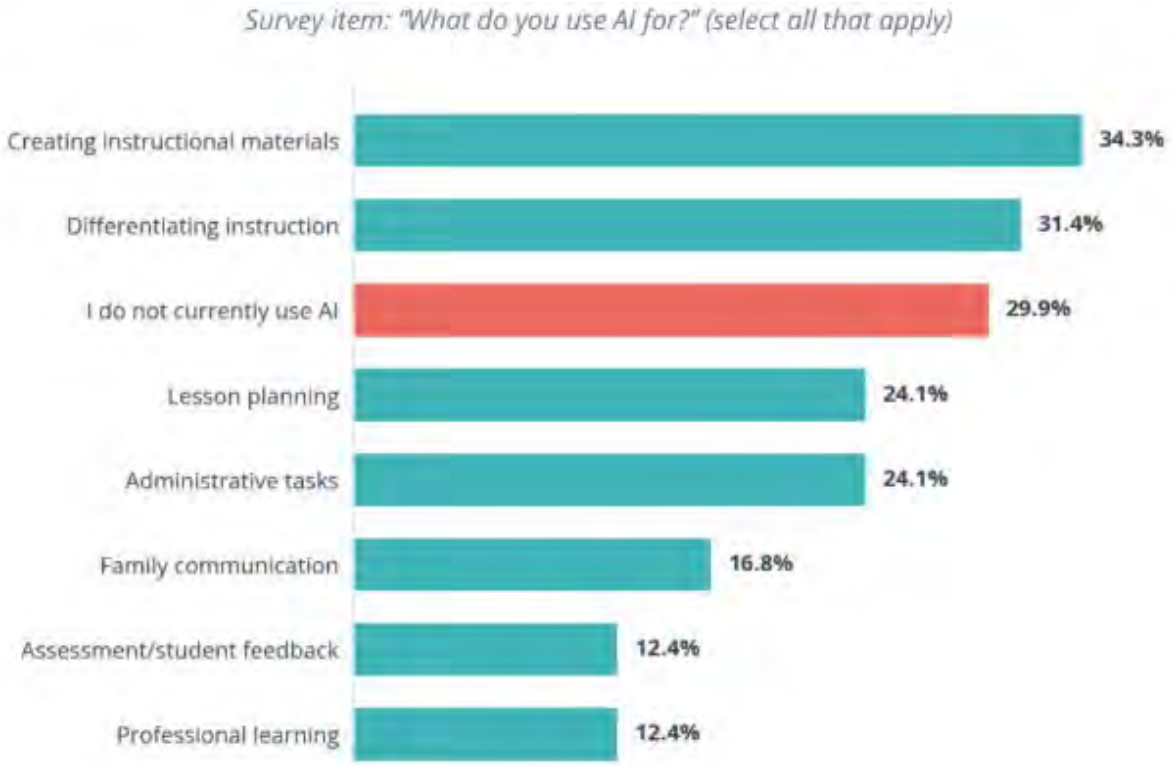
- Understand the many ways technology shows up in kids' daily lives, both at school and at home.
- Recognize what's developmentally appropriate for a child's age, from K to 12th grade.
- Talk with kids about everyday screen habits and digital literacy skills.

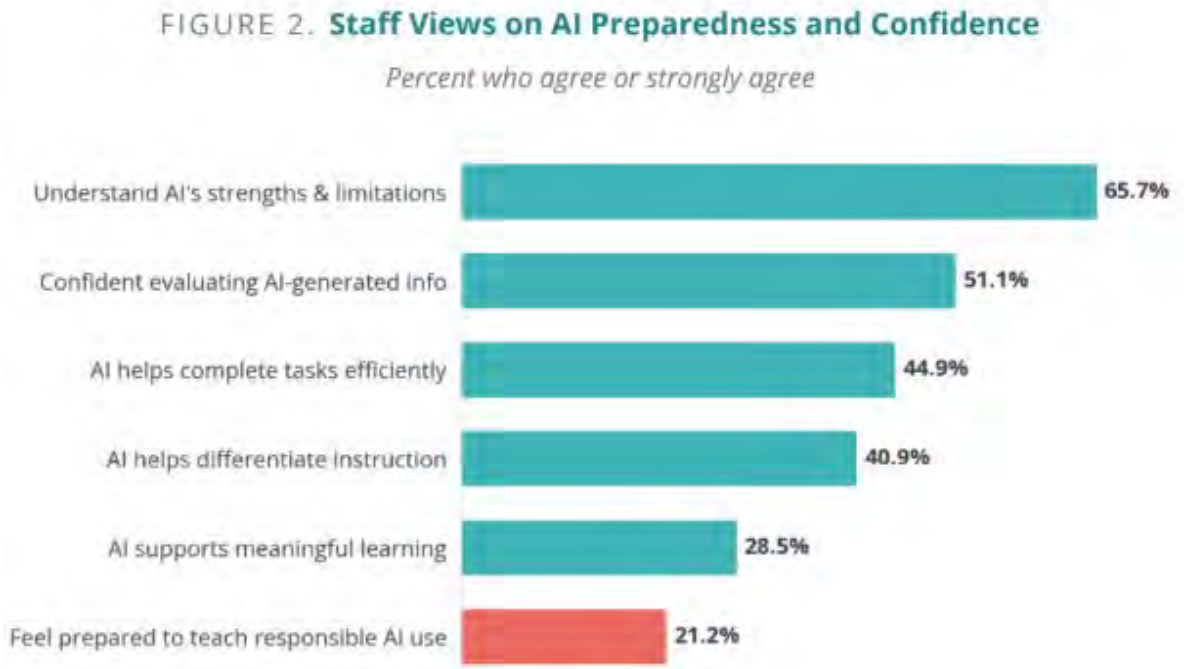
December 9th

February 10th

April 14th

Educators Views on AI at SPS





From Digital Equity to AI Readiness - Rennie Center Report

What Are We Telling Educators?

Professional Practice & Efficiency	Use AI for administrative tasks, such as generating rough drafts of emails, summarizing meetings, or organizing data.	Use AI to generate content without proper citation and attribution; always model transparency.
Instructional Support	Use AI for lesson planning and content creation, including brainstorming ideas, creating differentiated assignments, quizzes, and rubrics.	Use AI-generated content as a final product without thorough, human review for accuracy and appropriateness.
Student Work & Feedback	Leverage AI for a "first pass" on tasks like checking grammar or structure.	Use AI for grading or giving feedback without review; you must always provide your own thoughtful, human-centered feedback.
Ethics, Privacy & Bias	Be transparent about your own use of AI (e.g., when creating a lesson plan) to model responsible use for students.	Input confidential or personally identifiable student information (names, grades, sensitive data) into public AI tools.
Policy & Compliance	Only use AI tools that have been vetted and approved by your school, which are confirmed to comply with data privacy laws like FERPA and COPPA.	Rely on AI to be free of bias; you must critically review all AI outputs for fairness and equity.

Students & AI

- Many teachers, especially in PreK through elementary grades, said they don't want students using AI at all.
- Students see AI as useful for studying, but they say it's hard to draw the line between using it as a learning tool and using it as a shortcut to the answer.
- Students worry that relying on AI can harm their problem-solving, memory, and deeper learning, based on their own experience using it for schoolwork.
- Students mostly learned to use AI from friends, social media, and trial and error, not from formal instruction.

What Are We Telling Students

Grade Band	Focus & Access Level	Recommended Student Use of AI (DOs)
K - 5 	*Foundational Instruction:* *No Use*	✓ **Do** participate in discussions that focus on how computers follow human instructions and how to recognize patterns (early algorithmic understanding). ✓ **Do** learn about how AI works, its limitations, and inherent bias.

Intro to AI	critically evaluate how algorithms and artificial intelligence process data and make decisions.	Students explore the basics of algorithms, machine learning, and how human choices shape artificial intelligence. This prepares them to understand the emerging technology.	3-5.CT.b.1	Define an algorithm as a sequence of instructions that can be processed by a computer.

- Intro to AI in Spring of 3rd grade in Library & Digital Skills
- Conceptual AI instruction - students do not interact with AI directly until 6th grade
- Updated AI student use guidelines to recommend no AI use by students until 6th grade
- Teacher discretion on whether they allow AI in their class at all. If so, when and how.



Remember that your teacher decides if AI is appropriate for a specific task. Always verify whether AI use is allowed or prohibited before applying these functions to your work.

AI - Next Steps

1. Continue our partnership with Latino's for Education on AI initiatives
2. Provide safe and focused AI tools for educators
3. Ensure students understand what AI is and isn't through our Library & Digital Skills classes in grades 3-8
4. Provide AI instruction to high school students using crew / advisory blocks

Thank You

Questions?

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School Resource Officer Follow-Up and Updates



School Committee Meeting
November 23, 2026

SRO Updates

Follow-up from the SRO Discussion on November 9

- Salem Public Schools and Salem Police Department School Resource Officer Memorandum of Understanding
  - The SY27 draft will follow the model/recommended language provided by DESE
- Annual Evaluation of SROs
  - Collaborative responsibility of the SPD Chief and SPS Superintendent
- End of the school year report to School Committee Members
  - In June 2027
- Timely upload of the annual SRO MOU
  - Before August 1, 2027

Questions and Discussion

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Massachusetts School Building Authority (MSBA) Updates



School Committee Meeting
November 23, 2026

MSBA Updates

Salem High School

The School Building Committee met on **Thursday, November 19th** and reviewed:

- Milestone Schedule Review: on track
- Campus Site Plan Utilities update
- Construction Manager's update
- Permitting Process and Highlights
  - Planning Board - February 2027
  - Conservation Commission - February 2027
- Solar Production
  - Solar Canopies (Parking), Rooftop Solar (Main/Auxiliary Buildings)
- Mass Timber Assembly Grant

Questions and Discussion

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Finance and Operations Report



School Committee Meeting
November 23, 2026

Questions and Discussion

SALEM PUBLIC SCHOOLS
Where belonging leads to opportunity.

Thomas Welch, Ed.D.
Superintendent

29 Highland Ave. Salem, MA 01970
978-740-1212
twelch@salemk12.org

November 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, November 19th** and reviewed:
  - Milestone Schedule Review: on track
  - Campus Site Plan Utilities update
    - Primary vs Secondary Service
  - Construction Manager's update
    - Early Bid Package 1- Schedule, Trade Contractor Prequalification
    - Construction Market Conditions & Escalation Outlook
      - Materials, Labor, Subcontractors, Lead Times, Annual Escalation
  - Permitting Process and Highlights
    - Planning Board - February 2027
    - Conservation Commission - February 2027
  - Solar Production
    - Solar Canopies (Parking), Rooftop Solar (Main/Auxiliary Buildings)
  - Mass Timber Assembly Grant
    - Kick-off Workshop - October 26, 2026

- **Upcoming Meetings:**
  - **Thursday, December 17th** from 6-8 pm (School Committee Chambers, CMS)
  - **Thursday, January 21st** from 6-8 pm (School Committee Chambers, CMS)
  - **Thursday February 25th** from 6-8 pm (School Committee Chambers, CMS)
  - **Thursday, March 18th** from 6-8 pm (School Committee Chambers, CMS)
  - **Thursday, April 15th** from 6-8 pm (School Committee Chambers, CMS)
  - **Thursday, May 20th** from 6-8 pm (School Committee Chambers, CMS)
  - **Thursday, June 17th** from 6-8 pm (School Committee Chambers, CMS)

- Recordings of all meetings and presentations can be found on the Salem High School Building Committee website.

Salem Public Schools' Policy Prohibiting Smart Glasses and Wearable Recording Devices

1. Purpose

The Salem Public School District (the "District") acknowledges that technology is an increasingly common part of everyday life, including in schools. However, devices that can record audio or video discreetly raise concerns about student privacy, classroom distractions, and academic integrity.

The District is committed to maintaining a safe, respectful, and focused learning environment where technology represents a healthy and constructive aspect of students' lives. The District recognizes the importance of building strong relationships among students and educators and promoting healthy technology habits.

To protect student and staff privacy and support learning, the District prohibits the possession and use of smart glasses and other wearable recording devices on school property, except as expressly authorized under this policy.

This policy is specifically designed to:

- **Increase student engagement** in the classroom.
- **Reduce distractions** from non-academic notifications and content.
- **Prevent the recording** of peers or staff without a second party's consent.
- **Decrease incidents of cyberbullying** and inappropriate social media use.
- **Encourage students to build stronger interpersonal relationships** with peers and staff.
- **Preserve the integrity** of in-class examinations, quizzes, assignments or other academic activities.

2. Definitions

Wearable technology means electronic devices worn on the body that can capture, record, or transmit audio, video, or images.

Prohibited devices include, but are not limited to: ¶
Smart glasses, including Meta smart glasses and similar devices with recording capabilities.

- ~~Smartwatches or other wearable devices with audio or video recording capabilities.;~~ ¶
- ~~W~~wearable AI voice recorders, recording pins, and similar devices.¶
- ~~O~~or other wearable devices capable of covertly recording audio, video, or images.

The prohibition applies regardless of whether a device is actively recording or whether its recording functions are visible.

3. Prohibition

Students may not possess, wear, use, or operate prohibited devices on District school property. This prohibition applies to all District schools and school property, including classrooms, hallways, cafeterias, school grounds, and school buses. It also applies during school-sponsored activities and events held on or off school property.

DRAFT

The prohibition applies throughout the school day, including before and after school when students are participating in school activities.

4. Exceptions

The District recognizes that wearable technology may, in some circumstances, support a student's learning or accessibility needs.

A student may use a prohibited device only when expressly authorized in writing by the Superintendent or their designee for a documented educational, disability-related approved purpose. Any authorization must specify the permitted device, purpose, and conditions of use.

The District will consider appropriate accommodations for students with disabilities in accordance with applicable law.

5. Enforcement

School administrators are responsible for implementing and enforcing this policy. Students who violate the policy may be subject to appropriate school disciplinary procedures consistent with the District's existing policies and applicable law.

School administrators may direct a student to stop using a prohibited device and follow school procedures for addressing the violation.

6. Scope and Review

This policy applies to all students across the District, including elementary, middle, and high school students.

The District may review and update this policy as technology evolves and new educational needs arise.

DRAFT

STUDENTS AND INSTRUCTION 5000 HEALTH AND SAFETY 5700 NUTRITION

5711.02

The Salem Public School District is committed to providing a school environment that promotes and protects student physical, nutritional and emotional health. To that end, the District shall promote healthier nutritional practices in the Salem Public Schools.

Administrators of the District shall ensure that food and beverages sold or provided to students in the Salem schools or at school-sponsored events meet U.S. Dietary Guidelines for Americans, Healthy Hunger Free Kids Act, and Massachusetts School Nutrition Standards; this includes all food and beverages sold in vending machines.

All building principals and those purchasing and serving food to students shall be familiar with Massachusetts' standards for competitive foods in public schools, that were effective on August 1, 2012. They shall also receive ongoing professional development on healthy foods. This policy applies to competitive foods and beverages provided or sold on school grounds during the school day.

The School Wellness Advisory Committee shall, through a Nutrition Subcommittee, each year set at least one measurable goal related to nutrition. The Wellness Committee shall evaluate its success with this goal at the end of the academic year, based on benchmarks established at the beginning of the school year, and subject to approval by the Superintendent.

Each year's goal shall support an overall improved Nutrition Program in the Salem Public Schools, as developed and implemented by the Wellness Committee and District Administrators in compliance with state and federal regulation. The specific annual goals, activities, and outcomes in Nutrition shall be detailed in the Wellness Committee's annual report to the Superintendent and School Committee.

Legal References: MGL 111:223; 105 CMR 225: Nutrition Standards for Competitive Foods and Beverages in Public Schools

Approved: September 13, 2021

STUDENTS AND INSTRUCTION 5000 HEALTH AND SAFETY 5700 PHYSICAL ACTIVITY 5711.03

The Salem Public School District is committed to providing a school environment that promotes and protects student nutritional, physical and social and emotional health. To that end, the District shall promote increased and health-related exercise and physical activity in the Salem Public Schools.

Administrators of the District shall take steps to ensure that all students have opportunity to exercise and engage in physical activity during the school day.

The School Wellness Advisory Committee shall, through an Exercise/Physical Activity Subcommittee, each year set at least one measurable goal related to improved and effective exercise and physical activity. The Wellness Committee shall evaluate its success with this goal at the end of the academic year, based on benchmarks established at the beginning of the school year, and approved then by the Superintendent.

Each year's goal shall build toward an improved overall Physical Activity Program in the Salem Public Schools, as developed and implemented by the Wellness Committee and District Administrators. The specific annual goals, activities, and outcomes in Physical Activity shall be detailed in the Wellness Committee's annual report to the Superintendent and School Committee.

Approved: September 13, 2021

STUDENTS AND INSTRUCTION 5000 HEALTH AND

SAFETY 5700 SOCIAL AND EMOTIONAL HEALTH 5711.04

The Salem Public School District is committed to providing a school environment that promotes and protects student nutritional, physical and social and emotional health. To that end, the District shall support services and activities that positively impact aspects of the school environment affecting the social and emotional needs of all students in the Salem Public Schools.

Salem Public Schools 12/2/2015 3:05 PM **Formatted:** Right: -0.94"

Administrators of the District take steps to ensure that students have access to activities, services and opportunities that promote their social and emotional health. The School Wellness Advisory Committee shall, through a Social & Emotional Health and Well being Subcommittee, each year set at least one measurable goal related to improved and effective activities and services promoting social and emotional health.

The Wellness Committee shall evaluate its success with this goal at the end of the academic year, based on benchmarks established at the beginning of the school year, and approved then by the Superintendent. Each year's goal shall build toward an overall Social and Emotional Health and Well-Being Program in the Salem Public Schools, as developed and implemented by the Wellness Committee and District Administrators. The specific annual goals, activities, and outcomes in Social and Emotional Health shall be detailed in the Wellness Committee's annual report to the Superintendent and School Committee.

Rachel Hunt 12/2/2015 10:49 AM **Deleted:** and the School Committee

Approved: 7 January 2013

First Reading of Revision: December 7, 2015

STUDENTS AND INSTRUCTION 5000 HEALTH AND SAFETY 5700

WELLNESS 5711

The School Committee recognizes the relationship between student well-being and student achievement as well as the importance of a comprehensive district wellness program. Therefore, the District will provide developmentally appropriate and sequential nutrition and opportunities for physical activity. In addition, the District will ensure that all students will have physical education (PE) as part of the core academic curriculum. Finally, the environment in all schools will promote both physical and emotional health. This wellness program will be implemented in a multidisciplinary fashion, will be evidence-based, and will be supported by a District Wellness Committee.

District Wellness Committee

The District will establish a District Wellness Committee that shall include school health, nutrition, physical activity, and counseling staff, as well as individuals representing appropriate community agencies, parents, the School Committee, and other community members as appropriate. A qualified, credentialed nutrition professional will be a member of the Wellness Committee. This committee will meet quarterly, and meeting agendas will be made available to all members of the district community via the District's website. The School Committee designates the Executive Director of Student Support Services to serve as the wellness program coordinator and the liaison to the School Committee. The wellness coordinator, in consultation with the Wellness Committee, will oversee the implementation and evaluation of this policy.

Wellness Policy Guidelines on Nutrition and Physical Activity

The District Wellness Committee will be responsible for a triennial review of the Guidelines on Nutrition and Physical Activity. This guidance document provides detailed recommendations for District Wellness Policy implementation. These guidelines will be made available to school principals for distribution within their school communities. School principals or their designees are responsible for ensuring that all community partners, including those who serve on Parent Teacher Organizations (PTOs), are aware of the Wellness Policy and follow the associated Guidelines on Nutrition and Physical Activity when organizing school activities. The wellness program coordinator, in consultation with the Wellness Committee, the Food and Nutrition Services Department, and the Academics Department, will support programs and develop procedures that address nutrition and physical education.

Nutrition

It is the policy of the District that all foods and beverages made available on campus during the school day are consistent with USDA's National School Lunch and School Breakfast Programs' nutrition requirements. Nutrition standards for reimbursable school meals will not be less restrictive than regulations and guidance issued by the Secretary of Agriculture pursuant to law. All building principals and those purchasing and serving food to students shall be familiar with 105 CMR 225.00, Massachusetts' Nutrition Standards for Competitive Foods and Beverages in Public Schools. Current nutrition information regarding healthy eating will be made available and updated annually to guide building principals' decision-making on food purchases. The District will create procedures that address all foods available to students throughout the school

day in the following areas:

- guidelines for maximizing nutritional value by decreasing fat and added sugars, increasing nutrition density, and moderating portion size of each individual food or beverage item sold within the school environment;
- separate guidelines for foods and beverages in the following categories:

    1. foods and beverages included in a la carte sales in the food service program on school campuses;
    2. foods and beverages sold in vending machines, snack bars, school stores, and concession stands;
    3. foods and beverages sold as part of school-sponsored fundraising activities; and
    4. refreshments served at parties, celebrations, and meetings during the school day; and
    5. specify that its guidelines will be based on nutrition goals, not profit motives.

Nutrition Education

The school District will provide nutrition education aligned with standards established by the USDA's National School Lunch and School Breakfast Programs, and the Department of Elementary and Secondary Education (DESE) in all grades. The wellness program will support nutrition education that teaches the skills students need to adopt and maintain healthy eating behaviors. Goals for this education program include:

- Nutrition education is offered in the school cafeteria as well as in the classroom, with coordination between the foodservice staff and other school personnel, including teachers.
- Students receive consistent nutrition messages from all aspects of the school program.
- Nutrition is integrated into the health education, physical education, or core curricula (e.g., math, science, language arts) guided by the Massachusetts Comprehensive Health and Physical Education Frameworks.
- Schools link nutrition education activities with the coordinated school health program.
- Staff who provide nutrition education have appropriate training.

Physical Education

The District will provide PE instruction aligned with the standards established by the Department of Elementary and Secondary Education's Comprehensive Health and Physical Education Framework. The District will support physical education activities throughout the district, including:

- Students are given opportunities for physical activity during the school day through PE classes, daily recess periods for elementary school students, and the integration of physical activity into the academic curriculum where appropriate (e.g. movement break).
- Students are given opportunities for physical activity through a range of before- and/or after-school programs, including, but not limited to, intramurals, interscholastic athletics, and physical activity clubs.
- Schools work with the community to create ways for students to walk, bike, rollerblade, or skateboard safely to and from school.
- Schools encourage parents and guardians to support their students' participation in physical

activity, to be physically active role models, and to include physical activity in family events.

Social-Emotional Learning

The wellness program supports measures that ensure all students have access to activities, services, and opportunities that promote their social and emotional health. To that end, the District shall support services and activities that positively impact aspects of the school environment affecting the social and emotional needs of all students in the Salem Public Schools.

Evaluation

The Wellness Committee will assess all education curricula and materials pertaining to wellness for accuracy, inclusivity, completeness, balance, and consistency with the Massachusetts Comprehensive Health and Physical Education Frameworks. The wellness program coordinator shall be responsible for devising a plan to implement and evaluate the District Wellness Policy and is charged with operational responsibility for ensuring that schools meet the goals of the District Wellness Policy. The wellness program coordinator will submit an annual report from the District Wellness Committee to the superintendent

References:

105 CMR 215: Standards for school wellness committees
105 CMR 225: Nutrition standards for competitive foods and beverages in public schools
Comprehensive Health and Physical Education Learning Standards, Massachusetts Department of Elementary and Secondary Education:
MGL c. 71 § 3: Physical education
MGL c.111 § 223: Nutritional standards for sale or provision of foods or beverages in public schools, school wellness advisory committees, food safety inspections at public schools.
Nutrition Standards for School Meals, USDA Food and Nutrition Services

Approved: January 7, 2013
Reviewed: October 2015
Revised: September 22, 2026

STUDENTS AND INSTRUCTION 5000 HEALTH AND SAFETY 5700 STUDENTS WITH FOOD ALLERGIES/MEDICAL CONDITIONS 5711.01

I. Purpose

The School Committee recognizes the right of each student to participate. To the extent of the student's ability, with or without accommodation, in school and school related activities. The Committee further recognizes the importance of ensuring that the environment in the Salem Public Schools is as safe as it is reasonably possible to achieve for student who experience life-threatening allergies. It is the Committee's purpose in this policy to ensure achievement of these objectives.

II. General

To achieve the objectives set forth above the School Committee directs the Superintendent of Schools to promote a safe environment for all students by:

A. Educating or seeing to the education of all members of the Salem Public Schools Community about life-threatening food allergies or other food related conditions, for example Celiac Disease, Diabetes and other food related medical conditions, including but not limited to peanuts and other nuts, and products that include or are made from them. This education will include training of teachers and staff by the school nurse on the use of epinephrine injection ("Epi-pens");

B. Encouraging voluntary commitment by each member of the Salem Public Schools community, including students and their parents or guardians, to refrain from bringing peanut and nut products to school in order to lessen the risk to students who are severely allergic to these items;

C. Reducing the possibility of cross contamination between students who eat peanut and nut products either at home or at school, and students who have nut allergies;

D. Developing administrative procedures and procedures for school nurses, cafeteria staff, building administrators, instruction personnel, office and clerical staff, custodial employees, and public safety officials that will ensure clarification of the expectations and roles of each in achieving the purposes of this policy.

III. Individual Health Care Plan

The Superintendent shall see to it that an individual health care plan (IHCP) including emergency action plan (EAP), is developed for each student who presents with a life threatening or otherwise serious allergy, and that with the consent of the students parents or guardian, the EAP will be appropriately posted in the school and made available to the staff who would be obligated to implement the EAP.

IV. School Emergency Response Plan

The Superintendent shall see to it that a workable plan is developed for any instance when a student is suspected of experiencing an anaphylactic reaction at school.

V. Modifications

The Superintendent shall see to it that plans will be developed at each school for implementation in classrooms, in school cafeterias, and throughout the school to ensure the achievement of the purposes of this policy, and the implementation of students' IHCP's, EAPS, and the school's emergency response plan.

References

29 U. S. C. § 794 (a) (Section 504 of the Rehabilitation Act of 1973) Managing Life Threatening Food Allergies in Schools, Mass Dept. of Education (2002) Salem Public Schools Guidelines for Managing Life Threatening Allergies in the School Setting

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STUDENTS AND INSTRUCTION 5000 HEALTH AND SAFETY 5700 MEDICATION ADMINISTRATION 5709

In accordance with Massachusetts General Laws, Chapter 94 C and Chapter 71, Section 54B, school nurses will be responsible for the administration and storage of all medication and the maintenance of accurate medication records on all students. The Director of Nursing and Health Services shall maintain a Massachusetts Controlled Substance Registration (MCSR) for School Health Delegation, which allows school nurses to delegate the task of medication administration to unlicensed personnel. In addition, the Director of Nursing and Health Services will maintain a Massachusetts Controlled Substance Registration for School Health Training, which allows school nurses to train unlicensed personnel in the administration of the emergency medications Epinephrine and Naloxone. Pursuant to the Massachusetts Department of Public Health 105 CMR 210.000 regulations, no other individual will be allowed to administer medication unless the school nurse has appropriately trained them or has delegated the authority to them. The Director of Nursing and Health Services will be responsible for developing and maintaining nursing protocols for medication delegation and training for unlicensed personnel.

During the school day, the administration of either prescription or non-prescription medications must comply with the regulations and protocols of the Massachusetts Department of Public Health and the Salem Public Schools as follows:

The school health office must have on file a written order from a licensed healthcare provider detailing the student's name, name of the drug, dosage, frequency, or time to be given, route of administration, date of order, discontinue date, and diagnosis, if not in violation of confidentiality. Written orders must be submitted at the beginning of each new school year and whenever a new medication is added to the student's Individual Health Care Plan (IHCP);

A written consent form is required for the administration of all medications. The form must be signed by the parent/guardian and will provide an emergency telephone number, contact person, and a list of all medications the student is currently receiving, if not in violation of confidentiality or contrary to the request of the parent/guardian or a majority age student that such medications not be documented;

Medication must be delivered to school by a parent/guardian or responsible adult in a properly labeled pharmacy container. No other container is acceptable;

Any medication administered by injection must be given in the health office except for insulin delivery systems, emergency Glucagon for diabetic students, and epinephrine autoinjectors, (e.g. Epi-Pens);

The school nurse, in collaboration with the parent/guardian, shall establish a medication administration care plan for each student receiving medication during the school day;

If a student no longer requires a medication to be administered at school, the parent/guardian must provide the school nurse with a letter from the licensed healthcare provider stating that the previous order has been canceled;

Standing orders for medications,(e.g. Acetaminophen), written by the School Physician, may be administered to students in accordance with the protocol for each medication if a current Permission-To-Treat form, signed by a parent/guardian, is filed in the health office.

Exceptions

Following consultation with and approval of the school nurse, students who fall into the following exceptions may carry and administer their own medications during the school day as long as documentation from a licensed healthcare provider and written consent from the parent/guardian are on file in the school health office:

1. **Asthma:** Students with asthma or other respiratory diseases may possess and self-administer prescription inhalers.
2. **Cystic Fibrosis:** Students with Cystic Fibrosis may possess and self-administer prescription enzyme supplements.
3. **Diabetes:** Students with diabetes may possess and self-administer glucose monitoring tests and insulin delivery systems.
4. **Life-threatening Allergies:** Students with life-threatening allergies may possess and self-administer emergency epinephrine.

Emergency Epinephrine

The school district will maintain a stock of emergency epinephrine in school health offices to treat suspected or known life-threatening allergic reactions (anaphylaxis). In an emergency, school nurses may administer district-procured epinephrine to any student, staff member, or visitor suspected of experiencing a life-threatening allergic reaction, regardless of whether a previous history of allergy exists. To facilitate this, the School Physician will issue a standing order at the beginning of each new school year for the administration of epinephrine by school nurses.

The school district is responsible for educating all staff members regarding life-threatening allergies and other food-related medical conditions, including Diabetes and Celiac Disease. Pursuant to 105 CMR 210.010, the district will register with the Department of Public Health to permit school nurses to train personnel in the administration of emergency epinephrine. This includes administration via autoinjector (e.g., Epi-Pen) or intranasal spray (e.g., Neffy) for specific students with a prescribed medication, a written order from a licensed healthcare provider, and written consent from a parent/guardian. This delegation is permitted in life-threatening situations where a school nurse is not immediately available, including during school-sponsored field trips, and must be documented in the student's Individual Health Care Plan (IHCP) and Emergency Action Plan (EAP).

The Director of Nursing and Health Services, in conjunction with the School Physician, will be responsible for developing and maintaining nursing protocols for epinephrine administration and training of unlicensed personnel.

Naloxone (Narcan)

The school district will also maintain a stock of intranasal naloxone in school health offices to

treat suspected life-threatening opioid overdoses. In an emergency, school nurses and school resources officers may administer district-procured naloxone to any student, staff member, or visitor suspected of experiencing an opioid-related overdose, regardless of whether a previous history of opioid abuse exists. To facilitate this, the School Physician will issue a standing order at the beginning of each new school year for the administration of naloxone by school nurses.

Pursuant to 105 CMR 210.011, the school nurse may also train and delegate the authority to administer naloxone to unlicensed school personnel for specific students with their own prescribed medication, a written order from a licensed healthcare provider, and written consent from a parent/guardian. This delegation is permitted in life-threatening situations where a school nurse is not immediately available, including during school-sponsored field trips, and must be documented within the student's Individualized Health Care Plan (IHCP).

The Director of Nursing and Health Services, in consultation with the School Physician, will be responsible for developing and maintaining nursing protocols for naloxone administration and delegation to unlicensed personnel.

Legal Reference: MGL 94C:9; 71:54B
105 CMR 210.001 –210.100
School Health Services Manual

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