



2024-2025

# SALEM ELEMENTARY SCHOOL HANDBOOK

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3400 Saint Bernard Way  
Murfreesboro, Tennessee 37128  
615-624-5510



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This handbook is created specifically for parents of Salem Elementary School. While some district policies are included, parents and guardians should also be familiar with the district's Parent Handbook and Board policies and procedures, which can be found online at [cityschools.net](http://cityschools.net).

***Murfreesboro City Schools is committed to ensuring that all students and adults are given the opportunity to learn, participate, and work in an environment that is free from discrimination.***

MCS does not discriminate on the basis of race, religion, creed, sex, gender, gender identity, sexual orientation, national origin, color, age, and/or disability in admission to, access to, or operation of its programs, services, or activities, and provides access to the Boy Scouts and other designated youth groups. MCS does not discriminate in its hiring or employment practices.

# WELCOME SAINTS

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**Sia Phillips**

School Principal

[sia.phillips@cityschools.net](mailto:sia.phillips@cityschools.net)



**Raeven Brooks**

Assistant Principal

[raeven.brooks@cityschools.net](mailto:raeven.brooks@cityschools.net)



**Charlotte James**

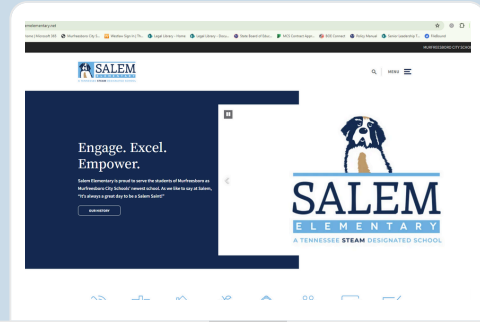
Assistant Principal

[charlotte.james@cityschools.net](mailto:charlotte.james@cityschools.net)

# CONNECT WITH US!

## School Website

Our website, [salemelementary.net](http://salemelementary.net), contains information on important topics, including academic requirements, school websites, and transportation information.



## District Callouts

MCS uses a callout system to share important news and information with families. You will receive recorded calls from the school district and your child's school. If you are not receiving calls, contact your child's school to update your contact information. If your phone number changes, please update with your school to ensure you continue receiving our calls.

## Skyward Portal

Skyward is a web-based tool that helps families stay connected to their student's classroom. It lets families see real-time grades, homework, attendance information, discipline information and more. The Family Portal is available online and on mobile devices. Schools will provide instructions to access the Family Portal. Contact your school administrator for questions.

## ClassDojo

Many schools use ClassDojo as a communication platform to engage parents. It requires parents to set up an account with ClassDojo.

## PeachJar

MCS uses PeachJar to provide information on community resources to parents and staff.

## Find Us Online!



**We're on Facebook!**  
[facebook.com/SalemElementaryTN](https://facebook.com/SalemElementaryTN)

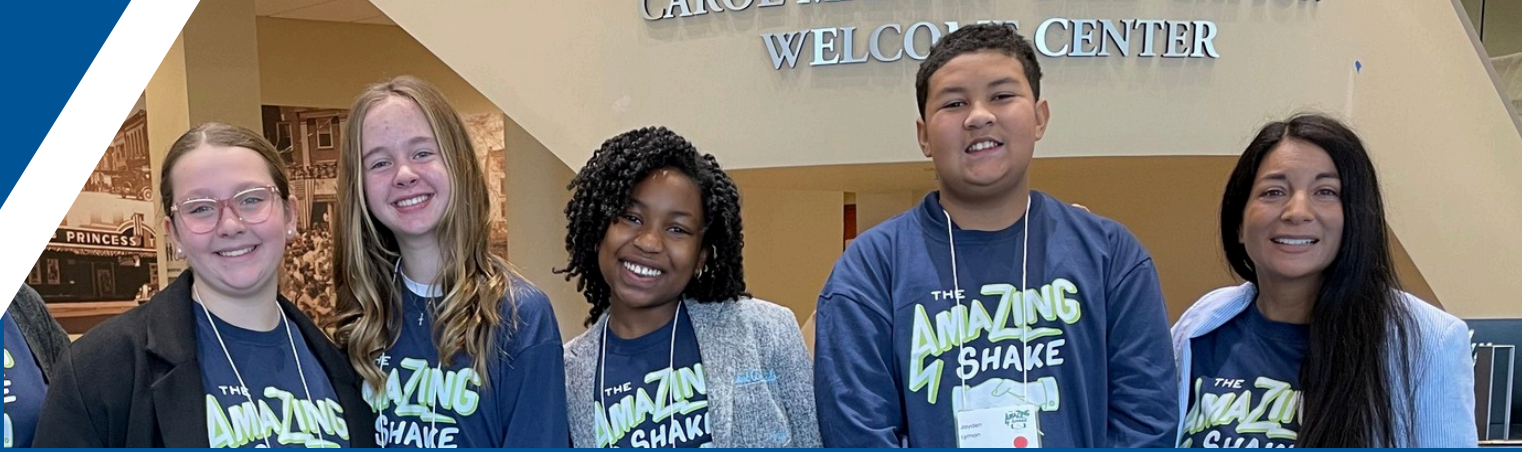


**We're on X**  
<https://twitter.com/SalemElem>



**We're on Instagram!**  
[@murfreesborocityschools](https://www.instagram.com/murfreesborocityschools)





# ABOUT THE SCHOOL

Salem Elementary School opened in 2019. Our mascot is a Saint Bernard named Baxter and our students are proud Salem Saints.

Our vision is to engage as a community of learners, promote excellence, and empower our Salem Saints in and beyond the classroom.

## IMPORTANT TIMES

Our school doors open at 7:15 a.m.

Classroom instruction begins promptly at 7:30 a.m.

The school day ends at 2:30 p.m.

## DROP OFF/PICK UP LINE INFORMATION

When loading and unloading students in cars, safety is always our primary concern. All car riders will unload from 7:15-7:30 in the morning. Kindergarten and first grade car riders will be loaded and unloaded in the back of the building. Second, third, fourth, fifth, and sixth grade car riders will load and unload in the front of the building. **Do not drop off students in the front of the building in the bus loading area.**

Please help us ensure the safety of all students by following the guidelines:

- Load/unload children on school property. Observe traffic signs and rules as well as the directions of staff members who have been assigned to assist with loading/unloading.
- All car riders will be given an official Salem Elementary car tag from their teachers. If you lose your tag or need extras, please let your teacher know.
- Car rider tags must be displayed when picking up your child. Children will not be released to anyone with handwritten tags or tags without the official stamp. To ensure the safety of our students, parents without a tag must sign out their children in the front office.
- Parents should not walk up in the car line to pick up. Parents should remain in vehicles during dismissal.
- Instruct children to watch for their ride and walk to the car when directed.
- Avoid blocking bus parking areas and pick up area for other cars.
- There will be several students walking among the cars in the car line. For the safety of our students, please make sure you limit distractions. As a reminder, State law prohibits any handheld use of cellphone, including talking on the phone, while in a school zone.

# ATTENDANCE REQUIREMENTS

## **TARDINESS**

The school day begins promptly at 7:30 a.m. Any students arriving after this time are considered tardy to school. These students must be signed in at the front office. Tardies are reported on the attendance report, and excessive tardiness will be reviewed for potential action.

## **ABSENCES**

Parents are responsible for providing documentation when a child misses school. Written documentation supporting reasons for absences must be submitted to the school attendance officer within 5 school days. Even though a parent may verbally contact the school, a written notice must also be provided to the school and e-mailed or given to the attendance officer.

For more information on school absences, see the Murfreesboro City School's Parent Handbook.

## **MAKE-UP WORK**

Students who miss schoolwork because of an absence shall be given the opportunity to complete all assignments and tests that can be reasonably provided. As determined by the teacher, the assignments/tests shall be similar, but not necessarily identical to, the assignments/tests missed during the absence. Students will receive full credit for work completed and submitted by the modified due date.

## **EARLY DISMISSAL**

Students must be signed out at the office by the parent for early dismissal. If someone other than the parent is picking up, the parent is to send a written note listing the name of the individual they are requesting to check out their child early. That individual must be prepared to show photo I.D. at pick-up.



# ACADEMIC INFORMATION

## Reporting Student Progress

Parents and teachers working together maximize the potential for success of each student. Therefore, it is necessary that communication be a continuous process between the home and the school. Faculty and staff welcome and encourage open communication. Report cards are distributed on a nine weeks basis and sent home with the students. Parents can also access these reports and stay up to date on student progress online through Skyward. Parent conferences are scheduled twice a year and at any other time the teacher and/or parent deem necessary.

## Academic Acknowledgement

All students are consistently rewarded for their hard work and progress at Salem. To further acknowledge the academic success of students in grades 3-6 there are two distinguished groups that the students may become a member of through their hard work and effort:

- **Honor Roll** - To be on the Honor Roll, a student must earn all A's and B's for that grading period
- **Principal's List** - To be on the Principal's List, a student must earn all A's for that grading period

## Field Trips

Field trips are an important part of connecting classroom activities to real-world experiences. Parents must sign a form granting their child permission to participate in these activities before their child is permitted to leave the building for a trip. Funds may be requested for each child's trip. Parents may chaperone pursuant to School Board policy, however siblings of students will not be allowed on field trips.

## Media Center/Library Access

The media center operates on a combination of scheduled activity, open check out, and research times which are available to enhance curricular concepts. Classes are scheduled for instructional sessions with the media specialist. Each student is issued a library number and uses this when checking out materials. Parents are responsible for paying replacement cost for any lost or damaged material. When a student has an overdue book, no additional materials will be checked out until the late books are returned.





# ACADEMIC INFORMATION

## School Counseling

There are many services provided by the Guidance Department, such as: individual counseling, small group counseling, parent consultation, and teacher consultation. Additionally, we will have a social worker on site at scheduled times throughout the week to provide assistance when necessary for students or families. Students can refer themselves for individual counseling or can be referred by teachers, parents, or other staff members. Parents and teachers can ask for assistance from the counselors when conferencing about specific problems which they have not been able to resolve themselves.

## Playground Use

Classroom or special area teachers will supervise students who use the playground during the school day. Instruction for safe play will be given. The following is a list of expectations for the playground:

1. Swing alone and use the swing appropriately to remain safe.
2. Slide down the slide seated and avoid climbing up the slide.
3. Climb and play safely only on identified climbing apparatus as they are designed.
4. Play safely on the monkey bars—no leg wrestling, or pulling on students.
5. Play safely and avoid tackle football or aggressive pushing or shoving in basketball, soccer or any other sport.
6. Stay in the designated area within sight of the teacher or supervisor.

## Physical Education

Each child is required by state law to participate in physical education, and every class is scheduled to meet with the physical education teacher. The four major areas taught in physical education include games/sports, gymnastics, physical fitness, and rhythmic activities.

All students will participate in physical education, unless the school is presented with a:

- A parent's written request asking for the child to be excused from one gym class and stating the reason, OR
- A doctor's note that states the length of time needed to not participate in gym class. A doctor's note is required if student will miss more than one gym class.

If a child has any health problems or a chronic illness, the parent should inform the physical education teacher.

Each child must dress properly for physical education classes.

- Students must wear tennis shoes each time they come to gym class. Boots, sandals, crocs, flip flops, hiking shoes, casual shoes, dress shoes, etc. are not acceptable.
  - Students who come to gym time without the appropriate tennis shoes will not be able to participate in the activity.
  - The first time a student does not wear appropriate shoes to gym, the student will be given a verbal warning. The second time the student does not wear gym-appropriate shoes, parents will be contacted.



# CODE OF CONDUCT INFORMATION

All Murfreesboro City Schools students are subject to the school system's Code of Conduct which can be found in the Parent Handbook. In addition, the following information applies to children attending Salem Elementary School:

## ***THE SAINT BERNARD WAY***

Salem Elementary is committed to the development and support of the social and behavioral climate of our school. To help ensure this, we implement a positive behavior support system that is designed to assist students and teachers by intentionally meeting the social emotional needs within our school while proactively addressing individual behavioral concerns in an effort to support a school environment that fosters creative, challenging, and excellent academics. Salem Elementary has school-wide behavior expectations. These will be taught in each classroom throughout the year. To help specify appropriate behaviors, expectations are defined with what the expected behavior looks like in various locations throughout our school.

**Our goal is for all Salem Saints to independently self-check with the reminder, "Check Your P.A.W.S"**



**IS FOR PRIDE**



**IS FOR  
ACCOUNTABILITY**



**IS FOR  
WISE CHOICES**



**IS FOR SAFETY**

## **BULLYING, DISCRIMINATION, AND HARASSMENT**

Students shall be provided a learning environment free from sexual, racial, ethnic, and religious discrimination/harassment. It shall be a violation of this policy for anyone to discriminate against or harass a student through conduct or communication that is sexual, racial, ethnic, or religious in nature. For complete details on discrimination and complaint procedures, please refer to the Murfreesboro City Schools Parent Handbook.

## **DRESS CODE**

Children are expected to come to school dressed appropriately.

Clothing/accessories/hair, which would disrupt teaching and learning, are not considered appropriate dress. Clothes and shoes must fit appropriately and no undergarments may be visible. The staff reserves the right to call a parent to the school if child's appearance or attire becomes disruptive, unsafe, or distracting. For safety, cleats and roller shoes ("Heelys") may not be worn at any time. Parents, please help us with dress code as learning can be negatively impacted with distractions at school.

# THE HOUSE SYSTEM

## What is the House system?

The house system is an idea adopted from Ron Clark Academy to give students the opportunity to connect with students across the school. It's a fun way for us to strengthen school culture.

## How does it work?

**Salem Elementary has four "houses": Amistad, Rêveur, Altruismo, and Isibindi**

Students and staff will be assigned a house. Staff will award students with points for showing good character, academic achievement, good attendance, school spirit, kind efforts, and other areas of student participation and engagement.

Throughout the year, Salem will have special events, school spirit days, competitions, and pep rallies so that students can celebrate with their houses.

# SPECIAL EVENTS & FUNDRAISERS

- Salem Elementary will host special events and fundraisers throughout the school year. This allows the Salem community to engage with each other while supporting the school.
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- School-sponsored fundraising activities provide additional funds for the school. Participation in fundraising activities is voluntary. These activities will not conflict with the instructional program and a child's grade will not be impacted by participation in fundraising. More information on school fundraising can be found in Board Policy 2.601.
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- Our school fundraisers include:
- Salem Sprint
- Smart Cards
- School Spirit Wear
- 
- More information on school fundraisers will be provided to parents on an annual basis.
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- Salem Elementary is grateful to have an involved Parent-Teacher Organization! Parents are encouraged to join and attend meetings. Contact the PTO for any information concerning volunteerism at SalemSaintsPTO@gmail.com.



# CLUBS AND ACTIVITIES

Salem Elementary is excited to offer a number of extracurricular activities to ensure the academic and personal success of our students! Parents will be required to complete a permission form prior to their child's participation in any club or activity.



## The Amazing Shake

Sponsor: Mrs. Bunyi

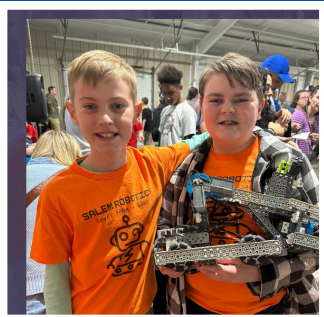
This club is for grades 5-6 and focuses on leadership and speaking skills. Two students will earn a spot to represent Salem/MCS in the competition.



## Choir

Sponsors: Mr. Belusko and Mr. Welch

Salem Singers are composed of students in grades 4-6. Students audition in the Fall and perform at various events throughout the school year.



## Fishing Club

Sponsor: Mr. Welch

The Fishing Club meets 5 times during the second half of the year. The club focus is on instructing basic fishing skills, learning about fish, their environment, conservation, and going fishing in the Salem's pond.

## Salem Robotics

Sponsor: Mrs. Kahle

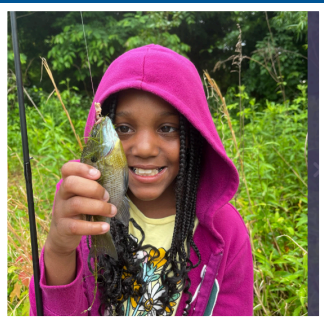
This club is for students in grades 5-6. Information regarding the club will go out during the first quarter with competitions beginning in December.



## Student Council

Sponsor: Mr. Evans

Elections occur during the month of September for interested students in grades 4-6. Students meet monthly to build on leadership skills and community/school outreach.



## Ukulele Club

Sponsor: Mr. Belusko and Mr. Welch

Ukulele Club try-outs occur during the Spring semester for grades 4-6. Students learn to play the Ukulele and perform at school events.





# HEALTH AND SAFETY INFORMATION

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## School Safety

Salem Elementary is committed to keeping your child safe while they are in our care. Our school has and will continue to dedicate resources, time, and effort to ensure that our school building is safe and secure. Our school has an incident response plan specifically designed for our school that our staff are trained on throughout the year. Training drills involving all staff and students will be conducted on a monthly basis that include the following: fire, severe weather (tornado), and intruder. All drills are conducted with a preventative focus to be prepared for such emergencies.

## School Visitors

Anyone other than a Salem student or staff member is considered to be a **VISITOR** and must enter the building at the front entrance and report to the school office to sign in and receive a visitor's pass. This pass must be worn by the visitor at all times. Salem Elementary uses the *Guardian visitor scanning system*, and government-issued photo identification will be required for scanning. All visitors must adhere to Salem policies and procedures. Before leaving the building, visitors must return to the office to sign out, retrieve their ID, and return the visitor's pass. All exterior doors with the exception of the front door are locked at 7:30 a.m. each day and remain locked throughout the day. Parents may not park cars on the circular drive entrances. Please utilize the provided parking spaces when entering the campus.

## School Health

In an effort to keep our students healthy, it is important for students to stay at home and away from others when feeling sick. If your child develops symptoms during the school day, they will be sent to the school nurse for assessment. The nurse will determine if the child must be sent home according to our illness guidelines. The school health clinic cannot provide prolonged care of sick students. You or an emergency contact must pick up your child within an hour of notification. The child should not return for at least 24 hours, unless they have been cleared to return earlier by a medical provider. Medical documentation must be provided if your child returns prior to 24 hours. Please see the Murfreesboro City School's Parent Handbook for Illness Guidelines.

If your child requires medication during the school day, Murfreesboro City School's Parent Handbook for medication guidelines.



# SCHOOL NUTRITION

Students are served meals in accordance with the guidelines of the National School Lunch Program. Cafeteria menus may be viewed at [www.schoolcafe.com](http://www.schoolcafe.com) or [www.cityschools.net](http://www.cityschools.net). Please feel free to contact the cafeteria manager with any questions, concerns, or suggestions that you may have.

## School Meals

Breakfast and lunch are served daily to all Salem students at no cost to families. Students are also welcome to bring their own lunches and snacks. All children are expected to eat lunch, unless the child has a religious exemption. Students may not bring glass bottles to school as part of their lunch. Healthy snacks are available for students to purchase in addition to school lunch. Outside food is not permitted in the cafeteria. Money may be added to your child's account in the cafeteria any morning before classes begin. Put all money and checks in sealed envelopes with the child's name, teacher's name, and the purpose of the money on the outside of the envelope. Students will not be allowed to charge extra snacks. Returned checks to any school account will be charged a \$15.00 service fee.

All families, regardless of ability to pay, will be asked to complete a demographic statement at the beginning of the school year for federal accountability for the school food program.

Cafeteria prices are set by the school board and are subject to change.



## Snack Policy

We encourage healthy snacks from home. Some ideas include apples, raisins, grapes, bananas, pretzels, crackers, celery sticks, carrot sticks, 100-calorie type packs, etc. Your child's teacher may provide guidance or suggestions for individual classrooms. We encourage students to bring bottled water to school. No carbonated drinks should be sent to school. Chewing gum is not permitted at school.

## Lunch Visitors

Salem does not allow lunch visitors, due to the limit number of seating for students. Parents will be allowed to eat with students during special events through the school year.





# STUDENT PROPERTY

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Salem discourages students from bringing personal property onto campus that is not required for instruction. Students bringing personal property onto school campus do so at their own risk. Large sums of money (not to exceed \$20.00) may not be brought to school.

**The following items are not permitted at Salem Elementary:**

- **Toy guns or weapons of any kind**
- **Collector cards**
- **Laser light pointers**
- **Lighters or matches**

Cellphones, MP3 players, laptops, or other personal technology may be stored in backpacks or other carryall. These items must be silenced or turned off unless permission is granted by the teacher. Improper use of these devices may result in confiscation of the device until it can be released directly to a student's parents. A student in violation of this policy is subject to disciplinary action. In addition to the parameters established above, use of any device to bully, harass, or intimidate others will be subject to disciplinary action.

Using any device for any illicit activity including, but not limited to, taking, disseminating, transferring, or sharing obscene, pornographic, lewd, or otherwise illegal images, photographs, or similar material whether by electronic data transfer or otherwise may constitute a crime under State and/or Federal law. Students engaged in any of the above activities will be subject to the disciplinary procedures of the Code of Conduct and reported to law enforcement and other appropriate State or Federal agencies.

These devices shall not be used to record and/or video school staff or students without the principal's/designee's permission. Cell phones or any other devices are not to be used, accessed, or displayed while on any school bus. Possession of a cell phone is a privilege, which may be forfeited by a student who fails to abide by school's policies and procedures.

The Murfreesboro City Schools Board, its schools, and its employees do not assume any responsibility or liability for the loss of or damage to any student's personal communication device, or for the unauthorized use of a student's personal communication device.

Salem respects the right of privacy for all students. However, students do have conditional privacy while on campus. Student lockers, desks, and cubbies must have only school-related items in them. Lockers, desks, backpacks, and other places within the school are subject to search by teachers and/or administration at any time of reasonable suspicion or concern.

# STUDENT TRANSPORTATION

City school buses transport children who live in the Salem Elementary zone to and from school. Please be advised that large projects or packages cannot be carried onto the bus, as there must be adequate room for at least three children in each seat. Assigned school personnel will be on duty to meet the buses in the morning and to monitor boarding of the buses at dismissal time. Bus riders are expected to follow the rules and regulations regarding safety and behavior on the bus and at bus stop locations.

Established bus riders wanting to ride another bus home with a friend must provide a signed note from the parent informing the school of the change in the student's bus stop for the day. This note must be signed by the principal and faxed to the Transportation Department. If the Transportation Department determines that the bus is already at maximum student capacity, the request will not be honored. The school will notify the parent and other arrangements must be made.

For non-established bus riders wanting to ride the bus home with a friend parents must come to the Salem office and complete the "Special Request for Transportation" form for non-established bus riders; this can also be faxed if necessary. This form **MUST** be received in the Salem office prior to 10:00 a.m. and then faxed to the Department of Transportation for approval. If the Transportation Department determines that the bus is already at maximum student capacity, the request will not be honored. The school will notify the parent and other arrangements must be made. *A new permission form must be completed each time this occurs.*

## Transportation Changes

Students who will have a transportation change for the day must have a note signed by their guardians along with a telephone number where they may be reached for verification of the note. The note must be signed by the school administration or designated office staff. The school will not make transportation changes or permit students to make arrangements by telephone. Changes in transportation must be made prior to 2:00 p.m. each day to ensure there is adequate time to notify all parties involved.

## WALKERS AND BIKE RIDERS

Only 2nd – 6th grade students may be walkers or bike riders. This choice must be noted by parents on the student's registration form under the "Transportation" section. Approval from the office must be granted. Students in Kindergarten or 1st grade will not be allowed to walk or bike home unless escorted by an older sibling in 3rd – 6th grade. A student's route home must have access to sidewalks and may not cross major roadways where crossing guards are not present. Students shall exit the building immediately upon dismissal with the designated teacher who will walk them to the edge of the school property.

Students may ride their bicycles to school. Locks are recommended. Bike riders shall follow all safety and traffic rules. Students must wear helmets when riding their bikes to school. Bike riders shall leave the campus promptly after dismissal and follow the directions of the crossing guard. Bike riders shall walk their bikes across the intersection at the direction of the crossing guard. The school is not responsible for students' bicycles. Skateboards, Rollerblades, and/or Scooters may not be ridden to or from school.





# FREQUENTLY ASKED QUESTIONS

## **WHAT IF A PARENT HAS A CONCERN, COMPLAINT, OR QUESTION?**

If you experience concerns or issues that need to be addressed, contact the teacher or appropriate instructor first to attempt to resolve the situation. If this same situation continues to be an issue and you believe another meeting with the teacher would not bring resolution, you may request a meeting with the teacher and/or administrator or counselor. If that meeting is needed, we are hopeful that a positive resolution will be reached.

## **CAN I SEND MY CHILD'S PARTY INVITATION TO THEIR CLASS?**

Invitations to and/or reminders regarding personal parties will not be distributed at school unless they are given to every child in the class.

## **CAN I SEND DELIVERIES TO MY CHILD WHILE THEIR AT SCHOOL?**

Due to safety concerns, flower and balloon deliveries are not to be sent to school, and will be returned to the florist/vendor.

## **CAN I SEND FOOD OR OTHER ITEMS FOR MY CHILD'S BIRTHDAY?**

Store bought birthday treats are allowed. Please contact your child's teacher for details.

## **CAN I VISIT MY CHILD'S CLASSROOM?**

To protect instructional time, parents will only have access to classrooms during school hours when the classroom teacher provides permission to the office. Please schedule visits with the teacher or front office staff ahead of time.

## **DOES SALEM HAVE AN EXTENDED SCHOOL PROGRAM?**

Before and after school childcare is available through our ESP program from 6:00 until 7:15 in the morning and from 2:30 to 6:00 in the afternoon, Monday through Friday. Children may stay for both sessions or only attend one session, either morning or afternoon. Information regarding fees, class options, and attendance options is available from our Salem ESP office. You may contact the Salem ESP Director for enrollment information.