

**Salem High School
Family and Student Handbook
School Year 2025-2026**



SCHOOL CONTACT INFORMATION

77 Willson St., Salem, MA 01970

978-745-9300

<http://spssalemhs.salemk12.org>

Principal: Mr. Glenn Burns, 978-740-1123, gburns@salemk12.org

Assistant Principal: Shamus Mruk, 978-740-1146, smruk@salemk12.org

Class of 2026:

Assistant Principal: Ms. Lynne Mullen, 978-825-3449, lmullen@salemk12.org

Attendance Hotline/Administrative Assistant: Jannette Margolla, 978-740-1146, JMargolla@salemk12.org

Adjustment Counselor: Ms. June Marie Kershaw, 978-825-3408, jkershaw@salemk12.org

Class of 2027:

Assistant Principal: Mr. Andrew Bub, 978-825-3465, abub@salemk12.org

Attendance Hotline/Administrative Assistant: Maryanne L'Abbe, 978-825-3465, ml'abbe@salemk12.org

Adjustment Counselor: Ms. Kimberly Ellis, 978-778-8505, kellis@salemk12.org

Class of 2028:

Assistant Principal: Ms. Lynne Mullen, 978-825-3449, lmullen@salemk12.org

Attendance Hotline/Administrative Assistant: Jannette Margolla, 978-740-1146, JMargolla@salemk12.org

Adjustment Counselor: Ms. Lilian Vazquez, 978- 778-5158, lvazquez@salemk12.org

Class of 2029:

Assistant Principal: Mr. Andrew Bub, 978-825-3465, abub@salemk12.org

Attendance Hotline/Administrative Assistant: Maryanne L'Abbe, 978-825-3465, ml'abbe@salemk12.org

Adjustment Counselor: Student Last Name A-I: Ms. Kimberly Ellis, 978-778-8505, kellis@salemk12.org

Student Last Name J-Q: Ms. June Marie Kershaw, 978-825-3408, jkershaw@salemk12.org

Student Last Name R-Z: Ms. Lilian Vazquez, 978- 778-5158, lvazquez@salemk12.org

Front Office Secretary: 978-740-1123

School Nurse: Nurse Kaitlyn Farinelli (kpatenaude@salemk12.org) & Nurse Rebecca Likins (rlkins@salemk12.org) 978-740-1119

Family Engagement Facilitator: Taina Javier 781-771-6660

Transportation Information: 978-740-1240

Family Welcome Center (formerly PIC): 978-740-1225

PTO/PTC: [Facebook page](#)

All other school staff and teacher contact information for your student can be found in ParentSquare.

Salem Public Schools District Handbook can be found [here](#)

SCHOOL HOURS AND EARLY RELEASE

Regular day: 7:45am - 2:35pm Early Release day: 7:45am - 11:05am

EARLY RELEASE DAYS

Sep 17, 2025

Nov 26, 2025

Mar 17, 2026

Oct 22, 2025

Dec 10, 2025

May 13, 2026

Oct 31, 2025

Jan 28, 2026

SCHOOL MISSION AND VALUES

VISION

Salem High School students will be locally engaged, globally connected, and fully prepared to thrive in a diverse and changing world.

Salem High School is committed to equipping students with transferable skills by providing a student-centered education grounded in a culture of high expectations, equity, and access for all.

MISSION

We are a diverse and welcoming community that promotes the academic, social, emotional, and physical development of each student through the equitable delivery of challenging, relevant, and joyful learning experiences. We empower all students to chart a personalized path to success that includes a commitment to the common good.

CORE VALUES

The Salem High School community believes that in four years all students should experience a vigorous, relevant, and purposeful education. This will happen as we support and promote:

CELEBRATION OF DIFFERENCE

COLLABORATION

CULTURE OF LEARNING & INNOVATION

EQUITY & ACCESS

GROWTH FOR ALL

HIGH STANDARDS OF EXCELLENCE FOR ALL

About Salem Public Schools

SPS Mission Statement

Salem Public Schools (SPS) is a diverse and welcoming community that promotes the academic, social, emotional, and physical development of each student through the equitable delivery of challenging, relevant, and joyful learning experiences. We empower all students to chart a personalized path to success that includes a commitment to the common good.

SPS Vision Statement

All students will be locally engaged, globally-connected, and fully prepared to thrive in a diverse and changing world.

SPS Core Values

Our district's values define what we cherish and how we conduct ourselves every day on behalf of Salem's children. In alphabetical order, they are as follows:

- **Belonging** – We believe all members of our community are valued and that our relationships are built on empathy and respect.
- **Equity** – We believe in promoting social justice to ensure an inclusive school community where all members are empowered and engaged.
- **Opportunity** – We believe all students should receive a personalized experience to achieve academic success, find joy in their learning, and have multiple choices for their post-secondary plans.

Equal Opportunity Employer

Salem Public School District is committed to maintaining a work and learning environment free from discrimination on the basis of race, color, religion, national origin, pregnancy, gender identity, sexual orientation, marital/civil union status, ancestry, place of birth, age, citizenship status, veteran status, political affiliation, home status, genetic information or disability, as defined and required by state and federal laws. Additionally, we prohibit retaliation against individuals who oppose such discrimination and harassment or who participate in an equal opportunity investigation.

Equal Access to Educational Opportunities

Consistent with its policy on nondiscrimination, Salem Public Schools ensures equal access and opportunity to the educational programs available in the district. According to Salem Public Schools' School Committee Policy on Equal Access & Opportunity (See [SC Policy 5212.01](#)), "Every child shall have a right to attend the public schools of the town where they actually reside, subject to the provisions of Chapter 76. All enrolled students shall have equal access to the general education program and the full range of any occupational/vocational education programs offered by the district. In compliance

with state and federal laws, the Salem Public Schools maintains a nondiscrimination policy. No child shall be excluded from or discriminated against in admission to Salem Public Schools or in obtaining the advantages, privileges, and courses of study of our schools, regardless of race, color, sex, gender, gender identity, religion, national origin, sexual orientation, disability, or homelessness. This policy provides equal access to courses and programs, counseling services, physical education and athletics, vocational education, instructional materials, and extracurricular activities.”

Procedures for Reporting or Filing a Discrimination Complaint

Any student, family or staff seeking to report or file a complaint alleging discrimination on the basis of the above policy or to make an inquiry concerning the application of anti-discrimination laws and regulations in the Salem Public Schools, please contact:

For Staff

Jill Conrad, Director of Human Resources
Salem Public Schools
Office of Human Resources
29 Highland Avenue, Room 131
Salem, MA 01970
978-740-1115
jconrad@salemk12.org

For Students

Ellen Wingard, Exec. Director of Student
Support Services
Salem Public Schools
29 Highland Avenue
Salem, MA 01970
781-732-0137
ewingard@salemk12.org

SCHOOL SCHEDULES AND CORE INSTRUCTION

REGULAR DAILY SCHEDULE

Salem High School Schedule: 2025-2026

Monday	Tuesday	Wednesday *	Thursday	Friday
A Block 7:45-8:39 (54 mins)	B Block 7:45-8:39 (54 mins)	A Block 7:45-8:30 (45 mins)	C Block 7:45-8:39 (54 mins)	D Block 7:45-8:39 (54 mins)
B Block 8:43-9:37 (54 mins)	C Block 8:43-9:37 (54 mins)	B Block 8:34-9:17 (43 mins)	D Block 8:43-9:37 (54 mins)	A Block 8:43-9:37 (54 mins)
C Block 9:41-10:35 (54 mins)	D Block 9:41-10:35 (54 mins)	C Block 9:21-10:04 (43 mins)	A Block 9:41-10:35 (54 mins)	B Block 9:41-10:35 (54 mins)
Flex 10:39-11:07 (28 mins)	Flex 10:39-11:07 (28 mins)	D Block 10:08-10:51 (43 mins)	Flex 10:39-11:07 (28 mins)	Flex 10:39-11:07 (28 mins)
E Block 11:11-12:05 (54 mins)	F Block 11:11-12:05 (54 mins)	E Block 10:55-11:38 (43 mins)	E Block 11:11-12:05 (54 mins)	E Block 11:11-12:05 (54 mins)
Lunch 12:09-12:39	Lunch 12:09-12:39	Lunch 11:42-12:12 (30 mins)		
F Block 12:43-1:37 (54 mins)	G Block 12:43-1:37 (54 mins)	F Block 12:16- 12:59 (43 mins)	Lunch 12:09-12:39	Lunch 12:09-12:39
G Block 1:41-2:35 (54 mins)	H Block 1:41-2:35 (54 mins)	G Block 1:03-1:46 (43 mins)	G Block 12:43-1:37 (54 mins)	F Block 12:43-1:37 (54 mins)
		H Block 1:50-2:35 (45 mins)	H Block 1:41-2:35 (54 mins)	H Block 1:41-2:35 (54 mins)

CURRICULUM AND STATE STANDARDS

All families will receive a grade level curriculum overview in the first few weeks of school from the classroom teacher(s).

Our curriculum is rich and varied, and it connects students to community partners and our landscape. Additionally units of study align with the Massachusetts Common Core State Standards. To read the standards visit the Massachusetts Department of Elementary and Secondary Education website at <http://www.doe.mass.edu/>.

PLAGIARISM/ACADEMIC DISHONESTY

The act of plagiarizing involves the use, assistance or abetting of someone else's words or ideas without citing the source of the information. Paraphrasing and direct quoting are two forms of plagiarism, if not cited properly. It can occur in, but does not exclusively pertain to homework, essays, projects, and all forms of schoolwork. Students determined to have plagiarized will receive a zero for the assignment unless

determined otherwise by the teacher of record and the assistant principal. The respective assistant principal and parents will be notified of the incident. If applicable, the student will be reported to the National Honor Society.

GRADUATION REQUIREMENTS

Students who have fulfilled all graduation requirements (*26 Units*) and who have met all their school obligations, shall be eligible to participate in graduation. *Note that a unit is defined as one full year course or 2 half year courses.

The requirements for graduation are:

- English: 4 Units
- Physical Ed.: 2 Units
- Mathematics: 4 Units
- Health: .5 Units
- Vocational Tech/Arts: 1 Unit
- Science, Engineering: 3 Units
- Social Studies: 3 Units
- World Languages: 2 Units
- Electives: 6.5 Units

The total number of units required for graduation is 26 Units; at least 5 of these units must be earned in grade 12. These units may be attained in full and half-year courses as long as the appropriate subject matter listed above has been met. Students in all grades must take the equivalent of 8 full-year courses each year. (State law requires 990 hours minimum of instructional time). In addition to these required courses, a student chooses electives to meet graduation requirements.

Starting with the class of 2026, credits and units will no longer be synonymous with each other. Scholars will be required to take the required units of each subject area for graduation, even if the credit value exceeds the unit requirement. Credits required for graduation will remain 26.

The following table shows the credit range indicating student grade level:

Fresh. = 0 – 5.75	Soph. = 6 – 12.75	Junior = 13 – 18.75	Senior = 19 – 32
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Note: In order to move from freshman grade level to sophomore grade level, a student must earn 6 credits including English I and Algebra I.

ATHLETICS AND STUDENT ACTIVITIES

Eligibility To Participate: In order to be eligible to play interscholastic athletics or participate in an extracurricular activity, a student may not fail more than one class during the prior marking period. Any student who is failing one class or has more than two Ds will be placed on academic probation for the remainder of the season. Students on academic probation must attend a mandatory study hall. Incomplete grades are considered failing grades until a passing grade is verified by the teacher.

If a student is academically ineligible at the start of the season that student may not pass back onto a team. However, if there are extreme circumstances, a student has the right to request a hearing before the Eligibility Appeals Committee. Consideration will be given to situations such as a family death.

Salem Public Schools provides equal opportunity for all students to participate in student extracurricular activities sponsored by the school and do not restrict student participation on the basis of race, color, sex, gender identity, religion, national origin, sexual orientation, disability, or homelessness.

Drug and Alcohol Policy: The Salem High School Athletic and Student Activities Departments have a zero tolerance tobacco, alcohol, and drug policy. Violations can occur for a student-athlete or activity participant from the start of fall practices until the last day of the school year, regardless of whether that student's sport or activity is in season. Consequences for violations will take place from season to subsequent season during the same school year if possible. If it is not possible during the same school year, the consequences will occur during the next athletic or activity season the following school year. In addition, violations will carry from year to year, not restart at the beginning of each school year.

Zero tolerance means that infractions incur specific, predetermined consequences, and that there are choices that provide fair and equal treatment for all. The consequences shown in the Salem High School Student-Athlete Handbook are in accordance with the MIAA minimum penalties which occur when the principal deems that a violation occurred after the student-athlete has an opportunity to be heard. Students participating in student activities will be held to the same drug and alcohol policy and its consequences depicted in the athletics section of this handbook.

Expectations For Athletic Spectators

There is an expectation that all spectators at athletic events act in a sportsmanlike manner at all times. This includes both students and adults. There is zero tolerance for berating officials, foul language and disrespect for game officials, athletes and other fans. We ask that each individual

attending an athletic contest positively cheers on their team. If a game official or game administrator determines that a spectator is not adhering to these expectations, the individual will be asked to leave the game and may be restricted from attending future athletic contests. Salem High School disciplinary rules apply to all off campus games, practices, and activities. Any student attending a Northeastern Conference or Massachusetts Interscholastic Athletic Association event is subject to the rules and regulations of the host school, the MIAA and the NEC.

[For more information, please see the Athletics Handbook](#)

EXTRA-CURRICULAR ACTIVITIES POLICY

Students participating in non-athletic activities will follow the same academic eligibility and drug and alcohol policy requirements as set-forth in the athletics handbook.

SALEM PUBLIC SCHOOLS COMMUNICATION PLAN

Salem High School is committed to creating an environment that promotes family and community engagement through strong communication. We believe that good communication is essential to a strong partnership and supports learning and achievement for all.

Our main office is the center of communication between home and school. When coming into school, please make sure you first stop at the main office. If you need to leave a message for any staff member, you may also call the main office or leave a message in person with our school secretaries. Your student's safety and learning are of the utmost importance at school. Lessons will not be interrupted for non-school matters or business unless there is an emergency. Please make every effort to plan ahead so that learning is not disrupted. Send in a note if your child's plans have changed.

At Salem Public Schools, we utilize [ParentSquare](#) as our district-wide communication platform. If you need assistance signing up for ParentSquare or need some assistance using it, please contact the main office or call the technology help line at (978) 619-1450.

About ParentSquare

ParentSquare is a robust communication platform that offers a whole host of tools that allows the district, school administrators, and teachers to more effectively communicate with families. Some features include:

- Mass Notifications and Urgent Alerts with two-way communication

- Mobile Application for Android and iPhones
- Teacher and Classroom Communication
- Direct Messaging and Chat with Two-Way Translation
- Forms and Permission Slips
- Parent-Teacher Conference Sign-Ups
- Volunteering and Supply Sign-Up
- And More

Examples of District and School-Wide Communication

- School Website - <https://spssalemhhs.salemk12.org/>
- Salem High School's Social Media:
 - Facebook Page (www.facebook.com/SalemHighSchool.MA/)
 - Instagram - @_salemhigh_
 - X (formerly Twitter) - @_salemhigh_
- SPS Social Media:
 - Facebook – <https://www.facebook.com/SalemPublicSchools>
 - Instagram - @salemk12ma
 - X (formerly Twitter) - @salemschoolsk12
 - LinkedIn - @salem-public-schools
- Classroom ParentSquare posts and emails
- Teacher phone calls and/or emails, ParentSquare messages
- Weekly district newsletters
- Weekly newsletter from the principal
- Student report cards (November, January, April and June)
- Parent/teacher conferences
- Principal coffee (monthly)
- Family Zoom Meetings
- PTO/School Council meetings (monthly)

We strive to keep parents informed and to make our community aware of the many events and happenings at Salem High School by using these communications methods. We welcome feedback and suggestions. **If you are not receiving our communications, please contact our front office secretary.**

We use ParentSquare and the above types of regular communications sent via text, email, phone, as well as post on social media. We have the reasonable expectation that you will check these vehicles of communication on a regular basis to stay current with SPS notifications.

EMERGENCY COMMUNICATION

Our school system also has the capability of contacting all parents by telephone through an all-call system on ParentSquare. If school must be closed or the opening delayed due to inclement weather or an emergency, the school district will attempt to reach all parents through this telephone system. **It is important that the school has an updated telephone number and email address for all student's families at all times.** We urge you to be sure to keep this information current through our school office. Additionally, you may obtain no school or delayed opening information through ParentSquare texts and emails, on social media, and from the following sources:

Salem Public Schools Website at: www.salemk12.org

WBZ Channel 4

WCVB Channel 5

WHDH Channel 7

STUDENTS IN VIDEO AND STILL PHOTOGRAPHY

Often the media/press requests information regarding student awards, honors, scholarships, and sports or club memberships. Throughout the year the local cable TV channel, newspaper, and the SPS Office of Public Relations will take pictures or write about school activities and students. It is the policy of Salem Public Schools to make this information routinely available unless parents have opted out in the back to school forms or have requested in writing, in advance, that they do not wish to have this information published. We are happy to comply with parents' written requests. **If we do not receive a written request, we will proceed with the publication of student information as described above.**

CONFIDENTIALITY STATEMENT

We value the privacy of both our students and our staff. Information about students, families or staff is confidential and should never be discussed in public places where others could overhear the discussion. Thank you for respecting the privacy of our children and families.

EXPECTATIONS

We use ParentSquare as a means of regular communications via text, email, and phone calls in the case of urgency. We have the reasonable expectation that you will check these vehicles of communication on a regular basis to stay current with Salem Public Schools notifications.

SCHOOL TECHNOLOGY

STREAMLINED LEARNING MANAGEMENT SYSTEMS

We have streamlined the learning management systems (LMS) used across the district in an effort to create consistency and minimize the number of systems that teachers, students and families need to use:

Grades PreK - 12: Google Classroom

TECHNICAL SUPPORT

The Instructional Technology Department provides technical support for teachers, students and families. The [help request form](#) can be used for any technical issue. This form is also on all ClassLink pages and is translatable into the language set in the user's browser. It also contains the option to choose a preferred contact language.

Teachers and families can also call the Instructional Technology team at 978-619-1450 with their requests. They will have the option for either English or Spanish speaking support.

Additionally, staff and students can visit the first floor of the IMC at Salem High School to get assistance from a technical support analyst. Contact information and more can also be found on our website.

DIGITAL RESOURCE ACCESS

ClassLink is the Salem Public Schools landing pad for all digital resources used by staff and students. Most applications have single sign-on configured allowing for a simple click to gain access to their resources.

Salem Public Schools takes student data privacy seriously. Therefore, all online applications that require a student to sign in must either be purchased by the district with an appropriate data privacy agreement or have a student data privacy agreement online with the Massachusetts Student Data Privacy Consortium. [This link](#) contains all the applications that have been approved for student use in 2025-2026. Note that not all students will use all of these applications; additional applications may be added if the appropriate agreements are put into place.

ACCESSING CLASSLINK

When logged into Chrome on a Windows or Apple computer, either pressing the home button in your browser or opening a new tab will bring you directly to your Classlink page. If you are not seeing something you believe you should, or do not have access to

an application, contact the Instructional Technology Department using the methods listed above.

Artificial Intelligence

Salem Public Schools is committed to preparing students for a future with AI, and are thoughtfully integrating artificial intelligence into our classrooms. AI will be used as a tool to support, not replace, the essential human elements of teaching and learning. To ensure responsible and effective use, all teachers have been provided with a comprehensive guide to using AI in the classroom.

This guide, along with ongoing professional development, helps teachers model AI literacy and ethical use, setting clear expectations for students on what is and is not acceptable AI use on assignments. It's important to us that AI enhances your child's education while upholding our commitment to academic integrity and protecting student privacy.

RESPONSIBLE USE OF TECHNOLOGY-SCHOOL COMMITTEE POLICY

The Salem School Committee recognizes the importance of technology and electronic media to contemporary education and holds that their use is essential to the day-to-day administrative operations of schools. The Committee sees these media as tools to foster learning and as an integral part of the functioning of contemporary society. The Committee further recognizes, however, that the power of this technology brings with it certain responsibilities and risks for those who use it. The School Committee's policy (See SC Policy [5501](#)) requires all users of technology in the district to read and sign an Acceptable Use of Technology Agreement.

The Committee therefore establishes that any use of the Salem Public Schools' technology and electronic media be permitted only after the prospective user, whether the user is a student or an employee, has read and signed a Responsible Use Agreement for the use of the district's technology and electronic media. Any person signing a Salem Public Schools Responsible Use Agreement shall ensure that the uses to which that individual puts the district's electronic technology, including Internet access in school facilities, shall be consistent with the mission of the Salem Public Schools.

The superintendent of schools shall see to the drafting of Responsible Use Agreements appropriate to the age and role of the technology and electronic media user. The School Committee shall review and approve the Responsible Use Agreements that are utilized in the Salem Public Schools.

All materials produced and communications recorded in any fashion using Salem Public Schools technology are covered by the Massachusetts Public Records Law (MGL c. 4 § 7, c. 66 § 10), and may be subject to production pursuant to the provisions of the Public Records Law.

[Read the Responsible Use Agreement](#)

Technology and 1:1 Device Policies

Salem Public Schools is committed to providing students with independent and engaging learning experiences from preschool through graduation. One of the ways we achieve this is through the use of technology in instruction. All SPS students will be provided with an Internet connected device which they can utilize to access various forms of digital curriculum and resources provided by the district as well as assignments posted to our Learning Management System (Google Classroom) by their teachers. Below is an outline of Salem Public Schools one-to-one device policies and procedures.

Devices

- Chromebooks are made available to every student.
- Each student will be assigned a Chromebook upon entering 9th grade
- A student's Chromebook will remain in their possession until the end of 12th grade or at the time of their exit from SPS.
- Chromebooks are to be brought home and returned fully charged each school day
- The responsibility of keeping the Chromebooks secured and accounted for is that of the student it was assigned to.

Accounts

- All students are assigned a Google account with full external email access
- Passwords for Google accounts are set up by the student at the beginning of the school year.
- All activities performed with a Google account are the responsibility of the student

Technical Assistance

- In the event of a malfunctioning technology (hardware or software) students should visit the 1st floor of the IMC either before school, after school or during school hours with permission from a teacher.

ABSENCES, DISMISSAL AND TRANSPORTATION

ATTENDANCE

Attending school regularly is directly related to students' success. The basic responsibility for the regular attendance of the student lies with the student and parents/guardians. Salem Public Schools expects parents/guardians and students to make every reasonable effort to have their children attend school every day. The full attendance policies can be found in the Salem Public Schools District handbook which [can be found here](#).

REPORTING STUDENTS ABSENT

Parents and guardians must call the school by 8:30 a.m. to report absences. **The absence call-in number is 978-825-3465.** If a student is out of school for 3 or more days in a row, due to a medical issue, a doctor's note is required upon return. If the child returns to school without a doctor's note after 3 or more days absent in a row, parents' will be expected to meet with the family engagement facilitator, assistant principal, and/or principal.

DISMISSALS

A parent or guardian who wishes to have his or her child dismissed from school before the end of the school day must send a note to the school prior to dismissal. The note should state the date and time of the dismissal and the name of the person who will pick up the child at school. Phone calls to dismiss students should only be placed in case of an emergency. The office must dismiss all children and the person picking up the child must sign in at the main office. Also, please be aware that the person picking up your child must be on the emergency form and be prepared to show identification.

CONTACTING STUDENTS DURING THE SCHOOL DAY AND PHONE POLICY

We respectfully request that parents/guardians have a conversation about cell phone usage during the school day. Please refrain from texting students during the school day. Cell phones are not permitted to be used during the school day without the authorization of a teacher or administrator. They may only be used on school property before and after the school day.

With our one-to-one Chromebook devices, students have the necessary technology to access learning in their classes. **If a student needs to contact home during the school day, they can request to use the phone in the school's office. If it is necessary for a parent to reach their child during the school day, they should contact the school office to get a message to their child.**

If a student must have a cell phone for safety reasons or to communicate with their families before or after school, it must be kept off and stored away through the entirety of the school day. The school is not responsible for cell phone loss. If a student is seen using a cell phone during school hours, schools will be implementing the following progressive discipline:

- First Step: Student receives a warning and a call home
- Second Step: Phone is turned into an administrator and held until the end of the school day and must serve a detention.
- Third Step: For repeated violations of this policy, the student's guardian must come in to pick up the phone. Additionally, the school may impose discipline, including, but not limited to: detentions, suspensions (in-school & out of school), loss of privileges (such as participation in extracurricular programs or athletics), confiscation of the phone up to and until the end of the academic year.

We ask that you review these expectations with your student.

FAMILY VACATIONS AND TRAVEL

Parents and students are reminded that the MA State Law requires compulsory attendance for all students. We strongly discourage family vacations and travel when school is in session. In addition to compromising the attendance law, family vacations interrupt the educational process in ways that make-up work cannot reverse. Teachers are not required to provide homework assignments prior to a family vacation or travel and students who are absent due to family trips will not be given schoolwork because such absences are considered unexcused. Allowing students to miss school sends a very strong message to your child that school is not that important. That is not a message we want to convey to Salem students.

Students who are absent at the time when the state or national standardized tests are administered will be allowed to make up missed tests to the extent that scheduled makeup time is available and consistent with state law and regulations.

RELIGIOUS OBSERVATIONS

Students may be granted excused absences when the school's schedule conflicts with religious holidays. A student may be required to submit a written notification. A student should not suffer consequences from an excused absence and should be allowed a reasonable opportunity to make up school work missed during the absence. The

student will not be subject to penalty scholastically or to attendance records due to absences incurred due to religious observances. A sincere attempt will be made to avoid assemblies, assessments, and special school events on religious holidays.

For more on the district attendance policies, please [visit this page](#).

PARKING

Licensed students may park in student parking areas during school hours.

1. Students parking in fire lanes, handicapped areas, or unmarked lanes will be towed without warning and at the owner's expense.
2. Vehicles improperly parked may be towed without notice.
3. Vehicles on school grounds are subject to search for banned material substances when reasonable suspicion exists that they may be present.
4. Violations of motor vehicle rules will result in revocation of parking privilege as well as possible disciplinary action.
5. The driver of a motor vehicle and all passengers must wear seat belts when on school property.
6. Students not in "good standing" will lose parking privileges.

STUDENT INFORMATION

REQUIRED PARENT/GUARDIAN FORMS

Salem Public Schools require certain forms be submitted at the start of the school year. These forms ensure that health and safety protocols are met, communication information is conveyed, and student technology rules are understood. These forms are required and will minimally include:

- Back to school contacts and acknowledgement form
- Technology acceptable use policies
- Medical permission to treat form
- Health history forms

Additional forms may be requested as needed. **Back to school forms will all be distributed through ParentSquare and available in Aspen.** We are happy to provide printed forms if needed. If you need a printed version of the back to school forms, please contact the main office at 978-745-9300.

All required back to school forms are required to be returned by Sept. 22.

DIRECTORY INFORMATION NOTICE

SPS designates the following information as directory information: student's name, grade level and honors and awards received. Directory information may be disclosed at

the discretion of the school system without the consent of a parent of a student or an eligible student.

Parents of students and eligible students have the right, however, to refuse the release of this information. Any parent or eligible student refusing to have any or all of the designated directory information disclosed must file written notification to the Superintendent of Schools or the principal of their child's school. In the event that a refusal is not filed, it is assumed that neither the parent nor eligible student objects to the release of the designated directory information.

STUDENT NAME

At Salem High School we refer to state guidelines regarding student name change requests.

Massachusetts' law recognizes common law name changes. It states, "An individual may adopt a name that is different from the name that appears on his or her birth certificate provided the change of name is done for an honest reason, with no fraudulent intent. Nothing more formal than usage is required. Hence, when requested, schools should accurately record the student's chosen name on all records, whether or not the student, parent, or guardian provides the school with a court order formalizing a name change.

The Department has a procedure in place to update name changes and gender markers in the Student Information Management System (SIMS) upon request. The document Assigning State Assigned Student Identifiers (SASIDs) to Massachusetts' Public School Students guides schools through changing names and gender markers on school records.

In sum, school personnel should use the student's chosen name and pronouns appropriate to a student's gender identity, regardless of the student's assigned birth sex. For those students who have been attending a school and undergo gender transition while attending the same school, it is important to develop a plan for initiating use of the chosen name and pronouns consistent with the student's gender identity."

DRESS CODE

By law, the rights of students as far as personal dress and appearance may not be abridged except if school officials determine that such personal dress and appearance cause any disruption or disorder in school by violating reasonable standards of health, safety, cleanliness, and/or infringe on the rights of others.

Personal dress and appearance which describes or depicts illegal activities (e.g. use of drugs or weapons); describes or depicts prohibited conduct, including but not limited to lewd, vulgar or obscene content and/or content which disrupts or substantially interferes with the educational process or with another student's ability to receive an education is prohibited.

Hats, bandanas and sweatbands in school are inherently disruptive to the learning environment and are not allowed, with an exception for religious headwear and/or disability-related accommodations. For health, safety and cleanliness purposes, footwear, full shirts/tops, and pants, shorts, dresses, or skirts must be worn while a student is attending school. In addition, a student's personal dress and appearance must comply with all OSHA and safety regulations while attending a lab or shop.

The Salem Public School philosophy is that, with respect for self-expression, students should wear clothing that is safe and comfortable for school and learning, and that allows for active participation in all school activities. Parents and guardians are responsible for managing their students' clothing choices in accordance with the stated dress code policy.

Our values with respect to the dress code are:

- To support student safety and protection.
- To promote student comfort and well-being in the learning environment.
- To promote student participation in all activities.
- To treat each student with fairness and compassion.

Enforcement of the dress code will not reinforce or increase marginalization or oppression of any group based on race, gender, ethnicity, religion, sexual orientation, disability, household income, housing status, gender identity or cultural observance. Salem High School is committed to guiding staff in the fair and sensitive enforcement of the dress code with respect to these stated considerations.

Dress and Appearance Guidelines for Grades 6-12

Personal appearance is an individual matter. Adherence to school norms of reasonable dress and appearance, however, is important to foster an academic environment that is conducive to learning. Clothing should comfortably fit and allow you and those around you to participate in the learning environment. Students are encouraged to wear sneakers so that they are not limited in their ability to participate in school activities, including fire drills and gym. Additionally, clothing must always conform to industry safety standards i.e. for the vocational pathway and science lab activity, etc. Students who fail to abide by the guidelines listed below will be asked to either change clothes or wear garments provided by the school. Parents/guardians will be contacted if there is a question regarding a student's attire.

Clothing and accessories that are inappropriate include:

- Violent language or images
- Images or language depicting drugs or alcohol (or any illegal or prohibited item or activity)
- Hate speech, profanity, pornography, or gang-related imagery

- Images or language that creates a hostile or intimidating environment based on any protected class or marginalized group
- Descriptions or depictions that threaten, harass and/or bully a particular individual or group of individuals
- Clothing that exposes undergarments beyond visible straps and waistband
- Accessories that pose a potential for damage, safety concerns, and/or injury (chains on clothing, protruding studs, very large dangling/hoop earrings, sharp objects on clothing or jewelry)

Salem High School is committed to supporting any family or child who cannot meet the above dress requirements. Families or children who need support in following the dress code should contact the principal or nurse for assistance.

For the full district dress code policy. [Please see the district handbook here.](#)

STUDENT LOCKERS

All students have the opportunity to use a locker for the school year. Lockers are the property of Salem High School and must be secured with a lock once registered. Only one locker is assigned per student. Students are responsible for the contents and condition of the locker assigned to him or her and must remove all contents when the locker is vacated. Please report any damage or theft to an assistant principal immediately. Students will be assigned a locker according to their grade: 9th grade -3rd floor, 10th grade – 2nd floor, 11th – 1st floor, and 12th - 1st floor.

SAFETY, VISITORS AND VOLUNTEERING

VISITORS TO THE SCHOOL

To help ensure the safety of all our students, all outside doors will be locked during the school day. Visitors are required to use the front door that is equipped with a buzzer. All visitors must check in at the front desk, present a valid form of government-issued identification, sign in, and wear a visitor's badge at all times while in the building. They must then sign out and return their badge prior to leaving. Visitors will be admitted to the building at the sole discretion of school administrators.

SAFETY DRILLS

State law requires that we hold supervised drills (evacuation, fire, lockdown, bus evacuation, shelter in place, etc.) each year under the direction of the Salem Fire

Department and the Salem Police Department. Procedures for these drills are reviewed with the children throughout the school year.

CORI AND FINGERPRINT-BASED CHECKS

All volunteers are required to complete a CORI background check each year. With regard to CORI, you must apply in person to the school office and present photo identification.

Any volunteers who have direct and unmonitored contact with students are required to have a CHRI background. With regard to fingerprint-based, you must submit your fingerprints through an independent vendor authorized by the state. The school administration has sole discretion to determine whether a volunteer satisfied CORI, fingerprinting, and other volunteer requirements.

SCHOOL COUNCIL

School Councils for individual schools are formed in accordance with the Education Reform Act of 1993. The council is comprised of the principal, a community representative, parents/guardians, and teachers. Terms are for two years and elections are usually in September of each year.

The council's responsibility is to advise the principal about school matters, review the budget and help to develop the school improvement plan. If any parent/guardian or community member is interested they should contact the building principal.

Health and Wellness

Our nursing team's primary focus is to maximize every student's learning experience. We achieve this by creating specialized care plans for students with complex medical needs, conducting health screenings throughout the year, helping families establish primary and specialized medical care within our community, and enforcing guidelines to promote health and wellness in our schools.

Parents and guardians should inform the school nurse of any changes in their child's health status, including **emergency room visits, hospitalizations, new medical diagnoses, or new medications**, to ensure school health records remain current.

To promote the health and wellness of our school communities, please keep your child home from school when they are sick. Our [district website](#) has information to help you decide when to keep them home.

Please consult [this list](#) for contact information if you wish to speak with the nurse at your child's school.

PRIORITIZING HEALTH AND WELLNESS AT SCHOOL

At Salem Public Schools, we are committed to providing a safe and healthy environment for all students. We are proud to offer two nutritious meals each day, as well as healthy snacks for our youngest learners.

To ensure the safety of students with food allergies and intolerances, we ask that you **refrain from sending in food to be shared with classmates**. Our district's wellness policy ensures that all foods and beverages provided to students during the school day meet strict nutritional standards set by the USDA.

Our staff is dedicated to celebrating student achievement in fun and exciting ways that do not include food. If you'd like to celebrate with your child's classmates, please **contact the main office for some great suggestions!**

COVID-19

Effective March 2024, isolation and quarantine following COVID-19 infection or exposure are no longer required. If your child tests positive for COVID-19, they may return to school when they are feeling better, do not have a fever, AND have not needed fever-reducing medicine such as Tylenol or Motrin/Advil for at least 24 hours. Please consult the [district guidance](#) if you have any questions.

ILLNESS AT SCHOOL

A school nurse is available in every school to address student health needs. Ill or injured students should tell their teacher or another adult immediately. In the event of injury or illness at school, the school nurse or their designee will provide first-aid. If follow-up care is needed or the child cannot remain in school, parents/guardians will be notified.

The school nurse or administration will determine whether your child should be sent home due to illness. To provide prompt care, the school requires that parents/caregivers fill out a 'Permission to Treat' form at the beginning of the school year. As contact information must be kept current, parents/caregivers should notify the school of any changes in phone numbers or emergency contacts.

IMMUNIZATIONS

The immunization law, Massachusetts General Laws Chapter 76, Section 15, requires that no child shall be admitted to school except upon presentation of:

- Documentation from a licensed healthcare provider listing immunizations given and/or diseases the child has had.
- Documentation from a licensed healthcare provider stating immunization is contraindicated for health reasons.
- A written statement from the child's parent or caregiver that immunization conflicts with their sincerely-held religious beliefs.

The law requires immunization against diphtheria, tetanus, pertussis, polio, hepatitis B, measles, mumps, rubella, and varicella. All immunizations must be completed before the child is admitted to school. Unimmunized or partially immunized children whose healthcare providers certify the child is in the process of receiving required immunizations shall be regarded as not in compliance with the law.

In addition, the Massachusetts Department of Public Health requires vaccination against Haemophilus influenzae type (HIB) for all preschool students as a condition of school attendance. Additionally, a second dose of measles vaccine and proof of lead screening is also required for school entry.

PHYSICAL EXAMS

Parents/caregivers are encouraged to share copies of their child's physical exam with their school nurse each year. A current physical exam must be submitted to school nurses for all students in grades PreK, K, 4, 7 and 10 and to athletics coaches for any students participating in inter-scholastic athletics programs at the middle and high school level.

MEDICATIONS

Students who need to take prescription medications during the school day must have a written order from a licensed healthcare provider detailing the name of the drug, dosage, time of administration, and treatment regimen. The medication must be provided to the school nurse in a pharmacy-labeled container. The school must also receive a dated written permission from the parent or caregiver requesting the school nurse or their designee administer the medication as prescribed. Medication forms are available in several languages on our [website](#).

Non-prescription medications will only be given with appropriate documentation from a licensed healthcare provider and a signed parental permission form. Only

parents/caregivers can deliver medications to and from school. Please do not send any medication to school with your children.

MANDATED HEALTH SCREENINGS

Throughout the school year, student support staff will be conducting health screenings required by the Commonwealth of Massachusetts as follows:

Height and Weight Measurement

All 1st, 4th, 7th and 10th graders will have their height and weight measured. The student's height, weight and body mass index (BMI) will be recorded in the student's health record. If parents/guardians do not want their child's measurements taken, they should send a written request to the school nurse at the start of the school year.

Vision

In- school vision screening will be conducted for all students in grades PreK through 5, 7th and 10th graders. The school nurse will notify parents/guardians if their child requires further vision evaluation and a referral form will be provided for your child's health care provider to complete. The completed referral form must be returned to the school nurse.

Hearing

In- school hearing screening will be conducted for all students in grades K through 3, 7th and 10th graders. The school nurse will notify parents/guardians if their child requires further hearing evaluation and a referral form will be provided for your child's health care provider to complete. The completed referral form must be returned to the school nurse.

Postural Screening

All students in grades 5-9 will be screened annually for scoliosis. Information and opt-out instructions will be sent to parents/guardians prior to the screenings. If a parent/guardian wants to opt their child out of this screening, they must submit a request in writing to the school nurse. The school nurse will notify parents/guardians if their child requires further postural evaluation and a referral form will be provided for your child's health care provider to complete. The completed referral form must be returned to the school nurse.

Screening, Brief Intervention and Referral for Treatment

SBIRT is a confidential screening for the use of alcohol, marijuana and other substances. The goal is to let students know that support staff are available to reinforce healthy decisions and to assist them in finding support if needed for substance use. All students in grades 7 and 10 will be screened by student support staff using the CRAFFT-N tool. Information and opt-out instructions will be sent to parents/guardians

prior to the screenings. Students will have the opportunity to opt themselves out on the day of the screening. Parents can reach out to their child's school adjustment counselor for more information.

Dental

Dental screenings are not required, but may be offered at your child's school through a partnership with Polished Dental. Information with registration forms will be sent home during the school year or you can contact your school nurse for more information.

The Teen Health Center is located within the high school and provides teens access to adolescent medicine primary care and counseling services. These comprehensive services include school and sports physicals, immunizations, sick and injury visits, medical gynecological care as well as mental health/psychosocial services.

The Health Center accepts most insurance coverage. Students without insurance or those receiving confidential services will receive services at no cost. No one will be denied access to services because of inability to pay. The Health Center is open Monday through Friday 8:00am - 3:00pm throughout the school year.

STUDENT SUPPORT SERVICES

STUDENT AND FAMILY SUPPORT AND COUNSELING

Salem Public Schools provides a continuum of student and family services in all PreK-12 schools. Utilizing a multi-tiered system of support, SPS seeks to ensure every student has what they need to thrive in school and the community. A team of certified school counselors across the district assist leaders and teaching staff in proactively building learning environments where each student feels a sense of belonging, competence and autonomy. School Adjustment Counselors, Administrators and College and Career Counselors work as a team to provide comprehensive school counseling programs that incorporate prevention and intervention activities. Counselors respond to the social emotional and mental health needs that arise with students and offer direct individual and group counseling to assist students in developing skills necessary to fully engage in school. College and Career Counselors at the high school level are instrumental in preparing students for post high school graduation, as well as college and career awareness. All counselors in the district leverage a comprehensive range of prevention, intervention, and enrichment services that exist in schools and the community. They work with families and community partners to secure resources to address out of school factors that impact learning and thriving.

If you would like more information on the student and family support services offered at Salem Public Schools, please contact Ellen Wingard, Director of Student and Family Support at 781-732-0137 or ewingard@salemk12.org.

Special Education and 504 Accommodation Plans

To learn more about special education services, please contact Jennifer Doucette-Ly, Executive Director of Special Education at 978-740-1249 or jdoucette-ly@salemk12.org. For information about 504 accommodation plans, contact Monique Osgood, Assistant Director of Special Education at 978-740-1248 or mosgood@salemk12.org.

GUIDANCE SERVICES

The College and Career Department is located on the third floor of the IMC. Parents may call and make an appointment to see the counselor at any time during the school day. Students should not hesitate to ask for assistance in dealing with personal, vocational, or academic issues. Students are encouraged to meet with their counselors before and after school regularly. Students are assigned a counselor on the basis of their last name and will remain with the same counselor throughout their high school years.

Ms. Meghan Grosskopf Sousa, Guidance Director: 978-740-1125

IN-SCHOOL NUTRITION

BREAKFAST AND LUNCH PROGRAM:

We are pleased to offer a universal breakfast, lunch, and dinner to all students for free regardless of income.

Hot and cold lunches are available for all students. Students may also bring lunch from home. The weekly lunch menu is posted on our website.

CAFETERIA

In order to maintain clean and orderly cafeterias, the following rules must be observed:

1. Students must use their own student ID badges to receive lunch.
2. Students receiving lunch are expected to maintain an orderly single line at all times at the serving area.
3. No line cutting is permitted.
4. Once the students are finished eating, they are required to clean up the trash and the food trays from their table.
5. Students must keep the table and floor in their area in clean condition for others.
6. Students are not to loiter at the entrance to the cafeteria or serving area.
7. Card playing and/or other games of chance are prohibited.

8. Students may not take food from the cafeterias without prior permission from the assistant principal/lunch duty staff.
9. Students wishing to move from one cafeteria to the next must use the stairwell inside the cafeteria.
10. When entering the IMC during lunch, students must use the first floor entrance and sign in at the front desk.
11. Students using student activities must use the first floor cafeteria to exit.

STUDENT CONDUCT

STUDENT CODE OF CONDUCT

Students in the Salem Public Schools are expected to treat all members of their school and district-wide community with dignity and respect. A school community includes anyone who attends, works in, or interacts within the school. Students, teachers, administrators, school adjustment counselors, paraprofessionals, custodians, secretaries, cafeteria workers, parent volunteers, and school visitors are all considered members of a school community.

All members of the school community have the responsibility to conduct themselves in a way that demonstrates respect for all individuals, their rights and their property. All members of the school community must also understand and support the standards of conduct of the school and assist in the enforcement of rules and regulations. Students are expected to be safe, responsible, and respectful throughout the school day, at the bus stop, in the cafeteria, on the playground, and in the classroom. This behavior is also expected during all curricular, co-curricular, athletic and special events of the school both on and off campus, including school-sponsored trips and those times when school buses or other school-provided transportation is used.

A student's participation in co-curricular, athletic, or other school or district events is a privilege, not a right or entitlement. Such activities include but are not limited to dances, proms, athletics, theater, and musical events. Failure to meet the Salem Public Schools code of conduct, both while in school and in the community, may result in revocation of such privileges, including the possibility of further penalties according to the Salem Public Schools Discipline Policy.

These rules and regulations may be supplemented by those developed by each individual school and/or classroom teacher. The academic success and safety of students are contingent upon students maintaining appropriate and responsible

behavior. The discipline procedures for students with disabilities shall follow applicable state and federal laws.

Student Searches

When there is reasonable suspicion that a student search will yield contraband or that a student has violated the District's code of conduct or law, students may be searched. For example, there are times when there is reason to suspect that stolen property, illegal, prohibited or inappropriate material is present in school. On these occasions, the principal or designee may search a student's person, backpack, car, clothing, or other personal belongings in order to investigate the matter. This procedure is designed to provide a safe environment for all students and staff. There is no expectation of privacy for any student desks, lockers, or other storage units within the Salem Public Schools and as such, those can be searched with or without reasonable cause.

Please see the [District policy manual](#) for the SPS Code of Conduct and Student Discipline Policy.

HARASSMENT

Salem Public Schools is committed to maintaining an educational and work environment free from all forms of harassment and violence. Harassment based on race, religion, national origin, sex, disability or sexual orientation is unlawful and prohibited in the Salem Public Schools. According to the Salem School Committee's policy on harassment (See SC Policy 5410), "It shall be a violation of this policy for any individual to inflict, threaten to inflict, or attempt to inflict violence or otherwise interfere with a student's education or an employee's work through conduct or any other form of communications.

This policy applies to all school employees, students, volunteers, contracted vendors, and other members of the school community. Each member of the school community has a responsibility to ensure that harassment and violence does not occur in the schools or at school-sponsored activities

*Please see the [district policy manual](#) for the **SPS Harassment Policy**.*

BULLYING INTERVENTION AND PREVENTION

The Salem Public Schools is committed to providing a safe, positive and productive educational environment where students can achieve the highest academic standards. No student shall be subjected to harassment, intimidation, bullying, or cyber-bullying.

Salem Public Schools policy on Bullying Prevention (See SC Policy 5410.01) defines bullying as "the repeated use by one or more students or school staff member of a written, verbal, or electronic expression, or a physical act or gesture, or any combination thereof, directed at a target that:

causes physical or emotional harm to the target or damage to the target's property; places the target in reasonable fear of harm to him/herself, or of damage to his/her property; creates a hostile environment at school for the target; infringes on the rights of the target at school; or materially and substantially disrupts the education process or the orderly operation of a school.

Please see the [district policy manual](#) for the SPS Bullying Intervention and Prevention Policy.

LANGUAGE ACCESS

If you need to receive a copy of this handbook translated in your spoken language, please contact the Principal's office.

Si usted necesita recibir una copia de este manual en su lengua hablada, los españoles, entran en contacto con por favor la oficina del principal.

Se você precisa de receber uma cópiadeste manual emsua lingual falada, os portugueses, contatam por favor o escritório do principal.

如果您需要收到以您的口語翻譯的本手冊的副本，請聯繫校長辦公室。

Nếu bạn cần nhận được một cuốn cẩm nang được dịch bằng ngôn ngữ nói của bạn, vui lòng liên hệ với văn phòng của Hiệu trưởng.

إذا كنت بحاجة إلى الحصول على نسخة من هذا الكتيب المترجم إلى لغتك المحكية، يرجى الاتصال بمكتب مدير المدرسة.