

***Salem Public Schools
School Committee***



Yamily Byas

Beth Anne Cornell, Vice Chair

AJ Hoffman

Mary Manning

Veronica Miranda

Megan Stott

Mayor Dominick Pangallo, Chair

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

October 19, 2026

POLICY SUBCOMMITTEE MEETING

Notice is hereby given that the Policy Subcommittee will meet on **Thursday October 22, 2026
at 5:00 pm.**

The meeting will be held online: <https://youtube.com/live/9H3e58EuGBE>

The agenda is as follows:

- 1) Approval of Minutes of Policy Subcommittee meetings held on September 8, 2026
- 2) Smart Glasses Policy
- 3) Meeting Schedule

Respectfully submitted by,

Hadee Benoit

Interim Executive Assistant to the School Committee

**Salem Public Schools
Policy Subcommittee Meeting Minutes
September 8, 2026**

- **Call to Order:** 6:08 p.m.
 - **Format:** Zoom / Remote Meeting
 - **Attendance:**
 - **Subcommittee Members:** Meg Stott (Chair/Member), Beth Anne Cornell (Member)
 - **Administration/Staff:** Dr. Tommy Welch (Superintendent), Kate Carbone (Deputy Superintendent)
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2. Approval of Prior Minutes

- **Review:** Approval of the minutes from the Policy Subcommittee meeting held on August 26, 2026.
 - **Motion to Approve:** Beth Anne Cornell
 - **Second:** Meg Stott
 - **Vote:** Unanimously approved (Cornell – Yes, Stott – Yes).
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3. Protect Act Draft Policy Discussion

- **Background & Timeline:**
 - The district is required to update its policies to align with the 2026 Protect Act (enacted August 5, 2026) and DESE model policy/procedures.
 - State guidance requested policies be updated prior to the start of the school year. While the district missed the initial date due to tight timelines, members noted that progressing through readings shows good-faith compliance.
- **Draft Comparison (MASC vs. Legal Counsel):**
 - Deputy Superintendent Kate Carbone presented the legal counsel (Colby's) version recommended for adoption.
 - Chair Meg Stott noted that the MASC and legal versions were similar, with the main difference being the removal of specific legal citation formatting.
- **Preamble & Political References:**
 - Member Beth Anne Cornell raised concerns over including political phrasing (e.g., explicitly naming Governor Healey) and redundant statements instructing the superintendent to enforce laws, as the superintendent is already legally obligated to do so.
 - The committee agreed to strike the performative opening paragraphs and political references, opting to reference Massachusetts General Law (MGL) standard phrasing instead.

- **Procedures vs. Policy Structure:**
 - Discussion addressed the distinction between state law requirements (which outline 7 core procedural areas) and DESE model guidance (which expands them to 9 points).
 - Concerns were raised about embedding rigid, prescriptive procedures into high-level policy documents.
- **School Resource Officer (SRO) MOU:**
 - Member Cornell noted that the district does not currently have an active signed Memorandum of Understanding (MOU) with the police chief for School Resource Officers, making specific references in policy premature unless qualified with "where applicable".
- **Operationalization & Training:**
 - Dr. Tommy Welch and Kate Carbone clarified that district practices already align with the spirit of the Protect Act (following prior staff guidance).
 - Once the policy passes the full committee, administrative procedures and training will be normed with school principals and staff.
- **Process & Three Readings Rule:**
 - The committee discussed whether to bypass the standard three-reading requirement. Members agreed not to override board policy, choosing instead to present the edited draft for a standard first reading at the full School Committee meeting.

4. Summary of Specific Edits to Draft Policy

1. Remove opening preamble and political references (e.g., naming Governor Healey).
2. Begin introductory section starting with: *"Except as required by state or federal law..."*
3. Remove the sentence commanding the superintendent to immediately implement the act.
4. Remove administrative narrative sections that tie policies to detailed emergency response workflows.
5. Retain the 1 through 9 core criteria points as presented.
6. Conclude with the statement that the policy and accompanying procedures constitute the written emergency response plan required under the Protect Act.

5. Motions & Action Items

- **Motion on Draft Policy:** Accept the discussed edits to the Protect Act draft policy and forward it to the full School Committee for a first reading.
 - **Moved by:** Beth Anne Cornell
 - **Seconded by:** Meg Stott
 - **Vote:** Unanimously approved (Cornell – Yes, Stott – Yes).

- **Motion to Adjourn:**
 - **Moved by:** Beth Anne Cornell
 - **Seconded by:** Meg Stott
 - **Vote:** Unanimously approved.

DRAFT

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

1. Purpose

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

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

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

This policy is specifically designed to:

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

2. Definitions

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

Prohibited devices include, but are not limited to:

- Smart glasses, including Meta smart glasses and similar devices with recording capabilities.
- Smartwatches or other wearable devices with audio or video recording capabilities.
- Wearable AI voice recorders, recording pins, and similar devices.
- Other wearable devices capable of covertly recording audio, video, or images.

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

3. Prohibition

Students may not possess, wear, use, or operate prohibited devices on District school property. This prohibition applies to all District schools and school property, including classrooms,

hallways, cafeterias, school grounds, and school buses. It also applies during school-sponsored activities and events held on or off school property.

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

4. Exceptions

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

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

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

5. Enforcement

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

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

6. Scope and Review

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

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