

**Mary A. Manning**  
**Manny Cruz**  
**Amanda Campbell**



**Beth Anne Cornell**  
**AJ Hoffman**  
**Veronica Miranda**

**Mayor Dominick Pangallo, Chair**

“Know Your Rights Under the Open Meeting Law, M.G.L. c.30A § 18-25 and City Ordinance Sections 2-2028 through 2-2033”

DATE POSTED: May 30, 2024

**REGULAR SCHOOL COMMITTEE MEETING**

Notice is hereby given that the Salem School Committee will hold a **Regular School Committee meeting on June 3, 2024 at 7:00p.m.** This meeting will take place in person at 29 Highland Ave., Rm. 227, Salem, MA. You can also join via Zoom using the link below.

**Zoom Link to participate:**

<https://us06web.zoom.us/j/83536953593?pwd=GcuvEFrNTy894qOvMNjAwHCuzMEZxA.LxSthL2YXmumhVLt>

**Passcode: 759990**

**I. Call of Meeting to Order**


**A. Summary of Public Participation Policy (SC 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.*

**B. 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**.

**C. Instructions for Participating in Public Comment**

Should any member of the Salem community wish to participate in public comment during this meeting, please click on the following link to sign up and submit your comment electronically: <https://forms.gle/JT1mHB6ygNvoZosa6>. A district staff member will be compiling all comments which will be shared with members prior to the end of the public meeting. Comments will also be summarized in the meeting minutes. Please contact Krista Perry at [kperry@salemk12.org](mailto:kperry@salemk12.org) or 617-285-7567 with any questions or to report any technical difficulties you experience.

## **II. Approval of Agenda**

## **III. Public Comment**

See above instructions for participating in public comment.

## **IV. Approval of Consent Agenda**

- A. Approval of minutes of Regular SC meeting held on May 20, 2024
- B. Approval of Warrants: **5/23/24** - \$531,358.58; **5/30/24** - \$274,763.12
- C. Approval of Saltonstall School field trip to Canobie Lake Park in Salem, NH on 6/13/24

## **V. Student Showcase - Bates Elementary School**

## **VI. Superintendent's Report**

- A. Norman H. Read Trust Awardees (Priority 2.4)
- B. FY25 Capital Requests (Priority 4.3)

## **VII. Student Representative Report**

## **VIII. Action Items: Old Business**

## **IX. Action Items: New Business**

- A. Deliberation and vote on the Salem High School JROTC field trip to the Army National Guard in Stafford, NH from 6/20/24 - 6/22/24
- B. Deliberation and vote on the school physician contract
- C. Deliberation and vote on 2024-2025 School Committee meeting schedule

## **X. Finance & Operations Report**

## **XI. Subcommittee Reports**

- Finance Subcommittee
- Personnel Subcommittee
- Building & Grounds Subcommittee
- Curriculum Subcommittee
- Policy Subcommittee

## **XII. School Committee Concerns and Resolutions**

## **XIII. Adjournment**

Respectfully submitted by,

*Krista Perry*

Executive Assistant to the School Committee & 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.”*

**Mary A. Manning**  
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**Beth Anne Cornell**  
**AJ Hoffman**  
**Veronica Miranda**

**Alcalde Dominick Pangallo, Preside**

“Conozca sus Derechos según la Ley de Reuniones Abiertas, M.G.L. c.30A § 18-25 y Secciones de Ordenanzas de la Ciudad 2-2028 hasta 2-2033”

FECHA DE PUBLICACIÓN 30 de mayo de 2024

**REUNIÓN REGULAR DEL COMITÉ ESCOLAR**

Por la presente se notifica que el Comité Escolar de Salem celebrará una **Reunión regular del Comité Escolar el 3 de junio de 2024 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 a continuación.

**Haga clic en el enlace a continuación para unirse al seminario web:**

<https://us06web.zoom.us/j/83536953593?pwd=GcuvEFrNTy894qOvMNjAwHCuzMEZxA.LxSthL2YXmumhVLt>

**Contraseña:**[759990](#)


**I. Convocatoria a la Sesión Abierta**

**a. Resumen de la Política de Participación Pública (SC Política #6409)**

*Lectura en voz alta: El Comité Escolar de Salem desea escuchar al público sobre temas que afectan al distrito escolar y que están dentro del alcance de las responsabilidades del Comité. Se ofrecerá interpretación al español para quien lo necesite. Los miembros del Comité Escolar desean recordar al público que los estudiantes de las Escuelas Públicas de Salem asisten regularmente a las reuniones del Comité Escolar. Animamos a todos los participantes de la reunión a modelar un discurso público respetuoso y productivo para nuestros jóvenes estudiantes.*

**b. Interpretación al español en vivo**

La interpretación al español se provee en todas las reuniones del Consejo Escolar Regular. Para escuchar estas reuniones con la interpretación al español, por favor vea las instrucciones de abajo:

1. Pulse en **Interpretation** .
2. Pulse en **Spanish**
3. (Opcional) Para escuchar la lengua interpretada solamente, pulse **Mute Original Audio**.

**c. Instrucciones para Participar en el Comentario Público**

Si cualquier miembro de la comunidad de Salem desea participar en el comentario público durante esta reunión, por favor pulsar en el enlace de abajo para registrarse y someter su comentario electrónicamente: <https://forms.gle/JT1mHB6ygNvoZosa6> Un miembro del personal reunirá todos los comentarios que serán compartidos con los miembros antes de

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finalizar la reunión pública. Los comentarios también serán resumidos en las minutas de la reunión. Por favor, póngase en contacto con Krista Perry en [kperry@salemk12.org](mailto:kperry@salemk12.org) o en el 617-285-7567 si tiene alguna pregunta o para informar de cualquier dificultad técnica que experimente.

**II. Aprobación de la Agenda**

**III. Comentario Público**

Favor de ver arriba para instrucciones sobre cómo participar en los comentarios públicos.

**IV. Aprobación de la Agenda Consensuada**

- A. Aprobación del acta de la reunión regular del comité escolar celebrada el 20 de mayo de 2024
- B. Aprobación de las órdenes de pago: **23-may-24** - \$531,358.58; **30-may-24** - \$274,763.12
- C. Aprobación de la escuela Saltonstall excursión a Canobie Lake Park en Salem, NH en 13-jun-24

**V. Presentación de estudiantes - Escuela primaria Witchcraft Heights**

**VI. Reporte del Superintendente**

- a. Becarios del Norman H. Read Trust (Prioridad 2.4)
- b. Solicitudes de capital para el año fiscal 25 (Prioridad 4.3)

**VII. Reporte de la Representante Estudiantil**

**VIII. Elementos de Acción: Asuntos Antiguos**

**IX. Elementos de Acción: Asuntos Nuevos**

- A. Deliberación y votación sobre el viaje de campo de la Escuela Secundaria Salem JROTC a la Guardia Nacional del Ejército en Stafford, NH del 20-jun-24 - 22-jun-24

**Mary A. Manning**  
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- B. Deliberación y votación sobre el contrato del médico de la escuela
- C. Deliberación y votación sobre el calendario de reuniones del Comité Escolar para 2024-2025

**X. Reporte de Finanzas y Operaciones**

**XI. Reportes de los Subcomités**

- Subcomité de Finanzas
- Subcomité de Personal
- Subcomité de Edificios y Terrenos
- Subcomité de Planes de Estudios
- Subcomité de Política

**XII. Inquietudes y Resoluciones del Comité Escolar**

**XIII. Clausura**

Sometido respetuosamente por,

*Krista Perry*

Asistente Ejecutiva del Comité Escolar y del Superintendente

*“Las personas que requieran ayuda auxiliar y servicios para una comunicación eficiente tal como un intérprete de lenguaje de señas, un dispositivo asistente para escuchar, o material impreso en formato digital o una modificación razonable de programas, servicios, políticas, o actividades, puede ponerse en contacto con el Coordinador ADA de la Ciudad de Salem al (978) 619-5630 a la brevedad y no más de 2 días laborales antes de la reunión, programa o evento.”*

**DRAFT**  
**Salem Public Schools**  
**Salem School Committee**  
**Meeting Minutes**  
**May 20, 2024**

On May 20, 2024 the Salem School Committee held its regular School Committee meeting at 7:00 PM using a hybrid model.

**Members Present:** Mayor Dominick Pangallo, Manny Cruz, Mary Manning, Beth Anne Cornell, and Veronica Miranda

**Members Absent:** Amanda Campbell and AJ Hoffman

**Others in Attendance:** Superintendent Dr. Stephen Zrike, Deputy Superintendent Kate Carbone, Assistant Superintendent Elizabeth Pauley, Natalia Feliz, Ellen Wingard, Dr. Kimberly Talbot, Laura Assade, Jennifer Doucette-Ly, Marc LeBlanc, and Christopher O’Donnell

**Call of Meeting to Order**

Mayor Pangallo calls the meeting to order at 7:00 p.m. and requests a call of attendance. He explained the Public Participation Policy 6409 and also explained the availability of Spanish interpretation.

**Attendance**

Mayor Pangallo recognizes the attendance with members. Veronica Miranda motions for approval and Beth Anne Cornell seconded the motion. A roll call vote was taken.

Manny Cruz	Present
Mary Manning	Present
Beth Anne Cornell	Present
Amanda Campbell	Not Present
Veronica Miranda	Present
AJ Hoffman	Not Present
Mayor Pangallo	Present

**Approval of Agenda**

Mayor Pangallo requested a motion to approve the Agenda. Beth Anne Cornell motions for approval and seconded by Veronica Miranda. A roll call vote is taken.

Manny Cruz	Yes
Mary Manning	Yes
Beth Anne Cornell	Yes
Veronica Miranda	Yes
Mayor Pangallo	Yes
Motion carries 5-0	

**Public Comment**

Filipe Zamborlini, 19 Linden Street, Salem, MA 01970, Summary: Salem's rigid kindergarten enrollment age cut off policy is restrictive, costs parents both financially and in the ability to enroll their children in public education in a timely manner, and if a child misses the cut off forces families to try to enroll in a school not desired by the family and by a matter of chance or have to spend another year paying for childcare costs that make enrolling in public education unaffordable. Salem should move the enrollment age cutoff from 8/31 to a later time in the school year such as 12/31, implement cut-off waiver policies, or both to better serve all families in Salem.

**Approval of Consent Agenda**

Mayor Pangallo requested a motion to approve the Consent Agenda. Mary Manning motions for approval and seconded by Manny Cruz. A roll call vote is taken.

Manny Cruz	Yes
Mary Manning	Yes
Beth Anne Cornell	Yes
Veronica Miranda	Yes
Mayor Pangallo	Yes
Motion carries 5-0	

**Community Partner Showcase - Family Resource Center**

Eric Mitchell and Michael Wilson begin the presentation on the Pathways Family Resource Center in Salem. Pathways was founded in 1967 and offers early education and family support programs. There are 130 staff across Essex County locations such as Gloucester, Beverly, and Salem. This resource center has the ability to help parents, children and families find emotional support and practical assistance to succeed, offers solutions to families seeking health, safety, educational, and employment services, and also helps children develop social and emotional skills. Hailey MacDonald is the Director of Family and Community Programs, Tanya Cornetta is the Manager, both licenced social workers, Titus Stiggers is a Family Support Worker, Jeannine Helen is the Parent Education Coordinator, Lanna Walsh, School Liaison, and lastly Mike Wilson who is the LCSW Clinician. Also, Lisa Morrow, is able to help educate families and provide assistance with navigating the justice system.

There are no requirements for eligibility based on immigration status, home address, or health insurance. Current groups available are: nurturing fathers, parent connection, grandparents raising grandchildren, crianza con carino, parenting journey, active parenting of teens, and weekly teen groups. Right now there is bridge therapy available at Collins Middle School, Juvenile Court support, Beverly Middle School support, and hopefully more support to come as well as new workshops becoming available. Some past events noted were a community cookout, north shore story drive, picnic in the park, backpack drive, and nutrition groups. Mary Manning asks what the "Crianza con Carino" group covers exactly. This group is a parenting/nurturing class and curriculum in Spanish.

Mary Manning also asks if this program is able to assist kids that have aged out of the school system but still need assistance? Pathways has recently assisted with kids in DCF and they were

able to assist with youth groups while they are not able to attend school.

Manny Cruz asked how the resource center assists families having issues with transportation? Salem Skipper is used to assist families on getting to and from the resource center. Families feel more comfortable using the skipper instead of Uber.

Veronica Miranda asks if the resource center is a partnership with DCF and JRI? Primarily Pathways for Children is partnered with JRI due to them having the licenced social workers. The clinicians available are providing short term care as of right now but we would like to provide therapy to more childrens and try to bridge this until connected with a new permanent therapist.

### **Superintendent's Report**

#### **A. English Learners Parent Advisory Council Leadership Presentation (Priority 3.4)**

Monika Carcani, ELPAC Chair; Juan Carlos Martinez, Co-chair; Rosa Villar, Secretary; and Elizabeth Rosario, member. Monika explains ELPAC is the English Learner Parent Advisory Council and serves 100 or more federally designated English Learners. ELPAC's are intended by law to advise school districts and schools regarding matters that impact EL's. Some concerns the ELPAC expressed are the outfits students wear that are inappropriate. Some students are able to show off their family's wealth with their choice of clothes while others cannot afford to do so. Uniforms would help to address this matter. Another matter noted is the need for larger lockers to hold sports equipment/instruments, cleaner and more organized environment, and fewer hazards in hallways. Juan Carlos expresses the concern for vaping at school bus stops. Schools are a smoking free zone and school bus stops should be as well. Monika and Elizabeth express concerns with no signage at the school entrances as well as lack of security. Other concerns noted were expanding field trip opportunities for Salem Public Schools students. Students are going on 2-3 field trips per year which needs a greater frequency. Monika notes the upcoming International and Multicultural Celebration to be held on June 12, 2024 from 5:30pm-7:30pm at the Horace Mann Field. The ELPAC would like to request a follow-up meeting to discuss each concern in more detail.

Beth Anne Cornell notes at a future Policy meeting we can further discuss school uniforms and report back to the ELPAC.

Superintendent Dr. Zrike notes a good place to start regarding uniforms is to send out a survey to families for their input.

Mary Manning notes parents and the school community need to focus on reinforcing the current dress code policy first.

Mayor Pangallo notes we are able to focus the prohibition to no smoking at bus stops per the Salem Police Department so we will look into signage and/or a policy moving forward.



#### B. College & Career Counseling Recommendations (Priority 1.4)

Rachel Skerritt, Chief Officer at the Attuned Education Partners, presents on the Salem High School College and Career Counseling Recommendations. Attuned is a support organization that has partnered with over 200 PK-12 school, district and charter systems across the country. This prioritizes, tailors, and implements a diverse set of proven practices. Research supports that some type of postsecondary education is the best way to increase students' chances of choice-filled futures. The postsecondary landscape is evolving with multiple pathways for students beyond the typical 4-year degree. 35% of last year's SHS seniors did not know their plans or named a plan other than education, work, or military after graduation. The rate of SHS graduates enrolling in college has decreased by 15 points since school year 19-20; most college going students attend public, in-state colleges. The academic intensity of the student's high school curriculum still counts more than anything else in precollegiate history in providing momentum toward completing a bachelor's degree. SHS students have particularly increased in dual enrollment and CTE. Participation rates in CTE courses are significantly higher for male students than female students. Some key strengths noted are the high school graduation rates have increased, advanced course participation rates have increased, and work is underway to address areas for improvement.

Some key challenges are counseling programs and services that are not currently being implemented in ways that ensure all students plan for and ultimately optimize their potential for postsecondary pathways.

Recommendations for the upcoming school year are implementing a research based set of learning and experiences for all students and serving as a high leverage way to ensure universal access to information, opportunity for student reflection, and individualized academic support and planning for every student.

#### **Student Representative Report**

Natalia Feliz notes the Student Advisory group has been meeting with Dr. Zrike monthly as well as Principal Burns. The discussion has been based off of standard based grading and Aspen. The students felt the group should be larger to have more voices and more diverse students join the student advisory group.

#### **Old Business**

none

#### **New Business**

- A. Deliberate and vote on approval of Approval of the Salem High School JROTC field trip to Schreiner University/ Drill Camp in Kerrville, TX from 6/23/24 - 6/29/24
- B. Deliberate and vote on approval of Approval of the Salem High School JROTC field trip to Randolph Macon Academy/Senior Leadership Camp 1 in Fort Royal, VA from 7/13/24 - 7/19/24

- C. Deliberate and vote on approval of Approval of the Salem High School JROTC field trip to Randolph Macon Academy/Senior Leadership Camp 2 in Fort Royal, VA from 7/16/24 - 7/22/24
- D. Deliberate and vote on approval of Approval of the Salem High School JROTC field trip to Camp Outdoor Odyssey in Boswell, PA from 7/21/24 - 7/27/24

Mayor Pangallo requested a motion to approve the Consent Agenda. Manny Cruz motions for an anonymous approval and seconded by Beth Anne Cornell. A roll call vote is taken.

Manny Cruz	Yes
Mary Manning	No
Beth Anne Cornell	Yes
Veronica Miranda	Yes
Mayor Pangallo	Yes

4 votes in the affirmative, 1 vote opposed

**Finance & Operations Report**

- A. End of Year Budget Transfers

Elizabeth Pauley notes as we end the year we see funds that need to be moved around to accounts that have outstanding invoices and not enough funds. The accounts in need of funds are utilities, building and grounds as well as transportation costs. These transfers are for the month of April and May but perhaps there may be additional transfers for the month of June. The failed controls that will be replaced will be used through the capital budget once approved. This is the biggest contributor to not being in control of cooling and heating. Also, charges of increased pricing from National Grid as well.

Mayor Pangallo requested a motion to approve the Consent Agenda. Veronica Miranda motions for approval and seconded by Beth Anne Cornell. A roll call vote is taken.

Manny Cruz	Yes
Mary Manning	Yes
Beth Anne Cornell	Yes
Veronica Miranda	Yes
Mayor Pangallo	Yes

Motion carries 5-0

**Subcommittee Reports**

- Finance Subcommittee
- Personnel Subcommittee
- Building & Grounds Subcommittee
- Curriculum Subcommittee
- Policy Subcommittee

Manny Cruz notes the Personnel Subcommittee met with the Salem Teachers Union recently and we have a lot of alignment regarding wages and compensation. As we continue to work through these negotiations we will continue to build on competitive structure and we will be

setting up another Executive Session.

A. Policies for third reading:

- Policy 2110 - Administrative Reports
- Policy 2200 - Administrative Personnel Positions
- Policy 5103 - Control Choice Student Assignments

Mayor Pangallo requested a motion to approve Policies 2110, 2200, and 5103 for a third reading. Beth Anne Cornell moves to accept and Mary Manning seconded. A roll call vote is taken.

Manny Cruz	Yes
Mary Manning	Yes
Beth Anne Cornell	Yes
Veronica Miranda	Yes
Mayor Pangallo	Yes
Motion carries 5-0	

### **School Committee Concerns and Resolutions**

Mayor Pangallo notes this September our school district and Police Department will be piloting a program to monitor vehicles who pass school buses after they have extended their stop sign arms. This will help to provide traffic and safety resources from the Police department at the correct locations in the city.

### **Adjournment**

Manny Cruz makes a motion to adjourn and seconded by Veronica Miranda. A roll call vote is taken.

Manny Cruz	Yes
Mary Manning	Yes
Beth Anne Cornell	Yes
Veronica Miranda	Yes
Mayor Pangallo	Yes
Motion carries 5-0	

Meeting adjourned at 9:30PM.

Respectfully submitted by,

*Krista Perry*

Executive Administrative Assistant to the School Committee & Superintendent

# Field Trip Request Form - Salem Public Schools

Last Updated: October 2022

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

## I. General Information

School	Salem North	Grade Level(s)	Date of Request:	Date of Field Trip:	
Trip Planner	Darryl Huntington	8th	5/17/24	6/13/24	
Contact Info	Phone: 978-740-1297	# of Students:	50	Depart:	Return:
	Email: Dhuntington@salemk12.org			8:30	8:00
Destination	Name: Canobie Lake	Location and Duration			
Destination Address	New Hampshire	<input type="checkbox"/> Local trip (Salem/North Shore) <input type="checkbox"/> In-state - within MA <input checked="" type="checkbox"/> Out of state			
Funding Source	For Bus: <input checked="" type="checkbox"/>	For other (admissions costs, etc.):	<input checked="" type="checkbox"/> Within the normal school day <input type="checkbox"/> Beyond normal school hours <input type="checkbox"/> Overnight trip		

## II. Learning and Accessibility

Instructional Alignment	Accessibility and Inclusion for All Students
<input checked="" type="checkbox"/> Alignment: The trip is aligned to grade-level standards. <input checked="" type="checkbox"/> Pre- and Post-Plan: Students will be prepared for the trip and will have the opportunity to synthesize new learning from the experience. Comments:	*District policy requires field trips to be accessible to all students. *Trip planners must ensure that all students (e.g., students with disabilities, multilingual learners, etc.) have the appropriate supports. <input checked="" type="checkbox"/> I understand these requirements. 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?
<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
School Nurse Signature: <i>[Signature]</i>		Date: 5.17.24

## IV. Food Services

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

## V. Transportation

Transportation needed:	<input checked="" type="checkbox"/> Bus (Complete <i>Transportation Request Form</i> and send to <a href="mailto:dbido@salemk12.org">dbido@salemk12.org</a> and <a href="mailto:vlagundes@salemk12.org">vlagundes@salemk12.org</a> at least two weeks before the trip.)	<input type="checkbox"/> Public transportation <input type="checkbox"/> Walking <input type="checkbox"/> Other: _____
If traveling by bus:	Pick Up Time: 8:30 Pick Up Location: Salts	Return Time: 3:00 Return Location: Salts

## VI. Parent Involvement & Background Checks

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

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

School Principal Signature: <i>[Signature]</i>	Date: 6/17/24
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May 17th, 2024

To Whom it may concern:

We are requesting approval to take our “graduating” 8th graders to Canobie Lake park in Salem, New Hampshire on Thursday June 13th. The plan is to leave the school at 8:30am and return to the school at 4:30. Bussing for this trip will be secured and space at the park has been reserved. For many years we have taken our 8th graders to the park as a celebration of our time together at Saltonstall school. Thank you for your consideration.

Team Saltonstall



**Bates  
Beacons**

**Proudly Present:  
Believe.  
Be you.  
Belong...  
at Bates**

# Please allow us to introduce ourselves!

Say something about why you are here and how you were chosen to be in house leaders

Alessandra: we all love bates, and would like chance to show all the amazing things we have made as a group!

Dylan P: I'm here because I like to show that people have a chance. And to feel like people can belong here and show that you can fit in with a lot of things and to realize that people can belong here. And there are a lot of amazing projects and things like that which is crazy.

Sloane: I'm here to show what opportunities we have access to at Bates! I was chosen to be a house leader because my teachers believed that I would benefit from all the amazing projects and options I have access to as a house leader.

Addie: i wanted to become leader because i love helping and helping my school be a better place has been so fun.

Tamsin: I became a house leader so that I could help my school and classmates also so that I could plan fun activities

*Evelyn: I wanted to be a house leader because I thought it would be fun to help out around the school, and see some of the behind the scenes at bates. I wanted to help the staff with the work, and share my opinions about the work as well. .*

Dylan Dulong: I wanted to be a house leader because I want to help our school be better than it already is also I wanted to have fun on my last year of bates and so far this is really fun

Brianna: I love bates and I want to help to make it better. I also love helping so I thought being a house leader, I could help people and have a opportunity t

Ari: I wanted to be a house leader because I want to help kids feel welcome and I want to help teach kids house chants and teach them more then that.

Savannah: I joined so that people could fit in but also make sure that there ideas will stand out and make our school change for the better.

**Sarah: I joined house leader because I wanted to help out with the school and create new activities and fun Ideas to do for the school including making ideas for fun fridays.**

# Please allow us to introduce ourselves!

Darius: I became a house leader because I wanted to have a part in change and wanted to make Bates Elementary better with my fellow house leaders.

Patrick: I chose to be a house leader because I wanted to change the school, and make it better at Bates.

Dylan P: I chose to be a house leader because it I can do some fun things which are really cool and the fact that we can do amazing projects.

Aubrianna: I wanted to be a house leader because i wanted to set an example for the grades below me. I wanted to represent for my little brother because i want him to represent just like i do.

Jack. I had wanted to be a house leader since the beginning of my time as a 5th grader, because I always wanted for this school to change so that everyone feels comfortable at their school.

*Gianna G: i wanted to be a house leader because i wanted to do fun things and get to know people and be a role model to the little kids.*

Eleanor Barrows: I wanted to be a house leader because i wanted to do some fun things and maybe like help people and things and make the school fun and do and help more fun things.

**Emily I wanted to become a house leader because I thought it would be fun and we get to do fun projects. I wanted to become a house leader because I thought it would be fun to be a house leader and I love helping our school**

**Naya: I wanted to be a house leader because i wanted to know how it feels to be a role model for my house/ little kids and i wanted a chance to do fun things.**





# **New motto for 23/24!**

**Why did we need a new motto?**

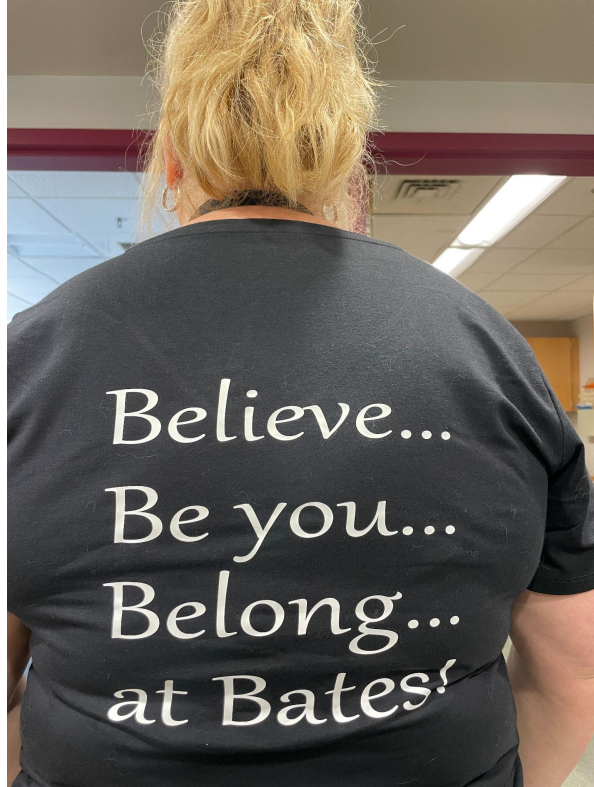
**We looked at some data that said students and teachers needed to feel like they belonged.**

**Why is our new motto important to us?**

**Credit to Ms. Amanda,  
Student Adjustment  
Counselor, for  
thinking of just the  
right words!**



# New motto for 23/24! – It started showing up everywhere!





# What does “believe” mean to us?

*Our saying “Believe! Be you! Belong! At Bates!” is more than just a saying. It shows that everyone is always welcome at Bates! One of main parts of the saying is “Believe!” Believe means a lot to us. One thing it means to us to show out honesty, and how all of us can trust one another. Also, Believe means to rely on each other, Teamwork helps everyone to speed up the process and have more fun!*



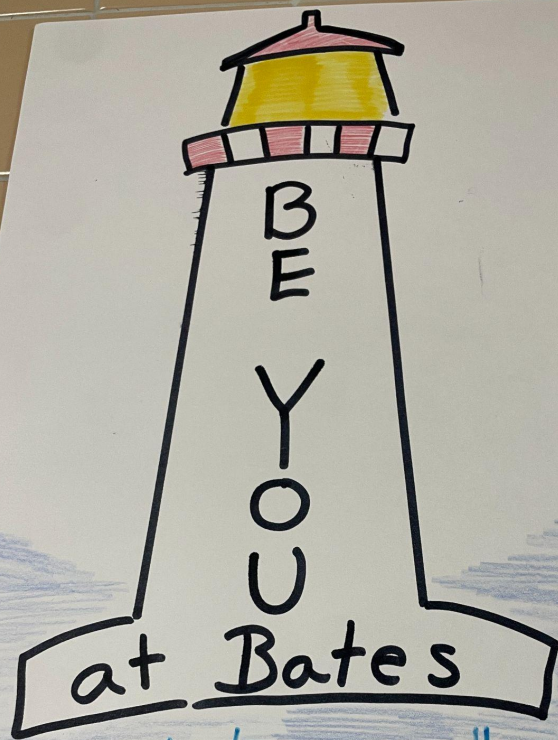


# **Why is it important to “believe”? What did we do as student leaders to help our classmates “believe”?**

*At Bates we pride ourselves on believing in the abilities that we hold and supporting our peers by giving everyone we meet our belief in them.*

*As student leaders we try to do activities that create the natural feeling of believing in each other and ourselves.*





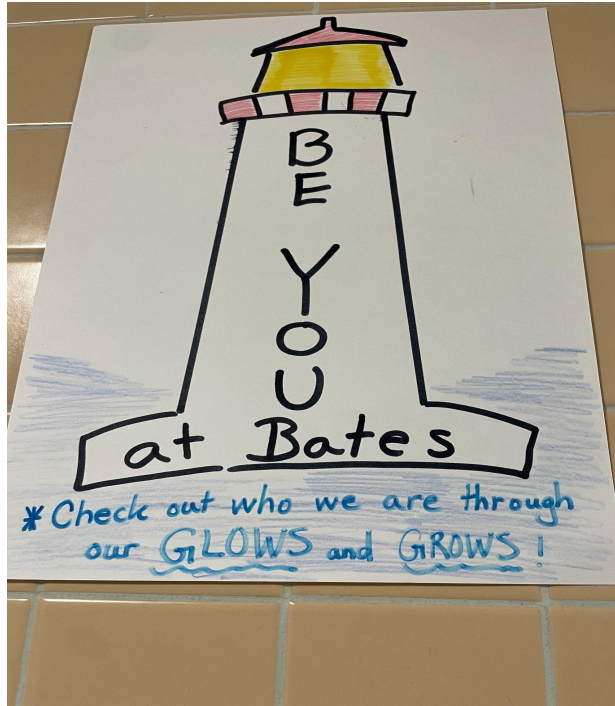
\* Check out who we are through  
our GLOWS and GROWS!

## What does it mean to "Be You" at Bates?

To be you at Bates means to be yourself and not to let others tell you what you can or can't be.

We are all learning what it means to be yourself, and it's okay to still be figuring that out.

# Why is it important to {Be you} at Bates

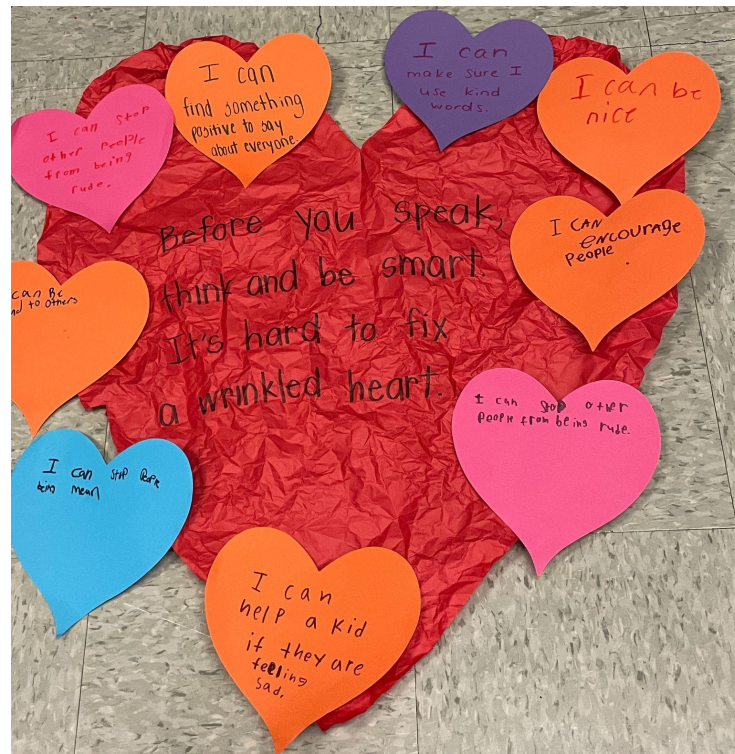


*It is important to be you at be you at because if we be ourselves . We are all different and special. We also might have different traditions or holidays, which is cool to learn about.*

*Be yourself means be you. You don't have to be someone else.*

# How did we encourage our classmates to be proud to be themselves?

## Here's an example of what we did at a town hall!





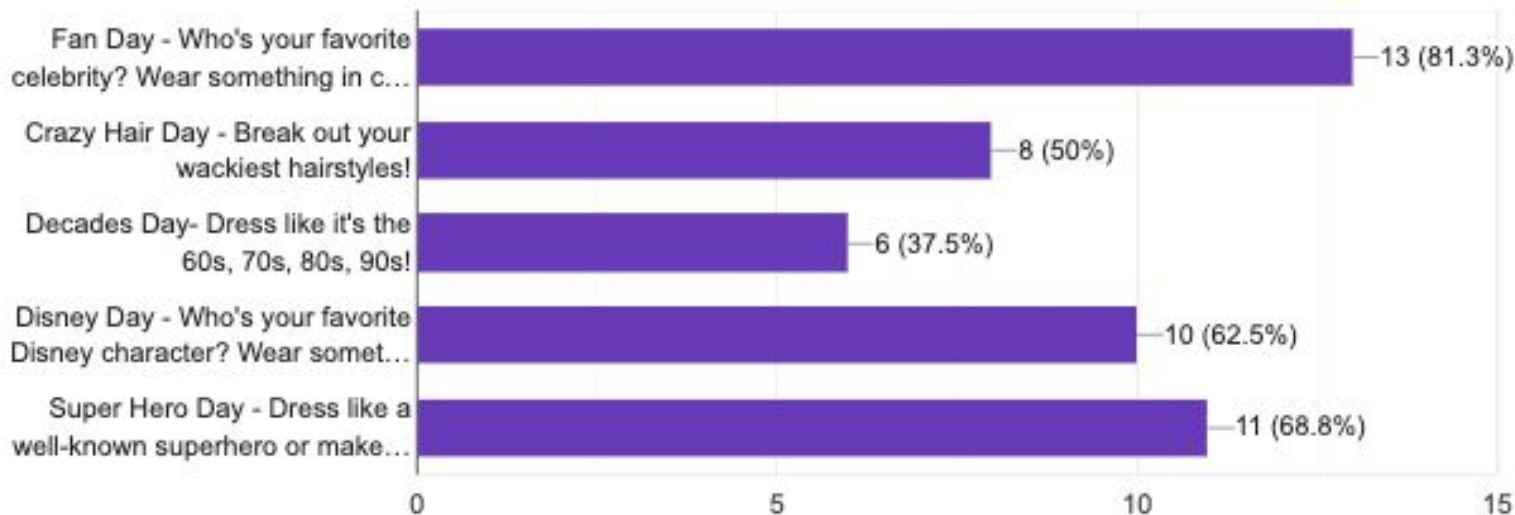


# How did House Leaders create a sense of “belonging” this year?

Remember to choose your top three as a class!



16 responses

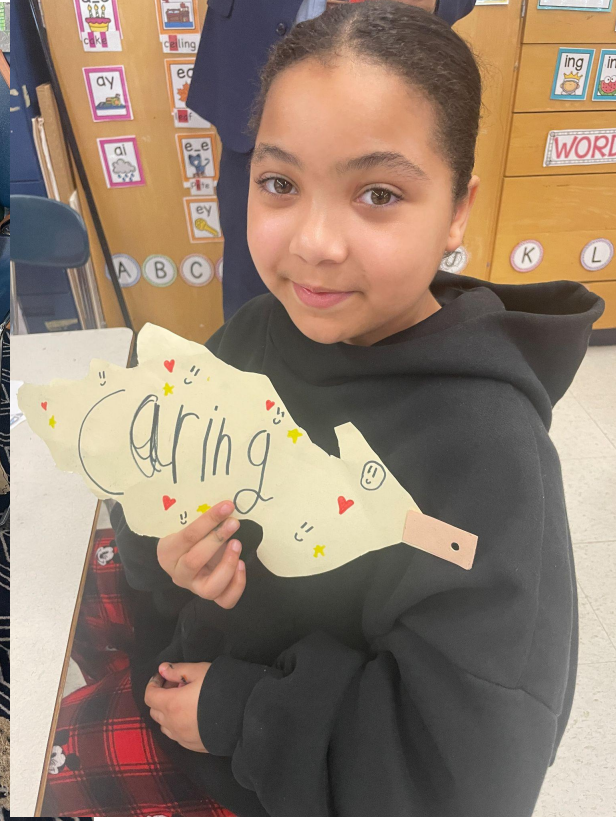


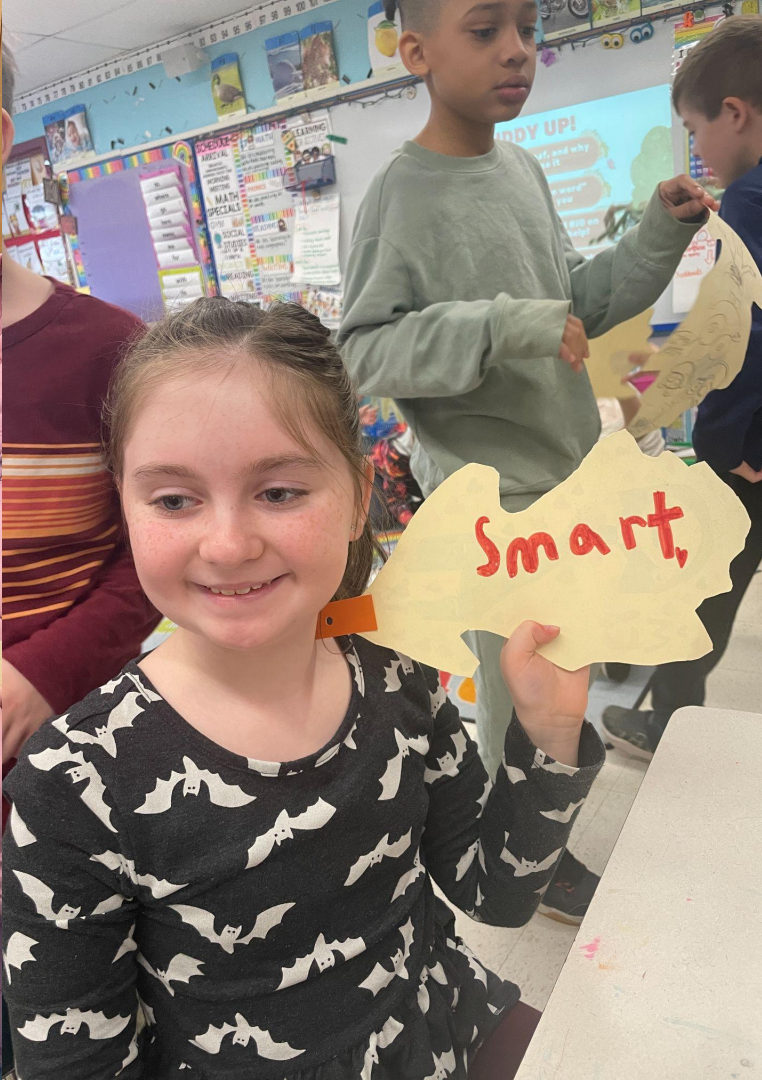
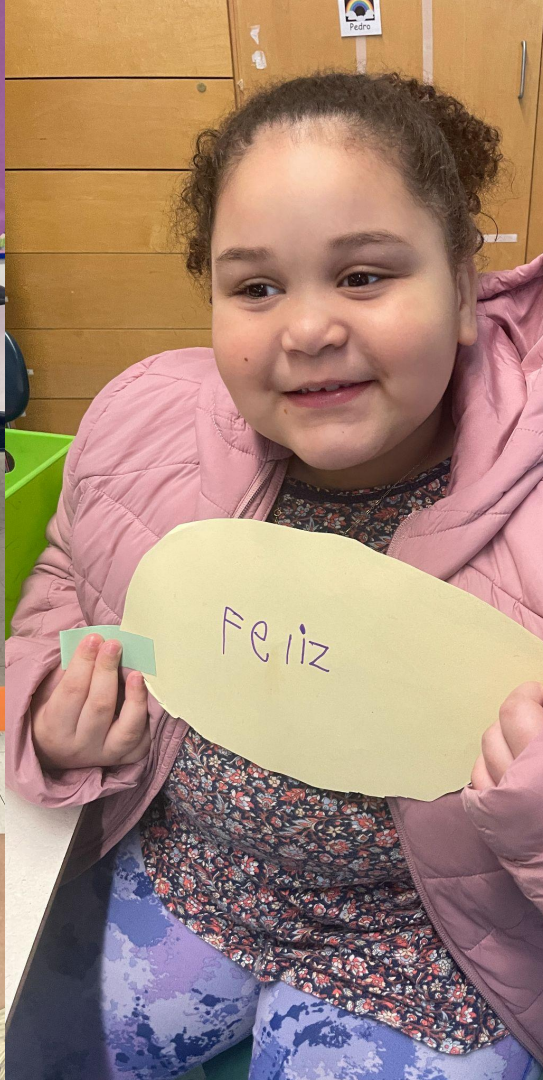
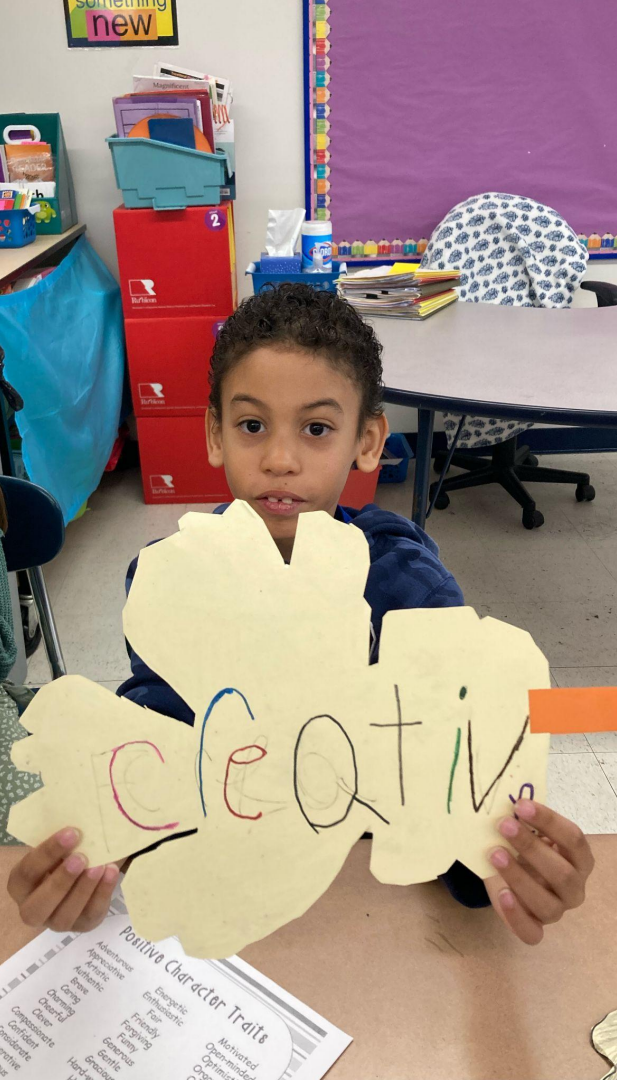
## How did House Leaders create a sense of “belonging” this year?



We made the games that helped show the core values at Bates, and we shared with the younger kids a few months ago. We also made new house chants for our entire school, and for the town hall, so we could create a sense of belonging, and show everyone fits in in their own unique way. We have made other things too, such as planning the amazing shake so that we can challenge ourselves, and so that we can do what we do that makes us feel like we belong. Also we took photos of the students so that they all feel like they always have a place here at Bates. We have done many different things so that the students and adults feel like they completely belong here but can also stand out as individuals and their ideas are heard. We all worked really hard together and we hope everyone feels like they belong.

**We had Claudia, our artist in residence help us with getting students to feel like they belonged at Bates! She helped us create a School of Care and Wonder!**





**Our lobby  
is all about  
us!**

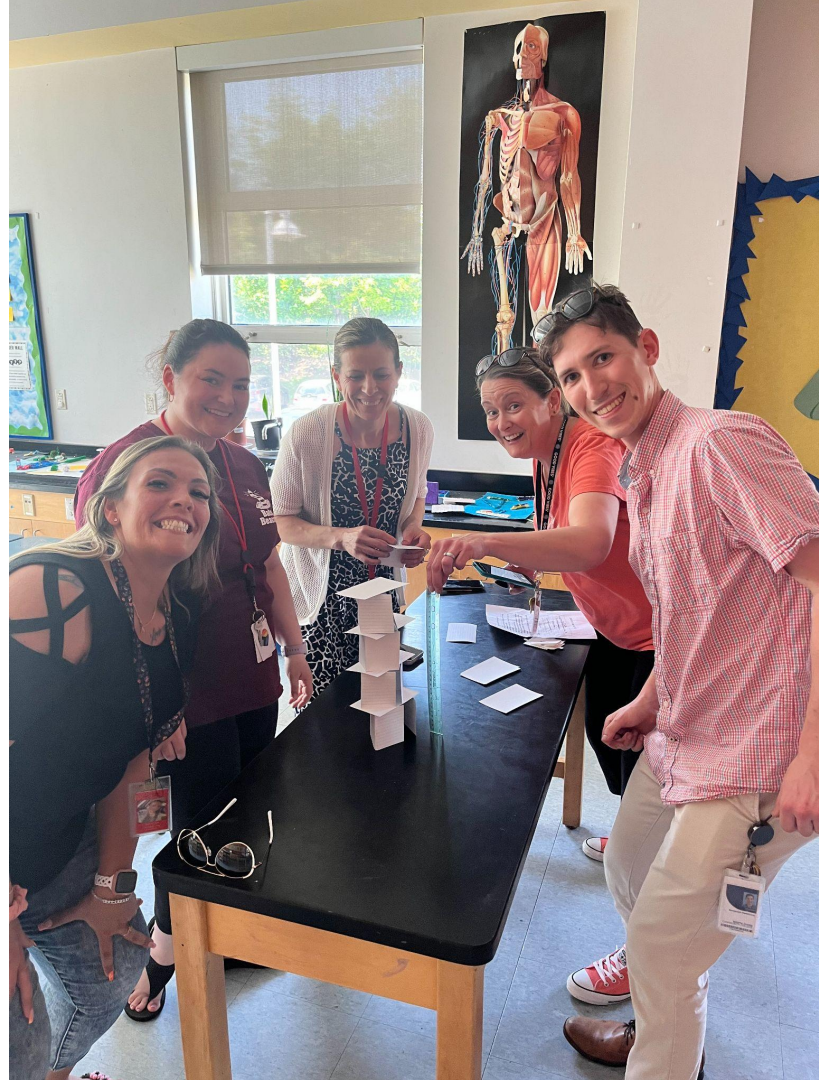
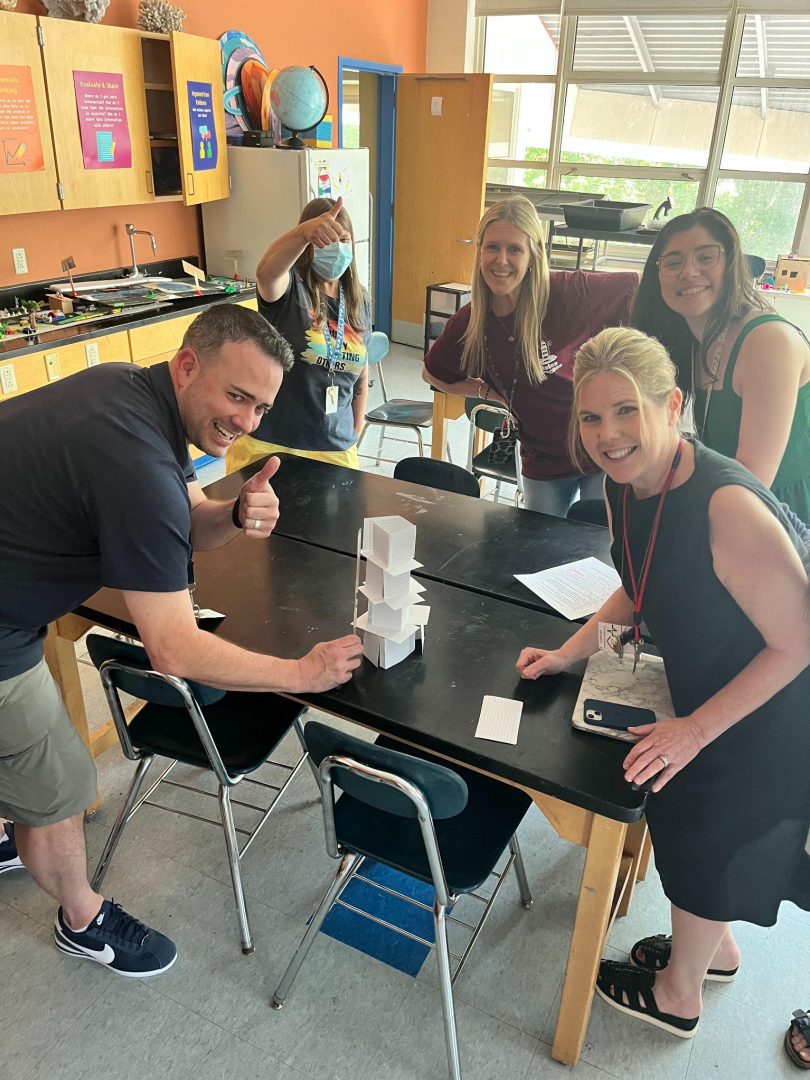
**We all  
belong  
at Bates!**



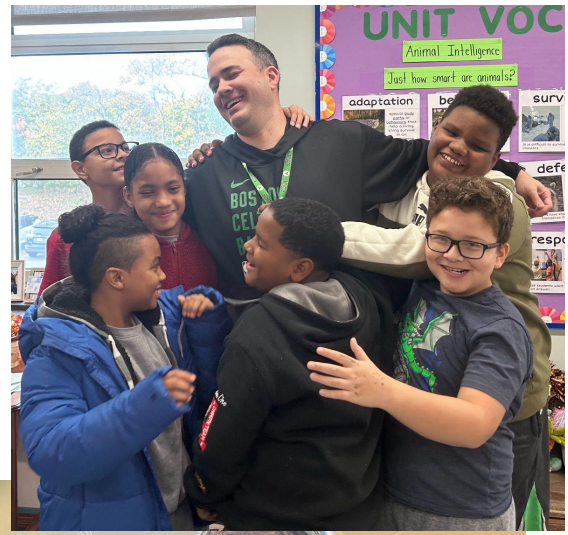
Even the teachers and staff got into it!

# WE BELONG AT BATES!





**It worked!**



**We became closer as a school community!**



BEACON BLVD

5th Grade Poets

Always talking:  
 Always helping:  
 Always listening:  
 Always smiling:  
 Always laughing:  
 Always being kind:

Always talking:  
 Always helping:  
 Always listening:  
 Always smiling:  
 Always laughing:  
 Always being kind:

Always talking:  
 Always helping:  
 Always listening:  
 Always smiling:  
 Always laughing:  
 Always being kind:

Always talking:  
 Always helping:  
 Always listening:  
 Always smiling:  
 Always laughing:  
 Always being kind:

Always talking:  
 Always helping:  
 Always listening:  
 Always smiling:  
 Always laughing:  
 Always being kind:

Cool Petah  
 He eats  
 Apples  
 Right! I also squeeze  
 Lemon juice  
 into bars  
 Eyes:

Tenenty three  
 And I want to be in bed  
 Many of them children will not read  
 School but in the future  
 If they are they will be  
 No better than the other and the

Always talking:  
 Always helping:  
 Always listening:  
 Always smiling:  
 Always laughing:  
 Always being kind:

Always talking:  
 Always helping:  
 Always listening:  
 Always smiling:  
 Always laughing:  
 Always being kind:

Always talking:  
 Always helping:  
 Always listening:  
 Always smiling:  
 Always laughing:  
 Always being kind:

Always talking:  
 Always helping:  
 Always listening:  
 Always smiling:  
 Always laughing:  
 Always being kind:

**And we know we belong  
 at Bates School because  
 we believe in ourselves!**

# **What we wish for the students at Bates School for many years to come...**

*We wish for students to finish and help with unfinished projects and work. Also we want to continue the Amazing Shake which is when all fifth graders compete to see who is creative, kind, persevering, and open minded. We would also love for the next fifth graders and after them to be even better and help the school even more than we have. We wish for upcoming house leaders to be kind, caring, helpful, creative, responsible, respectful, safe, commpassinate, generous, grateful, and empathetic.*



**Bates  
Beacons**



To: Salem School Committee  
From: Steve Zrike, Superintendent  
Re: Read Trust Science Teacher Awards  
Date: June 3, 2024

## Read Trust Educators of Excellence

The results are in! This year's award winners will receive \$500 to spend on science supplies, books, professional development, or other needed STEM-related items. Congratulations to:

§ **Manna Ohmoto-Whitfield**, Salem High School

Manna is always pushing herself to learn new ways to make content approachable for her students. Her organization and experience have been a driving force on the biology team. She consistently designs well structured lessons that require close observation and analysis of text, academic discourse, evidence-based writing and data informed instruction and feedback cycles. As a passionate scientist, she models how inquiry can lead to the pursuit of knowledge. She is a warm demander who holds high expectations for all students, while providing warmth and appropriate scaffolding to learners with a wide range of diverse needs. This year, Manna has taken a lead supporting our ML students in Biology inclusion classes and frequently shares best practices with colleagues. Manna has continued her own professional learning through the Salem High School Educator Learning Lab, a collaborative learning community that is focused on flexible groupings to allow for greater student engagement and outputs. Here she models a growth mindset and selective vulnerability as she applies research based practices in her classroom and provides feedback to peers on those practices. She is one in a million!

§ **Margaret (Maggy) Tran**, Saltonstall School (Grade 6)

As a first year teacher at Saltonstall, Maggy Tran brings experience from her prior position at Salem Sound Coastwatch, and has worked tirelessly to grow her practice in her new environment. She is on her way to becoming an exemplary teacher! She works hard to differentiate her instruction and make materials accessible to every student. She provides scaffolds appropriately making it clear that she understands the diverse needs of her students and has an understanding. She's equitable in her language and actions using a natural warm demander approach that her students respond to, her positive attitude and passion for science are inspiring to her students!

§ **Amanda Jacquier**, Bentley Academy Innovation School (Grade 3)

Amanda Jacquier is an amazing and thoughtful teacher. This is her first year with Salem Public Schools and she has quickly become a teacher leader at Bentley Academy Innovation School. This year, third grade was asked to pilot a new science curriculum and Amanda's learning space was set up perfectly for this opportunity. She is open to trying anything new and uses her time with her students to really push their thinking. BAIS has had a goal of student discourse all year. Amanda has worked with students around language development and vocabulary acquisition to become strong science communicators. The students in her class work well together because of this practice through science class. Amanda is always open to feedback and loves learning new science content. Her students have made huge growth in content-based writing and oral communication as they share their thoughts and what they've learned.





# SALEM PUBLIC SCHOOLS

*Where belonging leads to opportunity.*

**Elizabeth Pauley**

Assistant Superintendent of Finance and  
Operations

29 Highland Ave. Salem, MA 01970  
978-740-1101  
epauley@salemk12.org

**To:** Salem Public Schools School Committee

**From:** Elizabeth Pauley, Assistant Superintendent, Finance & Operations

**CC:** Stephen Zrike, Superintendent

**Re:** Update on FY25 Capital Requests

**Date:** June 3, 2024

Each year, city departments request funding for Capital Projects for the coming fiscal year. In January, the school department, in partnership with the School Committee’s Buildings & Grounds Subcommittee, prepared a preliminary list of FY25 capital requests. Since then, SPS Finance and Buildings and Grounds staff have worked closely with city Finance and Sustainability departments to develop a set of planned projects that will improve our buildings and make them more energy efficient and safe learning spaces for students, staff, and families. The requested projects for the FY25 Capital Improvement program total \$3,029,318. At the Monday, June 3, 2024 meeting, I will plan to review the anticipated projects and expenditures (which are listed below).

FY25 School Capital Requests	Amount
ADA and Associated Repairs Schools	\$20,000
Controls	\$688,770
Generators	\$170,000
HVAC-Chillers	\$96,718
IT Life Cycle Management Staff Devices/Infrastructure	\$100,000
IT Life Cycle Management: Student Devices	\$250,000
Lighting	\$719,473
Playgrounds	\$500,000
Safety & Security	\$225,000
Weatherization/Infiltration Reductions	\$259,357
	\$3,029,318



# Field Trip Request Form - Salem Public Schools

Last Updated June 7, 2017

**Directions:** All teachers and others 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				
Name of School	Salem High School	Date of Request	Date of Field Trip	
Coordinator	John W. Sumner, SgtMaj (ret)	May 17, 2024	June 20, 2024 - June 22, 2024 (ypa)	
Coordinator Contact Info	Phone: 978-430-5473 Email: jsumner@salemk12.org	Total Number of Students	Departure Time	Return Time
Grade Level(s)	Grade 9 – 12	20	7:00am	2:00pm
Destination <small>Please identify that place AND the specific location and address for the trip.</small>	Army National Guard Training Station Strafford, NH 03884	Location and Duration		
		Local trip within Salem/North Shore <input type="checkbox"/> In-state – within MA <input checked="" type="checkbox"/> Out of state – travel to another state <input type="checkbox"/> Within the normal school day <input checked="" type="checkbox"/> Beyond normal school hours <input checked="" type="checkbox"/> Overnight trip		

II. Learning and Accessibility	
Instructional Alignment	Accessibility and Inclusion for All Students
X Alignment: The trip is aligned to standards X Preparation Plan: Students will be prepared for trip X Post-Trip Plan: Students will synthesize learning <u>Comments:</u>	X I understand district policy that all students have access to field trips X I will ensure that all students (e.g., students with disabilities, English language learners, etc.) have the appropriate supports they need for trip <u>Comments:</u>

III. School Nurse Review and Approval (School Nurse Signature Required)		
Has the school nurse been notified of this field trip?	Has the roster of students been shared and any medical concerns reviewed?	Will an on-site nurse be needed for this field trip?
X Yes <input type="checkbox"/> No	X Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes    X No
School Nurse Signature: <i>R. Kuro</i>		Date: 5/21/24

*\* will need overnight form*

**IV. Food Services**

Has the school's cafeteria manager been notified of this field trip?	Will the students be eating lunch at the school on the date(s) of the trip?	Are you requesting any bag lunches or other food for this trip?
<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No    How many? _____
<i>Comments:</i> Lunch will be provided		

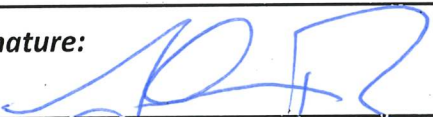
**V. Transportation (Please fax all SPS bus transportation requests to 978-825-5542)**

What is the means of transportation you will need for this trip?	<input checked="" type="checkbox"/> SPS Bus (local destinations only) <input type="checkbox"/> Private vendor (you arrange on own) <input type="checkbox"/> Specialized transportation needed	<input type="checkbox"/> Public transportation <input type="checkbox"/> Walking <input type="checkbox"/> Other: _____
If SPS Bus needed, please specify the following information:	<i>Pick Up Time:</i> 6:00am <i>Pick Up Location:</i> SHS – front entrance	<i>Return Time:</i> 2:00pm <i>Return Location:</i> SHS – front entrance

**VI. Parent Involvement & Background Checks (Call 978-740-1115 with questions)**

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

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

<i>School Principal Signature:</i>	<i>Date:</i>
	5/21/24



United States Marine Corps  
Junior Reserve Officers Training Corps  
Salem High School  
77 Willson Street  
Salem Massachusetts 01970

17 May 2024


From: Marine Instructor, Salem High School  
To: Principle, Salem High School

Subj: CADET LEADERSHIP CAMP

1. **Mission.** From 20 June to 22 June 2024 cadets will report to the National Guard Training Station in Strafford, NH.
2. **Funding:** All expenses will be taken care of by the Marine Corps.
3. **Roster:** Below are the cadets that volunteered to attend.

\*\*see attached roster

Any questions you can contact me by phone 978-430-5473 or email  
jsumner@salemk12.org.

  
John W. Sumner  
SgtMaj USMC (ret)



**UNITED STATES MARINE CORPS**  
MARINE CORPS JUNIOR RESERVE OFFICERS TRAINING CORPS  
WINNACUNNET HIGH SCHOOL  
1 ALUMNI DRIVE  
HAMPTON, NH 03842

1500  
WHS  
11 Apr 24

From: Senior Marine Instructor, Winnacunnet High School  
To: Participating Units

Subj: CADET LEADERSHIP COURSE 2024 LETTER OF INSTRUCTION

Ref: (a) MCO P1533.6E

Encl: (1) Training Schedule  
(2) Unit Roster  
(3) Gear List  
(4) Liability Waivers  
(5) Cadet Code of Conduct

1. **Situation.** In accordance with the reference, all Marine Corps Junior Reserve Officer Training Corps (MCJROTC) units should participate in a Cadet Leadership Course (CLC) each summer. Winnacunnet High School will host a multi-unit CLC during the summer of 2024 onboard Army National Guard Training Station Strafford, NH.

2. **Mission.** From 20-22 June 2024, MCJROTC units from the New England Area will conduct a three-day CLC consisting of leadership and military training.

3. **Execution.**

a. **Commander's Intent and Concept of Operations**

(1) **Commander's Intent:** MCJROTC Cadets will be given the opportunity to participate in challenging training with Cadets from other MCJROTC units. The goal is to develop the leadership skills of the Cadets who are returning to their JROTC units the following school year by exposing them to leadership challenges and team building activities that will help develop them into future leaders of their programs.

(2) **Concept of Operations:** Squads will be split up between schools and the training evolutions will consist of squads being assigned to designated training areas on a rotating basis (enclosure 1) to one of the following training sites: Obstacle Course, Indoor Simulated Marksmanship Trainer, PT Track, Paintball Course, main classroom and hiking trail. Units should be prepared to adjust the training schedule as needed with the arrival and availability of static vehicle display of a Blackhawk Helicopter.



Subj: CADET LEADERSHIP COURSE 2024 LETTER OF INSTRUCTION

4. Administration and Logistics.

a. Administration.

(1) Enclosure (2) is the unit's Cadet roster and is due back to Master Sergeant Wise no later than 14 June 2024.

(2) Security: Firewatches will be assigned nightly by the unit and supervised by the unit's instructors.

(3) Medical: First aid support will be provided from **\*\*\*Need EMT or Corpsman\*\*\*** during training and the nearest hospital is Frisbie Memorial Hospital Rochester, NH.

(4) Uniform: The uniform of the day will be the digital woodland utility uniform with sleeves down and the prescribed physical fitness training gear with running shoes, see gear list (enclosure 3).

(5) All liability waivers (enclosure 4) are required to be completed and turned in before training day one or the Cadet will not be allowed to train.

(6) Cadets are required to complete (enclosure 5). If a Cadet is dismissed from the camp due to any violations of the statement of understanding, the parent command will be responsible to arrange travel for the Cadet back home.

b. Logistics.

(1) Transportation to and from the ARNG Training Site, Strafford will be the responsibility of each unit to organize and fund. Transportation onboard the training site will primarily be walking/marching or running. Cadets may be transported via a designated safety vehicle on a case-by-case basis.

(2) Arrival time on 20 June is between 0800-0900. The Google maps address is: ARNG Training Site, Strafford NH.

(3) Billeting will be assigned upon arrival. Male Cadets will be assigned to the open squad bay. Female Cadets will pair two per room of the same sex in a separate barracks. All Instructors and chaperones will be billeted in separate rooms but on the same passageway of their Cadets for supervision. Linen will not be provided; all Cadets will need to bring their own personal sleeping systems (fitted sheet recommended). There is no charge for billeting.

(4) Chow is a meal ready to eat (MRE). Units are responsible for funding and bring enough MRE's for the entire time they are at camp. If applicable, Unit Instructors are to accommodate their own Cadets with any special dietary needs.

(5) Paintball guns and masks will be provided from the NHANG however, paintballs will be the unit's responsibility to purchase. Recommend 200 paintballs per Cadet.

Subj: CADET LEADERSHIP COURSE 2024 LETTER OF INSTRUCTION

(6) Departure time on 22 June is no later than 1201. Units are not authorized to depart until the assigned billeting has been cleared and cleaned by the unit and inspected by their instructors. The last inspection will be conducted by the Winnacunnet Marine Instructor.

5. **Command and Signal**. This letter of instruction applies to all MCJROTC units attending camp. Cell phones will be the primary means of communication between unit instructors.

6. Point of contact is Master Sergeant Derrick Wise at (239) 201-8125 or [derrick.wise@mcjrotc.org](mailto:derrick.wise@mcjrotc.org).



E. K. DROWN

**AGREEMENT BETWEEN  
THE CITY OF SALEM & THE SALEM SCHOOL COMMITTEE  
AND  
CLOVENE CAMPBELL, M.D.**

THIS AGREEMENT is made by and between **CLOVENE CAMPBELL, M.D.**, currently of **Lexington, MA** (hereinafter “the School Physician”); and THE CITY OF SALEM, MASSACHUSETTS, a municipal corporation established under the laws of the Commonwealth of Massachusetts, and THE SALEM SCHOOL COMMITTEE, likewise established under the laws of the Commonwealth of Massachusetts, acting by and through the Acting Mayor of the City of Salem, Robert McCarthy, and their Superintendent of Schools, thereto duly authorized (hereinafter “the City and School Committee”).

1. **Performance Agreement.** WITNESSETH, that the said School Physician has agreed and by the presents does agree, for the consideration of **\$1,000.00 per month based on a ten-month year**, hereinafter to serve as the school physician for the Salem Public Schools.
2. **Performance Period.** The performance period for this Agreement shall be for a period **commencing July 1, 2024 and terminating June 30, 2026** but may be terminated by either party upon 60 days prior written notice.
3. **Scope of Responsibilities.** The scope of responsibilities for the School Physician shall provide medical expertise and consultation in the development and implementation of a comprehensive school health program for all Salem Public Schools. The school nurses employed by the Salem Public Schools may at any time request consultation with the School Physician on individual students with specific health issues.
4. **Prohibition of Assignment or Transfer.** The School Physician shall not assign or transfer this contract, or any part thereof, without the prior written consent of the City and the School Committee.
5. **Indemnification and Hold Harmless Agreement.** The said School Physician further agrees to indemnify and save harmless the said City of Salem, its officers and agents, and the Salem School Committee, its officers and agents, from all claims and actions of every name and description brought against the said City and/or School Committee, or its/their officers and agents, for or on account of any injury or damage received or sustained by any person, structure, or property, by or from the School Physician, or servants or agents thereof, or by, or on account of, any act or omission of the said School Physician, or servants or agents thereof, in the performance of this contract; and the School Physician hereby agrees that so much of the money due to him hereunder, and by virtue of this agreement, that shall be considered necessary by said City and School Committee, may be retained by the City and School Committee until all such suits or claims for damages as aforesaid shall have been settled, and evidence furnished to the satisfaction of said City and School Committee, provided, however, that notice of such claims, in writing and signed by the claimants, shall be previously filed in the offices of the City Clerk of said City.
6. **Medical Malpractice Insurance Coverage.** Before commencing performance under this Agreement the School Physician shall be responsible for providing and maintaining medical malpractice insurance

coverage in force for the life of this Agreement, said insurance to be of the kind, and in adequate amounts, to cover any claims of medical malpractice, to secure all of the obligations under the Agreement, and to be with insurance companies licensed to write such insurance in the Commonwealth of Massachusetts.

7. **Applicable Laws.** This Agreement and the terms set forth herein shall be governed and construed in accordance with the laws of the Commonwealth of Massachusetts. This Agreement is subject to the provisions of Massachusetts' law, and to all lawful implementing regulations, as amended from time to time.

**IN WITNESS WHEREOF** the said School Physician (Clovene Campbell, M.D. of Lexington, MA) hath caused these presents and an instrument of like tenor to be executed in her name. An instrument of like tenor shall also be executed by the City and School Committee in its name and behalf by its mayor and its Superintendent of Schools. All duly authorized and aforesaid, and its corporate seal to be affixed hereto.

Clovene Campbell, M.D.  
By:

CITY OF SALEM & SALEM SCHOOL  
COMMITTEE  
By:

\_\_\_\_\_  
Clovene Campbell

\_\_\_\_\_  
Dominick Pangallo, Mayor

\_\_\_\_\_  
Anna Freedman, Finance Director

\_\_\_\_\_  
Anthony Delaney, Chief Procurement Officer

\_\_\_\_\_  
Stephen K. Zrike, Jr., Supt. of Schools

Approved as to form by:

\_\_\_\_\_  
Elizabeth Rennard, Esq.  
City Solicitor

**SALEM SCHOOL COMMITTEE  
REGULAR MEETING SCHEDULE  
July 2024 - June 2025  
Mondays, 7p.m. unless otherwise noted**

July 29, 2024

August 19, 2024

***Tuesday, September 3, 2024***  
(Labor Day 9/2/24)

September 16, 2024

October 7, 2024

October 21, 2024

November 4, 2024

November 18, 2024

December 2, 2024

December 16, 2024

January 6, 2025

***Tuesday, January 21, 2025***  
(MLK holiday 1/20/25)

February 3, 2025

February 24, 2025  
(Presidents' Day 2/17/25)

March 3, 2025

March 17, 2025

April 7, 2025

April 28, 2025  
(Patriots' Day 4/21/25)

May 5, 2025

May 19, 2025

June 2, 2025

June 16, 2025