



**School Committee
Meeting**

**February 26, 2014
7:00 pm**

**Public Budget Meeting
Shrewsbury High School
Auditorium**



SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING
AGENDA
February 26, 2014 7:00pm
Shrewsbury High School Auditorium



Items

Suggested time allotments

I. Public Participation	7:10 – 7:20
II. Chairperson's Report & Members' Reports	
III. Superintendent's Report	
IV. Time Scheduled Appointments	
V. Curriculum	
VI. Policy	
VII. Budget	
A. State Aid for Education: Report	7:10 – 7:20
B. Teacher Compensation: Report	7:20 – 7:30
C. FY15 Budget: Public Hearing	7:30 – 8:55
VIII. Old Business	
IX. New Business	
X. Approval of Minutes	8:55 – 9:00
XI. Executive Session	
XII. Information Enclosures	
XIII. Adjournment	9:00

**Next meeting: March 10, 2014
(rescheduled from March 12, 2014)**



SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE



ITEM NO: I. **Public Participation**

MEETING DATE: 2/26/14

SPECIFIC STATEMENT OR QUESTION:

Will the School Committee hear thoughts and ideas from the public regarding the operations and the programs of the school system?

BACKGROUND INFORMATION:

Copies of the policy and procedure for Public Participation are available to the public at each School Committee meeting.

ITEM NO: II. **Chairperson's Report/Members' Reports**

SPECIFIC STATEMENT OR QUESTION:

Will the School Committee hear a report from Ms. Sandra Fryc, Chairperson of the School Committee, and other members of the School Committee who may wish to comment on school affairs?

BACKGROUND INFORMATION:

This agenda item provides an opportunity for the Chairperson and members of the Shrewsbury School Committee to comment on school affairs that are of interest to the community.

STAFF AVAILABLE FOR PRESENTATION:

Ms. Sandra Fryc, Chairperson
Mr. John Samia, Vice Chairperson
Mr. Jason Palitsch, Secretary
Ms. Erin Canzano, Committee Member
Dr. B. Dale Magee, Committee Member

ITEM NO: III. **Superintendent's Report**

SPECIFIC STATEMENT OR QUESTION:

Will the School Committee hear a report from Dr. Joseph M. Sawyer, Superintendent of Schools?

BACKGROUND INFORMATION:

This agenda item allows the Superintendent of the Shrewsbury Public Schools to comment informally on the programs and activities of the school system.

STAFF AVAILABLE FOR PRESENTATION:

Dr. Joseph M. Sawyer, Superintendent of Schools

ACTION RECOMMENDED FOR ITEMS I, II, & III:

That the School Committee accept the report and take such action as it deems in the best interest of the school system.



SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE



ITEM NO: IV. Time Scheduled Appointment

MEETING DATE: 2/26/14

SPECIFIC STATEMENT OR QUESTION:

BACKGROUND INFORMATION:

ACTION RECOMMENDED:

AVAILABLE FOR PRESENTATION:



SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE



ITEM NO: **V. Curriculum**

MEETING DATE: **2/26/14**

SPECIFIC STATEMENT OR QUESTION:

BACKGROUND INFORMATION:

ACTION RECOMMENDED:

STAFF AVAILABLE FOR PRESENTATION



SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE



ITEM NO: VI. Policy

MEETING DATE: 2/26/14

SPECIFIC STATEMENT OR QUESTION:

BACKGROUND INFORMATION:

ACTION RECOMMENDED:

STAFF AVAILABLE FOR PRESENTATION:



SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE



ITEM NO: **VII. Budget**
A. State Aid for Education: Report

MEETING DATE: 2/26/14

SPECIFIC STATEMENT OR QUESTION:

Will the School Committee hear a report on state financing of education and how it is expected to affect Shrewsbury?

BACKGROUND INFORMATION:

- 1) A report detailing the state aid for education plan is enclosed.

ACTION RECOMMENDED:

That the School Committee hear the report on state financing of education and how it is expected to affect Shrewsbury.

STAFF AVAILABLE FOR PRESENTATION:

Mr. Liam Hurlley, Director of Business Services



Shrewsbury Public Schools

Liam T. Hurley
Director of Business Services

February 26, 2014
To: School Committee

Subj: Chapter 70 Aid Report

Overview

This memo provides an overview of the preliminary FY15 Chapter 70 state funding and compares our funding with other districts.

Chapter 70 Aid is the state funded program that allocates resources for education to school districts in the Commonwealth. The Education Reform Law of 1993 included this extensive program of state aid to cities and towns for the operation of K-12 public schools. The original intent of the program was “to ensure that every public school system had adequate funding, regardless of the wealth of the local community.” The financing formula has evolved from its original state to consider a community’s ability to pay according to its property values as well as income levels. Thus, the program that began in 1994 continues to provide substantial resources to communities throughout the Commonwealth under the aggregate wealth model. The goal of the Chapter 70 formula is to ensure that every district has sufficient resources to meet its foundation budget spending level, through an equitable combination of local property taxes and state aid.

Updates for FY15

Pursuant to section 6 of chapter 70 of the General Laws, the Commissioner of Elementary and Secondary Education is issuing the preliminary estimates of Chapter 70 school aid and net school spending requirements for FY15. These estimates are based on House 2, Governor Patrick's proposed state budget for the coming fiscal year. The proposal increases aid from \$4,301,214,591 billion to \$4,400,696,187 billion, an increase of \$99.5 million or 2.3 percent. **These are preliminary estimates subject to change as the House and Senate deliberate on the budget.** The Commissioner will issue the final, official school spending requirements as soon as the Governor and Legislature approve either the FY15 state budget or an earlier local aid resolution.

Shrewsbury falls into the \$25/student additional aid and our preliminary Chapter 70 state aid is now up \$148,575 to \$19,045,813.

The Shrewsbury Public Schools in partnership with the community, will provide students with the skills and knowledge for the 21st century, an appreciation of our democratic tradition, and the desire to continue to learn throughout life.

Here are some of the key points about the Governor's proposal:

- The aggregate wealth model used in the formula since FY07 continues to be in effect. For municipalities with required contributions above their targets, the equity component of the formula is reduced by 50% of the gap.
- 59 operating districts receive foundation aid to ensure that they do not fall below their foundation budgets.
- 94 operating districts receive downpayment aid to bring them closer to their target aid share.
- 201 operating districts receive minimum per pupil aid to ensure that they receive an increase of at least \$25 per pupil over FY14.
- Foundation budgets are raised by an inflation factor of 0.86 percent.
- Enrollment grew by .3 percent; forty-one percent of districts saw increases of as much as 18 percent.
- The cap on regular education pre-kindergarten enrollment, previously at twice the number of special education pre-kindergarten enrollment, is lifted. Districts can now count all enrolled pre-kindergarten students provided they do not pay tuition.

Source: http://www.doe.mass.edu/finance/chapter70/chapter_15p.html

Components

The Chapter 70 aid to school districts is determined through four basic steps:

STEP 1: CALCULATE FOUNDATION BUDGET

This total "foundation budget" is designed to represent the total cost of providing an adequate education for all students, and it is often expressed as a per-pupil foundation budget by dividing the total foundation budget by the number of students. A district's foundation budget is derived by multiplying the number of pupils in fourteen enrollment categories by cost rates in eleven functional areas. The enrollment categories include Preschool, Kindergarten, Elementary, Middle, High School, English Language Learners, and Vocational as well as incremental cost categories including Special Education In-District and Out of District, and Low Income. Certain formulas are used that assume ratios of students and staff that apply to all districts, not specific to each district. The functional areas include administration, instructional leadership, classroom teachers, guidance, maintenance and operations, employee benefits as well as a wage and inflation factor to sum up the foundation budget.

STEP 2: CALCULATE REQUIRED LOCAL CONTRIBUTION

Once the total foundation budget is established, the state calculates each city and town's "ability to contribute" local revenue towards the operation of its schools. Local ability to contribute varies widely based upon the incomes and property values of different cities and towns. The required local contribution is basically a measure of how much local tax revenue a city or town can reasonably raise and dedicate to the operation of its schools and is known as the aggregate wealth model.

As part of the 2007 reforms, the state now calculates two separate local contribution amounts for each district before coming up with a final required contribution. The state gets to the required contribution through three steps:

1. A "preliminary contribution" is calculated by taking the previous year 's required local contribution and multiplying it by the Municipal Revenue Growth Factor, a rate that estimates growth in local revenues from year to year.
2. A "target contribution" is calculated by looking at the specific property values and income wealth of a given community.
3. Since the target contribution is more directly tied to each community's current ability to contribute, the state then sets a "required contribution" designed to move districts whose preliminary contributions are either above or below their target contributions towards the target. The final required contribution is then set based on uniform rules, and falls in between the preliminary and target contributions.

It is important to note that Shrewsbury's determination of its required contribution is below the target and is as follows for FY15:

	<u>Target Amount</u>	<u>Percentage of Foundation</u>
A) FY14 Required Local Contribution	\$36,553,737	66.37%
B) Preliminary FY15 Required Contribution	\$37,847,739	68.29%
C) FY14 Target Local Share	\$42,589,482	76.84%
D) Adjusted FY13 Required Contribution	\$38,578,814	69.61%

- Preliminary FY15 Required Contribution represents the FY14 Required Local Contribution multiplied by the Municipal Revenue Growth Factor of 3.54%
 $A \times 103.54\% = B$
- FY15 Target Local Share represents what the state formula indicates what Shrewsbury should be contributing based on its property value and citizens' income.
- Adjusted FY15 Required Contribution represents the state's requirement for Shrewsbury to move closer to the Target Local Share. This is determined by taking 2% of the FY14 Required Local Contribution and adding it to the Preliminary FY15 Required Contribution $(A \times 2\%) + B = D$
- The 2% adjustment is required because Shrewsbury's Preliminary FY15 Required Contribution of 68.29% is more than 7.5% below the Target Local Share of 76.84% (it is 8.55% lower).
- Note: The FY15 Adjusted Required Contribution is \$4,010,668 less than the state's target for Shrewsbury (D-C)

STEP 3: FILL THE GAP WITH CHAPTER 70 EDUCATION AID

Chapter 70 education aid is then determined by filling the gap between a district's required local contribution and its foundation budget. Calculating state aid from the difference between steps 1 and 2 ensures that every district can fund the total baseline education determined appropriate by the foundation budget. This is because Shrewsbury's Required Local Contribution is below the target given its wealth and therefore only qualifies for the Minimum Aid of \$25 per pupil. This scenario will likely be the case for the next several years as the state moves Shrewsbury closer to its target.

STEP 4: AFTER CHAPTER 70 AID IS DETERMINED, DISTRICTS MAY CONTRIBUTE MORE

The required local contribution is only a minimum amount that cities and towns must contribute to their school districts, and many communities opt to contribute significantly more. For this reason, the Chapter 70 formula provides a baseline school budget, but it does not ensure equitable total funding across the state. Net School Spending is defined as the Chapter 70 Aid plus the Towns Required Local Contribution. Cities and Towns must spend at least their Required Net School Spending and the chart below indicates that Shrewsbury has exceeded its Net School Spending Requirements and has spent between 6% and 16% percent above its Required Net School Spending and has recently been around 10%. However, the state average increase above Net School Spending is 15% and our peer districts spend on average almost 30% above their Required Net School Spending. ²

History of Chapter 70 Aid to Shrewsbury

<u>Year</u>	<u>Enrollment</u>	<u>Foundation Budget</u>	<u>Required Local Contribution</u>	<u>Chapter 70 Aid</u>	<u>Required Net School Spending</u>	<u>Actual Net School Spending</u>	<u>% Over</u>
FY03	4,953	\$31,933,286	\$23,187,512	\$8,745,774	\$31,933,286	\$36,101,586	13.1
FY04	5,128	\$33,741,872	\$23,454,168	\$10,287,704	\$33,741,872	\$39,141,459	16.0
FY05	5,383	\$36,777,283	\$24,828,582	\$11,948,701	\$36,777,283	\$42,111,030	14.5
FY06	5,571	\$39,662,058	\$25,861,451	\$13,800,607	\$39,662,058	\$44,016,335	11.0
FY07	5,705	\$43,006,922	\$27,107,973	\$15,898,949	\$43,006,922	\$45,644,331	6.1
FY08	5,811	\$46,216,469	\$28,796,799	\$17,419,670	\$46,216,469	\$50,466,635	9.2
FY09	5,852	\$49,163,923	\$30,297,112	\$16,882,697	\$47,179,809	\$51,146,928	8.4
FY10	5,857	\$50,640,025	\$31,084,837	\$18,489,475	\$49,574,312	\$53,150,125	7.2
FY11	5,848	\$49,767,093	\$32,455,678	\$18,412,775	\$50,868,453	\$55,586,903	9.3
FY12	5,921	\$51,780,005	\$33,692,240	\$18,511,623	\$52,203,863	\$56,347,893	7.9
FY13	5,921	\$53,574,892	\$35,083,729	\$18,748,463	\$53,832,192	\$59,050,981	9.7
FY14**	5,921	\$55,072,809	\$36,553,737	\$18,897,213	\$55,450,975	\$61,115,247*	10.0
FY15**	5,943	\$55,423,622	\$38,578,814	\$19,045,813	\$57,624,627	N/A	N/A

*Budgeted Net School Spending

**FY14 & FY15 Chapter 70 aid including additional \$25 Per Student recommended by Governor's budget.

FY12 Comparative Districts Percentage Spent Above Required Net School Spending with Assabet Valley Collaborative Districts & DART* Districts with over 4,000 students

*DART is the Department of Elementary and Secondary Education's (DESE's) District Analysis and Review Tools which turns vast amount of information into valuable reports. DART generates a list of comparable districts based on enrollment and other similar characteristics to produce numerous reports. More information can be found at <http://www.doe.mass.edu/apa/dart/>

<u>Community</u>	<u>% Over Required Net School Spending in FY12</u>
ARLINGTON	32.2%
BERLIN	77.2%
BOYLSTON	60.5%
CHELMSFORD	12.1%
GRAFTON	4.2%
HUDSON	35.0%
MARLBOROUGH	26.2%
MAYNARD	30.3%
MILLBURY	23.3%
NATICK	26.7%
NORTH ANDOVER	17.8%
NORTH ATTLEBOROUGH	1.6%
NORTHBOROUGH	49.0%
SHREWSBURY	7.9%
SOUTHBOROUGH	48.8%
WALPOLE	16.4%
WESTBOROUGH	48.4%
BRIDGEWATER RAYNHAM	12.6%
State of Massachusetts	15.4%
Average from above (excludes State)	29.45%

History of Shrewsbury's Target Percentage: State Target vs. Actual Required Contribution

	<u>Target Local Share</u>	<u>Actual Required Contribution</u>	<u>Shortfall from Target</u>
FY07	73.81%	63.00%	10.81%
FY08	71.25%	61.14%	10.11%
FY09	71.95%	60.45%	11.50%
FY10	70.06%	60.79%	9.27%
FY11	71.61%	64.59%	7.02%
FY12	70.42%	64.44%	5.98%
FY13	71.68%	64.86%	6.82%
FY14	74.56%	66.37%	8.82%
FY15	76.84%	69.61%	8.55%

Added Increment to move Shrewsbury closer towards its Target Contribution*

	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15 Proposed
Shortfall from Target Share	10.11%	11.50%	9.27%	7.02%	5.98%	6.82%	8.82%	8.55%
% Increment Toward Target Required Contribution	2.00%	2.00%	1.00%	1.00%	1.00%	1.00%	1.00%	2.00%
Dollar Amount Added	\$542,159	\$575,936	\$302,971	\$310,848	\$324,557	\$336,922	\$350,837	\$731,075

- *Since Shrewsbury preliminary local contribution is **less than** its target local contribution, an additional increment is added to augment the preliminary contribution to move it closer to target. Shrewsbury's is greater than 7.5% (8.55%), thus 2% is added.

Shrewsbury's History of Aggregate Wealth Formula

	Total Property Value	Based on EQV* of FY	% Change from previous year	Local Effort Expected From Property Wealth	% Change from previous year	Total Income	Based on DOR Income of FY	% Change from previous year	Local Effort Expected From Income	% Change from previous year
FY07	4,240,111,400	2004		14,344,056		1,066,918,000	2003		17,397,295	
FY08	5,041,995,700	2006	18.91%	14,836,850	3.44%	1,146,679,000	2004	7.48%	18,092,948	4.00%
FY09	5,041,995,700	2006	0.00%	15,662,911	5.57%	1,266,804,000	2005	10.48%	19,712,326	8.95%
FY10	5,422,224,900	2008	7.54%	16,056,162	2.51%	1,296,828,000	2006	2.37%	19,423,127	-1.47%
FY11	5,422,224,900	2008	0.00%	16,029,830	-0.16%	1,433,099,000	2007	10.51%	19,607,179	0.95%
FY12	5,064,277,500	2010	-6.60%	15,941,257	-0.55%	1,401,655,000	2008	-2.19%	20,521,635	4.66%
FY13	5,064,277,500	2010	0.00%	16,313,711	2.34%	1,369,893,000	2009	-2.27%	22,088,013	7.63%
FY14	5,071,030,400	2012	0.13%	18,039,318	11.68%	1,491,062,000	2010	8.85%	23,023,326	5.27%
FY15- P	5,071,030,400	2012	0%	18,319,687	1.55%	1,601,879,000	2011	7.43%	24,209,796	5.15%

*EQV – Equalized Property Value

- Since FY07, Shrewsbury's Total Property Value has increased 19.59% and the financial contribution expected for education from property wealth has increased 27.71%
- Since FY07, Shrewsbury's Total Income has increased 50.14% and the financial contribution expected for education from income wealth has increased 39.15%

Comparison of Chapter 70 shortfall from target with Assabet Valley Collaborative Districts & DART Districts with over 4,000 students

Community	Target Local Share %	Shortfall % From Target Local Share	Required Incremental Contribution Toward Target	Shortfall from expected local effort
ARLINGTON	82.50	4.66	\$381,321	\$1,973,069
BERLIN	82.50	0.00	0	0
BOLTON	82.50	0.00	0	0
BOYLSTON	82.50	0.00	0	0
BRIDGEWATER	61.81	0.00	0	0
CHELMSFORD	79.57	0.00	0	0
GRAFTON	66.02	3.04	\$176,964	\$710,502
HUDSON	58.49	0.00	0	0
MARLBOROUGH	60.94	0.00	0	0
MAYNARD	67.17	0.00	0	0
MILLBURY	58.20	0.00	0	0
NATICK	82.50	0.00	0	0
NORTH ANDOVER	82.50	0.00	0	0
NORTH ATTLEBOROUGH	62.80	5.83	\$256,600	\$2,464,123
NORTHBOROUGH	82.50	0.00	0	0
RAYNHAM	62.64	0.00	0	0
SHREWSBURY	76.84	8.55	\$731,075	\$4,010,668
SOUTHBOROUGH	82.50	0.00	0	0
STOW	82.50	0.00	0	0
WALPOLE	79.15	0.00	0	0
WESTBOROUGH	82.50	0.00	0	0

Chapter 70 Preliminary Funding – Assabet Valley Collaborative Districts & Dart Districts with over 4,000 students

Community	Increase in Dollars	Increase in Dollars per Pupil	Increase %
ARLINGTON	185,602	\$36	1.85
BERLIN	4,150	\$25	0.96
BOYLSTON	15,901	\$53	3.72
CHELMSFORD	128,050	\$25	1.25
GRAFTON	77,575	\$25	0.74
HUDSON	364,629	\$132	3.47
MARLBOROUGH	864,792	\$180	4.63
MAYNARD	156,298	\$112	3.88
MILLBURY	133,116	\$75	1.97
NATICK	368,488	\$69	4.43
NORTH ANDOVER	168,444	\$36	2.37
NORTH ATTLEBOROUGH	114,650	\$25	0.58
NORTHBOROUGH	44,475	\$25	1.21
SHREWSBURY	148,575	\$25	0.79
SOUTHBOROUGH	33,075	\$25	1.21
WALPOLE	96,725	\$25	1.30
WESTBOROUGH	289,328	\$84	6.11
BRIDGEWATER RAYNHAM	132,925	\$25	0.65

Out of the 351 cities and towns, Shrewsbury ranks 13th in the magnitude of shortfall from target local share. This puts Shrewsbury in the bottom 4% of communities in the Commonwealth relative to the difference between the actual share of the foundation budget versus the target share determined by the state’s calculation based on property and income wealth of the community.

District	Shortfall from target	Rank out of 72 Cities/Towns with a Shortfall
ROYALSTON	35.96	1
TOLLAND	21.08	2
ATHOL	19.23	3
DUDLEY	11.56	4
HANSON	10.97	5
EAST BROOKFIELD	10.50	6
DUNSTABLE	9.92	7
FALL RIVER	9.51	8
MENDON	9.31	9

NEW BEDFORD	9.27	10
HOLYOKE	8.92	11
UPTON	8.88	12
SHREWSBURY	8.55	13
LAWRENCE	8.45	14
SPENCER	8.21	15
NORTHBRIDGE	8.12	16
GARDNER	6.82	17
OAKHAM	6.77	18
WRENTHAM	6.50	19
SPRINGFIELD	6.35	20
WHITMAN	5.95	21
WEYMOUTH	5.69	22
NORTH ATTLEBOROUGH	5.67	23
TEMPLETON	5.49	24
CHESHIRE	5.37	25
WEST BROOKFIELD	5.35	26
CLARKSBURG	4.64	27
CHARLTON	4.54	28
MILLVILLE	4.48	29
CHELSEA	4.24	30
WASHINGTON	4.06	31
BERKLEY	3.95	32
DOUGLAS	3.95	33
ADAMS	3.93	34
LEOMINSTER	3.92	35
SOUTHWICK	3.87	36
HAWLEY	3.86	37
MALDEN	3.59	38
HUBBARDSTON	3.40	39
BROCKTON	3.24	40
ARLINGTON	3.21	41
LOWELL	3.19	42
WARWICK	2.92	43
GRANVILLE	2.76	44
DRACUT	2.66	45
READING	2.59	46
GRAFTON	2.52	47
WEST NEWBURY	2.46	48
FRANKLIN	2.41	49
MARSHFIELD	2.02	50
HUNTINGTON	1.85	51
PEPPERELL	1.71	52
BOSTON	1.71	53
SHIRLEY	1.59	54
PLAINVILLE	1.43	55
NORTHFIELD	1.33	56
HINSDALE	1.28	57
WINCHESTER	1.03	58

LYNN	0.96	59
EAST BRIDGEWATER	0.87	60
RUSSELL	0.82	61
NATICK	0.79	62
FITCHBURG	0.78	63
MELROSE	0.73	64
SOUTHAMPTON	0.58	65
CHILMARK	0.45	66
MANCHESTER	0.25	67
WORCESTER	0.20	68
HOPEDALE	0.19	69
GEORGETOWN	0.13	70
FLORIDA	0.09	71
ACUSHNET	0.04	72

Summary

In conclusion, Chapter 70 is the state aid formula used to determine adequate funding levels to educate children throughout Massachusetts. Although the formula does have flaws, it is a critical funding source for cities and towns in Massachusetts. Shrewsbury's enrollment growth has slowed down, and the wealth formula requires Shrewsbury to assume a larger proportion of funding of the foundation budget; as a result state levels of funding have only increased by minimum levels in FY14 and preliminary FY15. It is hoped that the legislature will update the formula to address areas where current educational needs are different than what they were when the formula was established almost twenty years ago. However, given that Shrewsbury receives a larger amount of education funding than the wealth formula calls for, it is unlikely to receive substantial increases to aid in the foreseeable future.

For more information on this Memo please see the "White Paper" explaining this year's formula which is found here:

http://www.doe.mass.edu/finance/chapter70/chapter_15p_explain.html

Additionally, we have included Shrewsbury's Chapter 70 detailed information also found on the DESE's website http://www.doe.mass.edu/finance/chapter70/chapter_15p.html

1 - Source: http://www.doe.mass.edu/finance/chapter70/chapter_15p.html

2 - MassBudget and Policy Center Report - "Demystifying The Chapter 70 Formula"
http://www.massbudget.org/report_window.php?loc=Facts_10_22_10.html



SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE



ITEM NO: **VII. Budget**
B. Teacher Compensation: Report

MEETING DATE: 2/26/14

SPECIFIC STATEMENT OR QUESTION:

Will the School Committee hear a report on teacher compensation and how it compares to that in other similar school districts?

BACKGROUND INFORMATION:

- 1) A report containing details about teacher compensation and how it compares to that in other similar districts is enclosed.

ACTION RECOMMENDED:

That the School Committee hear the report on teacher compensation and how it compares to that in other similar school districts.

STAFF AVAILABLE FOR PRESENTATION:

Ms. Barbara Malone, Director of Human Resources



Shrewsbury Public Schools

Barbara A. Malone
Director of Human Resources

Teacher Compensation

Adequate compensation is crucial for recruitment and retention of qualified employees in any industry. The ability to recruit and retain quality educators is one of the most important factors in the success of a school system, and the main reason, along with fairness to employees, for maintaining competitive compensation. Teacher compensation is the largest portion of the School Department budget and therefore, for purposes of transparency, the general public should be provided with teacher compensation comparative data. Our analysis of teacher compensation has resulted in two key points:

1. Our teacher salaries are comparable to those in other similar school districts
2. Our teachers, who routinely cope with large class sizes and resource constraints, have agreed to a 0% cost of living adjustment for this year*, and very modest adjustments in years two and three of the newly ratified contract

Our teacher salaries are comparable to those in other similar school districts...

There are two ways for us to compare teacher salary information in a meaningful way. One way is to compare our salaries to those salaries of the school departments in our surrounding geographic area. We refer to this group as The Assabet Valley Collaborative ("AVC"). The second way is to compare our teacher salaries to those of the school departments that are designated by the Massachusetts Departments of Elementary and Secondary Education as "DART" (District Analysis and Review Tools) districts. These are districts that the state deems comparable to us in terms of demographics such as income, ethnicity, and other similar points of comparison. Comparisons to both the AVC districts and a representative group of DART districts are illustrated in the charts below.

All districts in Massachusetts, and almost all districts nationally, utilize a step system, based on experience, to move teachers from an entry-level salary to the maximum earning step for their work. In other words, in all of our comparison districts it takes more than a decade for a teacher to reach the maximum salary step and extends the amount of time a teacher must take to reach maximum for their position. Salary is also compared across "lanes", which reflect the educational attainment of a teacher who may hold a Bachelor's degree at the beginning of her career, will hold a Master's degree by the time she attains professional level licensure through the state, and may have accumulated additional credits of graduate work later in her career. Some individuals are hired into the district at Step 1 having already attained their Master's Degree.

As mentioned recently in the press release announcing the School Committee contract settlement with the Shrewsbury Education Association, in order to more equally distribute step increases based on experience, the number of years required to reach maximum salary is being increased from 12 to 13. Teachers already at the maximum experience level before

this year will move to the new maximum step, which represents an average salary increase of just over one percent for this year (\$1000).

*In other words our teachers are now deferring the attainment of maximum step for one additional year, with an increase of \$1000 in FY14 from the previous maximum step 12. Also, teachers who are currently on Step 11 will receive an additional \$2000 this year, and next year when they advance to Step 12, the Step 12 salary rate will be reduced by \$3000 from the current level. The net effect of this movement is an even distribution of steps with a deferral of maximum step until year 13 of a teacher's career.

(The new salary tables are depicted in Tables A-D at the end of this report.)

Every public school district in Massachusetts has a salary grid that assigns salary levels based on years of experience (steps) and educational attainment (lanes).

For purposes of comparison the information below shows Shrewsbury to AVC districts and selected DART districts at three key salary points: Bachelor level starting salary, Master level starting salary, and maximum salary.

1. The first comparison, depicted below, shows Shrewsbury's rate of pay for Bachelor level educators in their first year of employment, as compared to AVC districts for this school year. Of these districts Shrewsbury teacher salaries rank at #8 out of 16 districts, at \$43,224, which is slightly above the average salary of \$42,969 and the median salary of \$43,165.

School District (AVC)	Bachelor's Beginner Salary
1. Berlin	\$45,328
2. Nashoba	\$45,171
3. Marlborough	\$44,378
4. Tahanto	\$44,238
5. Millbury	\$44,189
6. Hudson	\$43,819
7. Assabet Valley Collaborative	\$43,496
8. Shrewsbury	\$43,224
9. Algonquin	\$43,105
10. Westborough	\$43,101
11. Southborough	\$43,084
12. Northborough	\$42,874
13. Assabet Valley Technical High School	\$41,981
14. Boylston	\$41,203
15. Grafton	\$40,177
16. Maynard	\$38,225

Also depicted below is a chart that shows Shrewsbury's rate of pay for first year Bachelor level educators, as compared to a selection of DART districts with similar numbers of

students educated (4000 or more students). Of these districts Shrewsbury teacher salaries rank at #3 out of 7 districts, at \$43,224, which is slightly above the average of \$42,389 and the median of \$43,019.

School District (DART)	Bachelor Beginner's Salary
1. Natick	\$43,863
2. Arlington	\$43,701
3. Shrewsbury	\$43,224
4. Walpole	\$43,019
5. Bridgewater-Raynham	\$41,987
6. Chelmsford	\$41,647
7. North Andover	\$39,282

2. The second comparison, depicted below, shows Shrewsbury's rate for Master level beginner educators, as compared to AVC districts. Of these districts Shrewsbury teacher salaries rank at #5 out of 16 districts at \$47,937, which is a bit above the average of \$46,692 and the median of \$46,651, but still well within a typical salary for our peer group. (At the top step at this salary level Shrewsbury ranks as #6 out of 16 districts).

School District (AVC)	Master Beginner Salary
1. Marlborough	\$49,051
2. Nashoba	\$48,866
3. Westborough	\$48,523
4. Hudson	\$47,995
5. Shrewsbury	\$47,937
6. Berlin	\$47,664
7. Assabet Valley Collaborative	\$47,140
8. Algonquin	\$46,663
9. Southborough	\$46,639
10. Tahanto	\$46,501
11. Millbury	\$46,468
12. Northborough	\$46,413
13. Assabet Valley Technical High School	\$45,404
14. Maynard	\$45,364
15. Boylston	\$43,832
16. Grafton	\$42,605

And also depicted below is a chart that shows Shrewsbury's rate of pay for Master level beginner educators, as compared to DART districts. Of these districts Shrewsbury teacher salaries rank at #3 out of 7 districts, at \$47,937, a bit above the average salary of \$46,856 and the median salary of \$46,672, but also within the typical range of our peer districts.

School District (DART)	Master Beginner Salary
1. Natick	\$48,248
2. Bridgewater-Raynham	\$48,127
3. Shrewsbury	\$47,937
4. Arlington	\$46,672
5. Walpole	\$46,529
6. Chelmsford	\$46,192
7. North Andover	\$44,285

3. The third comparison, depicted below, shows Shrewsbury's rate of pay for educators at the highest educational attainment recognized in a particular town (in Shrewsbury, it is "Master's +60", which means the educator has completed 60 graduate level credits beyond the Master's degree level). The chart below compares Shrewsbury to the AVC districts. Of the AVC districts Shrewsbury teachers rank at #4 out of 16 districts, at \$87,190, above the average of \$84,598 and the median of \$85,698. Please note that we are most similar in maximum salary to our near neighbors of Northborough, Southborough, and Westborough.

School District (AVC)	Highest Maximum Salary
1. Algonquin	\$92,904
2. Southborough	\$92,765
3. Northborough	\$92,454
4. Shrewsbury	\$87,190
5. Westborough	\$87,081
6. Nashoba	\$86,357
7. Berlin	\$86,224
8. Marlborough	\$85,894
9. Maynard	\$85,501
10. Hudson	\$82,169
11. Assabet Valley Technical High School	\$81,293
12. Tahanto	\$79,524
13. Assabet Valley Collaborative	\$79,393
14. Boylston	\$78,354
15. Grafton	\$77,933
16. Millbury	\$77,900

And also depicted below is a chart that shows Shrewsbury's rate of pay at the highest maximum salary compared to DART districts. Of these districts Shrewsbury teacher salaries rank #4 out of 7 districts, at \$87,190, the middle spot.

School District (DART)	Highest Maximum Step Salary
1. Bridgewater-Raynham	\$92,513
2. Natick	\$91,249
3. Walpole	\$89,766
4. Shrewsbury	\$87,190
5. North Andover	\$83,610
6. Arlington	\$79,350
7. Chelmsford	\$78,250

Our teachers, who routinely cope with large class sizes and resource constraints, have agreed to a 0% cost of living adjustment for this year*, and very modest adjustments in years two and three of the newly ratified contract...

The Shrewsbury Education Association and the Shrewsbury School Committee have agreed to the following cost of living adjustments: 0% for this school year*, 1.75% for next school year, and 1.5%/0.5% for the 2015/2016 school year (1.5% COLA increase for the first half of the year and an additional 0.5% COLA increase for the second half of the year). In the comparison below Shrewsbury's cost of living adjustment was last out of all districts.

School District (AVC)	2013/2014 COLA
1. Maynard	2.65%
2. Assabet Valley Technical High School	2.25%
3. Marlborough	2.00%
4. Algonquin	1.55%
5. Assabet Valley Collaborative	1.50%
6. Northboro	1.50%
7. Southboro	1.50%
8. Nashoba	1.50%
9. Westborough	1.50%
10. Grafton	1.00%/2.00%
11. Tahanto	1.25%
12. Boylston	1.00%/1.25%
13. Hudson	1.00%
14. Millbury	1.00%
15. Berlin	Under negotiation
16. Shrewsbury	0% (*see step adjustment information)

Of the four districts that have a settled contract for next year (School Year 2014/2015) with their teacher association, Shrewsbury's agreement is at the lowest cost of living adjustment.

School District	2014/2015 COLA
1. Assabet Valley Technical High School	2.25%
2. Hudson	2.00%
3. Marlborough	2.00%
4. Shrewsbury	1.75%

Conclusion

Our teacher salaries are comparable to those in other similar school districts. While our salaries are competitive they are neither the highest nor the lowest compared to AVC or DART districts...we are somewhere in the middle in all comparisons. Additionally, our teachers, who routinely cope with large class sizes and resource constraints, have agreed to 0% COLA for this year* and modest adjustments for years two and three. We have also made adjustments to the top three steps, which result in a deferral of maximum step for an additional year. Adequate compensation is crucial for the recruitment and retention of quality educators, who are one of the most important factors in the success of our school system.

Please see Tables A-D below for Salary Tables:
(Table A includes step adjustments to Step 11 and new Step 13)

Table A: 2013-2014 School Year 0% COLA

Step	B	B-15	M	M-15	M-30	M-45	M-60
1	\$ 43,224	\$ 45,239	\$ 47,937	\$ 49,724	\$ 51,675	\$ 53,462	\$ 55,412
2	\$ 44,686	\$ 46,555	\$ 49,561	\$ 51,350	\$ 53,299	\$ 55,088	\$ 57,036
3	\$ 46,149	\$ 48,099	\$ 50,538	\$ 52,813	\$ 54,762	\$ 56,712	\$ 58,336
4	\$ 47,612	\$ 49,561	\$ 52,162	\$ 54,274	\$ 56,226	\$ 58,012	\$ 59,637
5	\$ 49,075	\$ 51,023	\$ 53,623	\$ 55,575	\$ 57,524	\$ 59,475	\$ 61,099
6	\$ 51,187	\$ 53,299	\$ 55,900	\$ 57,849	\$ 59,798	\$ 61,588	\$ 63,373
7	\$ 54,924	\$ 56,548	\$ 59,312	\$ 60,840	\$ 63,212	\$ 65,162	\$ 66,786
8	\$ 57,036	\$ 58,825	\$ 61,262	\$ 63,700	\$ 65,649	\$ 67,273	\$ 69,062
9	\$ 59,149	\$ 60,936	\$ 63,861	\$ 65,812	\$ 67,762	\$ 69,550	\$ 71,174
10	\$ 63,050	\$ 64,674	\$ 68,086	\$ 69,711	\$ 71,499	\$ 72,800	\$ 74,749
11	\$ 65,162	\$ 66,949	\$ 69,874	\$ 71,662	\$ 73,775	\$ 75,562	\$ 77,675
12	\$ 73,426	\$ 75,416	\$ 77,888	\$ 80,388	\$ 83,206	\$ 84,201	\$ 86,190
13	\$ 74,426	\$ 76,416	\$ 78,888	\$ 81,388	\$ 84,206	\$ 85,201	\$ 87,190

(Table B includes additional step adjustment to Step 12)

Table B: 2014-2015 School Year 1.75% COLA.

Step	B	B-15	M	M-15	M-30	M-45	M-60
1	\$ 43,980	\$ 46,031	\$ 48,776	\$ 50,594	\$ 52,579	\$ 54,398	\$ 56,382
2	\$ 45,468	\$ 47,370	\$ 50,428	\$ 52,249	\$ 54,232	\$ 56,052	\$ 58,034
3	\$ 46,957	\$ 48,941	\$ 51,422	\$ 53,737	\$ 55,720	\$ 57,704	\$ 59,357
4	\$ 48,445	\$ 50,428	\$ 53,075	\$ 55,224	\$ 57,210	\$ 59,027	\$ 60,681
5	\$ 49,934	\$ 51,916	\$ 54,561	\$ 56,548	\$ 58,531	\$ 60,516	\$ 62,168
6	\$ 52,083	\$ 54,232	\$ 56,878	\$ 58,861	\$ 60,844	\$ 62,666	\$ 64,482
7	\$ 55,885	\$ 57,538	\$ 60,350	\$ 61,905	\$ 64,318	\$ 66,302	\$ 67,955
8	\$ 58,034	\$ 59,854	\$ 62,334	\$ 64,815	\$ 66,798	\$ 68,450	\$ 70,271
9	\$ 60,184	\$ 62,002	\$ 64,979	\$ 66,964	\$ 68,948	\$ 70,767	\$ 72,420
10	\$ 64,153	\$ 65,806	\$ 69,278	\$ 70,931	\$ 72,750	\$ 74,074	\$ 76,057
11	\$ 66,302	\$ 68,121	\$ 71,097	\$ 72,916	\$ 75,066	\$ 76,884	\$ 79,034
12	\$ 71,658	\$ 73,683	\$ 76,199	\$ 78,742	\$ 81,610	\$ 82,622	\$ 84,646
13	\$ 75,728	\$ 77,753	\$ 80,269	\$ 82,812	\$ 85,680	\$ 86,692	\$ 88,716

Table C: 2015-2016 School Year 1.5% COLA for the first half of the year

Step	B	B-15	M	M-15	M-30	M-45	M-60
1	\$ 44,640	\$ 46,721	\$ 49,508	\$ 51,353	\$ 53,368	\$ 55,214	\$ 57,227
2	\$ 46,150	\$ 48,080	\$ 51,185	\$ 53,032	\$ 55,045	\$ 56,893	\$ 58,905
3	\$ 47,661	\$ 49,675	\$ 52,194	\$ 54,543	\$ 56,556	\$ 58,570	\$ 60,247
4	\$ 49,172	\$ 51,185	\$ 53,871	\$ 56,052	\$ 58,068	\$ 59,913	\$ 61,591
5	\$ 50,683	\$ 52,695	\$ 55,380	\$ 57,396	\$ 59,409	\$ 61,424	\$ 63,101
6	\$ 52,864	\$ 55,045	\$ 57,731	\$ 59,744	\$ 61,757	\$ 63,606	\$ 65,449
7	\$ 56,723	\$ 58,401	\$ 61,255	\$ 62,833	\$ 65,283	\$ 67,297	\$ 68,974
8	\$ 58,905	\$ 60,752	\$ 63,269	\$ 65,787	\$ 67,800	\$ 69,477	\$ 71,325
9	\$ 61,087	\$ 62,932	\$ 65,953	\$ 67,968	\$ 69,982	\$ 71,829	\$ 73,506
10	\$ 65,116	\$ 66,793	\$ 70,317	\$ 71,995	\$ 73,841	\$ 75,185	\$ 77,198
11	\$ 67,297	\$ 69,142	\$ 72,163	\$ 74,010	\$ 76,192	\$ 78,038	\$ 80,220
12	\$ 72,733	\$ 74,789	\$ 77,342	\$ 79,923	\$ 82,834	\$ 83,861	\$ 85,916
13	\$ 76,864	\$ 78,920	\$ 81,473	\$ 84,054	\$ 86,965	\$ 87,992	\$ 90,047

Table D: 2015-2016 School Year 0.5% COLA for the second half of the year

Step	B	B-15	M	M-15	M-30	M-45	M-60
1	\$ 44,863	\$ 46,955	\$ 49,755	\$ 51,610	\$ 53,635	\$ 55,490	\$ 57,514
2	\$ 46,381	\$ 48,321	\$ 51,441	\$ 53,298	\$ 55,320	\$ 57,177	\$ 59,199
3	\$ 47,899	\$ 49,923	\$ 52,455	\$ 54,816	\$ 56,839	\$ 58,863	\$ 60,548
4	\$ 49,418	\$ 51,441	\$ 54,140	\$ 56,332	\$ 58,358	\$ 60,212	\$ 61,899
5	\$ 50,936	\$ 52,958	\$ 55,657	\$ 57,683	\$ 59,706	\$ 61,731	\$ 63,416
6	\$ 53,128	\$ 55,320	\$ 58,020	\$ 60,043	\$ 62,066	\$ 63,924	\$ 65,777
7	\$ 57,007	\$ 58,693	\$ 61,561	\$ 63,147	\$ 65,609	\$ 67,633	\$ 69,319
8	\$ 59,199	\$ 61,056	\$ 63,585	\$ 66,116	\$ 68,139	\$ 69,824	\$ 71,681
9	\$ 61,392	\$ 63,247	\$ 66,283	\$ 68,308	\$ 70,332	\$ 72,188	\$ 73,873
10	\$ 65,441	\$ 67,127	\$ 70,668	\$ 72,355	\$ 74,211	\$ 75,561	\$ 77,584
11	\$ 67,633	\$ 69,488	\$ 72,524	\$ 74,380	\$ 76,573	\$ 78,428	\$ 80,621
12	\$ 73,097	\$ 75,162	\$ 77,728	\$ 80,323	\$ 83,248	\$ 84,281	\$ 86,345
13	\$ 77,249	\$ 79,314	\$ 81,880	\$ 84,475	\$ 87,400	\$ 88,432	\$ 90,497

Please see Table E below for the number of teachers in Shrewsbury Public Schools at each step and in each lane:

Table E

School Year 2013-2014 Number of Teachers at each step and lane									
Step	B	B+15	M	M+15	M+30	M+45	M+60	Total	%
1	6.9	0	7	0	0	0	0	13.9	3.3%
2	3	0	3.5	2	0	0	0	8.5	2.0%
3	5	1	2	1	0	0	0	9	2.1%
4	0	1	3.7	1	0.8	0	0	6.5	1.5%
5	3	2	8	1.6	0	0	0	14.6	3.4%
6	2	1.4	3	2	0	2	0	10.4	2.4%
7	1	2	11	8	1	2	0.8	25.8	6.1%
8	1.5	2	14.4	13.6	9	7	6	53.5	12.6%
9	1	2	7	2	4	2	2	20	4.7%
10	0	0	5	6	4	1	1	17	4.0%
11	2	1	8.6	4.8	3	3	2	24.4	5.7%
12	0	0	2	4	4	3.5	0	13.5	3.2%
13	16	5	32.9	43.4	27.5	20.8	62	207.6	48.9%
Total	41.4	17.4	108.1	89.4	53.3	41.3	73.8	424.7	100.0%
%	9.7%	4.1%	25.5%	21.1%	12.6%	9.7%	17.4%	100.0%	

Please see Table F below for our average teacher salaries as reported by the Department of Elementary and Secondary Education (based on only classroom teachers), and our average teacher salaries based on all members of the Shrewsbury Education Association (Unit A). It is important to note that DESE's statistic is based on a snapshot of classroom teachers at a particular point in time, while our Unit A average salary information is more inclusive of all positions in the Shrewsbury Education Association, which includes nurses, guidance counselors, and instructional coaches, and many other roles.

As a point of comparison at the state level (DESE) average teacher's salary is \$68,848 for Fiscal Year 2012 (most recent data available), while Shrewsbury Education Association average teacher salary was \$69,063 (almost at the average). The state median for teacher salary for Fiscal Year 2012 was \$69,068, while our median salary for the same year was \$65,924 (we were below the median). While DESE has not yet published their state averages and medians for Fiscal Year 2013 and Fiscal Year 2014, in Shrewsbury the FY2013 average was \$71,980 and the median was \$66,950m and the FY2014 average is \$71,923 and the median is \$67,812.

Table F:

DESE REPORTED*			ACTUAL**		
Fiscal Year	DESE FTE	Average Teacher Salary	Fiscal Year	Actual FTE	Actual Average Salaries
2010	369.2	\$ 66,886	2010	444.2	\$ 62,862
2011	351.9	\$ 72,532	2011	442.3	\$ 65,875
2012	378.0	\$ 71,957	2012	434.4	\$ 69,063
2013	unavailable	unavailable	2013	419	\$ 71,980
2014	unavailable	unavailable	2014	422.5	\$ 71,923

* DESE reports classroom teachers only

** This includes All SEA (Unit A) members including guidance counselors, library/media educators, psychologists, school nurses, etc.



SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE



ITEM NO: **VII. Budget**
C. FY15 Budget: Public Hearing

MEETING DATE: **2/26/14**

SPECIFIC STATEMENT OR QUESTION:

Will the School Committee hear feedback from the public regarding the Fiscal Year 2015 Budget?

BACKGROUND INFORMATION:

Per state law, the School Committee must hold at least one public hearing on the proposed School Department budget. At this hearing, the public is encouraged to provide feedback regarding the Fiscal Year 2015 Budget that was proposed at the School Committee's meeting of January 23, 2014.

ACTION RECOMMENDED:

That the School Committee hear feedback from the public regarding the Fiscal Year 2015 Budget.

STAFF AVAILABLE FOR PRESENTATION:

Dr. Joseph M. Sawyer, Superintendent of Schools
Ms. Mary Beth Banios, Ms. Barbara Malone, Director of Human Resources
Mr. Liam Hurley, Director of Business Services



SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE



ITEM NO: **VIII. Old Business**

MEETING DATE: **2/26/14**

SPECIFIC STATEMENT OR QUESTION:

BACKGROUND INFORMATION:

ACTION RECOMMENDED:

STAFF AVAILABLE FOR PRESENTATION:



SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE



ITEM NO: IX. **New Business**

MEETING DATE: 2/26/14

SPECIFIC STATEMENT OR QUESTION:

BACKGROUND INFORMATION:

ACTION RECOMMENDED:

STAFF AVAILABLE FOR PRESENTATION:



SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE



ITEM NO: X. **Approval of Minutes**

MEETING DATE: 2/26/14

SPECIFIC STATEMENT OR QUESTION:

Will the School Committee approve the minutes of the School Committee meeting on January 23, 2014?

BACKGROUND INFORMATION:

1. The minutes are enclosed.

ACTION RECOMMENDED:

That the School Committee vote to approve the minutes of the School Committee meeting on January 23, 2014.

STAFF AVAILABLE FOR PRESENTATION:

Ms. Sandy Fryc, Chairperson
Mr. Jason Palitsch, Secretary

**SHREWSBURY PUBLIC SCHOOLS
100 MAPLE AVENUE
SHREWSBURY, MASSACHUSETTS**

MINUTES OF SCHOOL COMMITTEE MEETING

WEDNESDAY, JANUARY 23, 2014

Present: Ms. Sandra Fryc, Chairperson; Mr. John Samia, Vice Chairperson; Mr. Jason Palitsch, Secretary; Ms. Erin Canzano; Dr. B. Dale Magee; Dr. Joseph Sawyer, Superintendent of Schools; Ms. Mary Beth Banios, Assistant Superintendent of Schools, Mr. Liam Hurley, Director of Business Services, Ms. Barbara Malone, Director of Human Resources

The meeting was convened at 7:00 PM by Ms. Sandra Fryc.

Dr. Sawyer shared that Bernie Witkowski passed away over the weekend. He was the head custodian at Sherwood Middle School and instrumental in helping with the move into the new school. Dr. Sawyer commented that Bernie's passing is a loss to the Town of Shrewsbury and that he will be greatly missed.

I. Public Participation

None

II. Chairperson's Report and Members' Reports

A. Ms. Sandra Fryc shared information that a tentative agreement with the Shrewsbury Education Association (SEA) and the School Committee has been reached. She said that it is hopeful that this agreement will be ratified between the SEA and School Committee. Ms. Fryc said that when an agreement is ratified updated information will be released to the public.

III. Superintendent's Report

Dr. Joseph Sawyer shared that SHS senior Elizabeth Grip is the second female Shrewsbury basketball team player to reach 1,000 points. He commended the Sherwood Middle School music staff and students on a great job with the sixth grade concert.

IV. Time Scheduled Appointments

None

V. Curriculum

A. SHS Program of Studies: Vote

Mr. Todd Bazydlo discussed the change to the class name Accelerated Spanish 1. School Committee members have been informed of this course title change and this information was sent in a document under a separate cover. Ms. Sandra Fryc asked if there had been any feedback from the parents on the proposed changes. Mr. Bazydlo said that there had been no feedback and that they are moving forward with enrollment. Dr. Sawyer said he appreciates the work completed by staff members, he thinks the district is doing the best with the resources that are available, and he supports the changes for the SHS Program of Studies. Ms. Sandra Fryc called for a motion for the vote on the proposed changes for the SHS Program of Studies. On a motion by Mr. John Samia, seconded by Mr. Jason Palitsch, the School Committee voted unanimously to approve the changes for the SHS Program of Studies.

VI. Policy

None

VII. Budget

A. Fiscal Year 2015 Budget: Superintendent's Recommendation

• Overview of Full Budget & Special Education

Dr. Sawyer and staff members presented a recommendation for the Fiscal Year 2015 Budget and details of the Fiscal Year 2015 Special Education Budget. Dr. Sawyer discussed the mission of the Shrewsbury district and shared that ultimately a budget is a statement of the values for an organization. He mentioned the strategic priorities for the district including bringing class sizes to the level of recommended guidelines and providing resources to implement the curriculum. Dr. Sawyer discussed how the district is slipping in regards to the quality of education provided to students and shared the example of the Shrewsbury district moving from a level 1 to level 2 district. He said that it is important to invest in the district now or pay more later and that Shrewsbury spends in the bottom 11% of school districts in the Commonwealth. Dr. Sawyer's recommendation for the FY 2015 budget is \$59,840,582 and will provide resources for additional teachers to reduce class sizes; curriculum materials; resources to address mental and behavioral health of students; high school in-school support program; technology; special education in district program development and support, and operational expenses.

Ms. Barbara Malone, Director of Human Resources said that the largest part of the district budget recommendation is to address the large class size issues. Ms. Mary Beth Banios, Assistant Superintendent discussed critical needs in curriculum that are part of the budget recommendation including K-8 math investment. Mr. Jon Green, SHS Director of Instructional Technologies shared the vision for the needs for technology in classrooms, that the district has needs due to chronic underfunding. Mr. Liam Hurley, Director of Business Services, discussed operational expenses including the athletic program; the transportation costs increasing next year due to an increase in the daily rate for busing and an additional bus; and the homeless transportation line item increasing.

Ms. Melissa Maguire, Director of Special Education and Pupil Personnel presented the Special Education Budget Report FY 2015 and shared what is required to move the special education department and programs forward. Recommendations included special education in-district program development and support; special education and support personnel to address class size and caseloads; special education resources to address mental and behavioral health; and special education operations. During her presentation, Ms. Maguire shared that the cost of educating students in the district is substantially less than sending them outside of the district. Dr. Sawyer thanked colleagues for providing information. He said that the Shrewsbury community is at a crossroads, the district has a difficult problem of not having enough resources, and that we have been struggling since 2004. Dr. Sawyer said that the plan is an expensive solution; however it does not restore many of the things lost in the district over the last ten years. He said he realizes that the School Department is not the only Town Department that needs these resources and the solution to the problem requires a financial commitment from the community.

Dr. B. Dale Magee asked a question about the plans for full-day kindergarten in the district next year and commented that this is a product people are willing to purchase. He said that decreased availability for full-day kindergarten may trigger substantial revenue losses for the district and cause students to leave the district to attend charter schools. Dr. Sawyer responded and shared that in order to help fix class size issues at Floral School then some first graders will need to be educated at Beal School. Ms. Erin Canzano asked why the highest numbers of students leaving the district to be educated are included in the categories of emotional and behavioral health. Ms. Maguire responded that some other educational settings have more opportunities for small staff to student ratios and counselors present in classrooms.

School Committee members said that they supported the FY 2015 budget and recommendations. Dr. Sawyer shared that the budget information and document will be posted on the district website the next day. He said there will be a public hearing held on the last Wednesday in February and probably another public hearing scheduled in March.

VIII. Old Business

None

IX. New Business

None

X. Approval of Minutes

None

XI. Executive Session

At 8:34 PM, on a motion by Mr. Samia, seconded by Ms. Canzano, the School Committee voted to adjourn to Executive Session for the purpose of discussing negotiations, and open session for the purpose of adjourning. On a roll call vote: Dr. Magee, yes; Ms. Canzano, yes; Mr. Palitsch, yes; Mr. Samia, yes; Ms. Fryc, yes

XII. Information Exclosures

XIII. Adjournment

On a motion by Ms. Canzano, seconded by Mr. Samia, the meeting was adjourned at 9:01PM PM. On a roll call vote: Dr. Magee, yes; Ms. Canzano, yes; Ms. Fryc, yes; Mr. Palitsch, yes; Mr. Samia, yes

Respectfully submitted

Christine Taylor, Clerk

Documents referenced:

- 1) Superintendent's Budget Recommendation FY 2015
- 2) Special Education FY 2015 Budget Report



SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE



ITEM NO: XI. **Executive Session**

MEETING DATE: 2/26/14

SPECIFIC STATEMENT OR QUESTION:

Will the School Committee enter into executive session for the purpose of discussing negotiations where discussion in open session may have a detrimental effect on the bargaining position of the public body?

BACKGROUND INFORMATION:

That the School Committee discuss the information presented and take such action as it deems to be in best interests of Shrewsbury Public Schools.

ACTION RECOMMENDED:

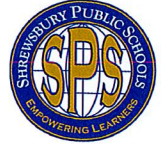
That the School Committee enter into executive session.

STAFF AVAILABLE FOR PRESENTATION:

Ms. Barbara A. Malone, Director of Human Resources
Dr. Joseph Sawyer, Superintendent of Schools



SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE



ITEM NO: **XII. Information Enclosures**
ITEM NO: **XIII. Adjournment**

MEETING DATE: 2/26/14

SPECIFIC STATEMENT OR QUESTION:

BACKGROUND INFORMATION:

ACTION RECOMMENDED:

STAFF AVAILABLE FOR PRESENTATION:

