



**School Committee
Meeting**

**May 12, 2014
7:00 pm**

**Town Hall
Selectmen's Meeting Room**



SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING
AGENDA
May 12, 2014 7:00pm
Town Hall – Selectmen’s Meeting Room



<u>Items</u>	<u>Suggested time allotments</u>
I. Election of Officers	7:00 –7:05
II. Public Participation	7:05 – 7:10
III. Chairperson’s Report & Members’ Reports	
IV. Superintendent’s Report	
V. Time Scheduled Appointments:	
VI. Curriculum	
VII. Policy	
VIII. Budget	
A. FY 2015 Budget Recommendations: Summary	7:10 – 7:20
B. FY 2015 Budget Recommendations: Public Hearing	7:20 – 8:30
IX. Old Business	
X. New Business	
XI. Approval of Minutes	8:30 – 8:35
XII. Executive Session	
A. Negotiations	8:35 – 9:00
XIII. Information Enclosures	
XIV. Adjournment	9:00

Next meeting: May 14, 2014



SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE



ITEM NO: I. Election of Officers

MEETING DATE: 5/12/14

The Superintendent of Schools will call the May 12th meeting to order according to the guidelines of School Committee policy 112 (see below) for the first meeting following town election.

<p><u>112.</u> Meeting For Organization</p>	<ol style="list-style-type: none">1. The School Committee shall organize and elect a chairperson and officers annually, at the first meeting following town election. This meeting shall be held on the next regularly scheduled meeting following the annual election of town officers, unless otherwise voted by the School Committee. The officers to be elected at this meeting are: Chairperson, Vice-Chairperson, and Secretary.2. The members shall be called together at the organization meeting by the Superintendent of Schools. The Superintendent shall accept nominations for Chairperson of the Committee and turn the meeting over to the Chairperson after that election has been held.
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SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE



ITEM NO: I. Election of Officers

MEETING DATE: 5/12/14

ITEM NO: II Public Participation

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: III. Chairperson's Report/Members' Reports

SPECIFIC STATEMENT OR QUESTION:

Will the School Committee hear a report from the 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. Erin Canzano, Committee Member
Ms. Sandra Fryc, Committee Member
Dr. B. Dale Magee, Committee Member
Mr. Jason Palitsch, Committee Member
Mr. John Samia, Committee Member

ITEM NO: IV. 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 II, III, & IV:

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: **V. Time Scheduled Appointment**

MEETING DATE: **5/12/14**

SPECIFIC STATEMENT OR QUESTION:

BACKGROUND INFORMATION:

ACTION RECOMMENDED:

STAFF AVAILABLE FOR PRESENTATION:



SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE



ITEM NO: **VI. Curriculum**

MEETING DATE: **5/12/14**

SPECIFIC STATEMENT OR QUESTION:

BACKGROUND INFORMATION:

ACTION RECOMMENDED:

STAFF AVAILABLE FOR PRESENTATION



SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE



ITEM NO: **VII. Policy**

MEETING DATE: **5/12/14**

SPECIFIC STATEMENT OR QUESTION:

BACKGROUND INFORMATION:

ACTION RECOMMENDED:

STAFF AVAILABLE FOR PRESENTATION:



SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE



ITEM NO: **VIII. Budget**

MEETING DATE: **5/12/14**

A. Fiscal Year 2015 Budget Recommendations: Summary

SPECIFIC STATEMENT OR QUESTION:

Will the School Committee hear a summary of the Superintendent's most recent recommendations regarding the Fiscal Year 2015 budget?

BACKGROUND INFORMATION:

1. On April 30, Dr. Sawyer presented updated recommendations for the Fiscal Year 2015 budget. Those recommendations are enclosed, with minor revisions for clarity and accuracy.
2. Dr. Sawyer will provide a brief summary in order to ensure that those present for the budget hearing have an up-to-date understanding of the recommendations.

ACTION RECOMMENDED:

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

STAFF AVAILABLE FOR PRESENTATION:

Dr. Joseph M. Sawyer, Superintendent of Schools

Table 1: Restoration of Teachers to Address Class Size

Proposed Budget Item	FTE Supt. Rec. Jan 23	FTE School Comm. Rec. Mar 19	FTE Revised Apr 19 - No Override	FTE Revised Apr 19 - Yes Override	Funding Required Supt's Rec. Jan 23	Funding Required Revised March 19	Funding Required Revised April 30; No Override	Funding Required Revised April 30; Yes Override	School Committee Priority	Notes
Elementary Level Classroom Teachers	4.0	5.5	0.0	4.5	\$205,688	\$282,821	\$0	\$231,399	Priority 1	No override: No teachers restored at elementary level. Yes override: 1.0 Gr. 2 @ Coolidge; 1.0 Gr. 3 @ Coolidge; 1.0 Gr. 3 @ Paton; 0.5 Full Day K @ Paton (other 0.5 through tuition); 1.0 Gr. 2 @ Spring Street
Current Full Day Kindergarten Teachers to be Reassigned to Half Day Kindergarten or First Grade Classes (Full Day Kindergarten tuition may no longer fund these positions)										No override: no Grade 1 sections moved from Floral to Beal. Yes override: 4 Grade 1 sections moved from Floral Street to Beal, equivalent 0.5 FTE salary for each position returning to appropriated budget because they can no longer be offset by full day K tuition, equivalent of two teacher salaries (revised down from 5 sections in earlier recommendations due to lower Gr. 1 enrollment projection)
Middle Level Classroom Teachers	14.0	14.0	2.0	14.0	\$719,908	\$719,908	\$102,844	\$719,908	Priority 1	No override: Add only 2.0 teachers in Gr. 7. Yes override: Add 4 teachers in Gr. 5; 2 teachers in Gr. 6; 4 teachers in Gr. 7; 4 teachers in Gr. 8; this results in 20 classroom "team teachers" per grade
High School Core Subject Teachers	13.0	13.0	0.0	13.0	\$668,486	\$668,486	\$0	\$668,486	Priority 1	No override: no additions to SHS. Yes override: 3 English, 3 math, 3 social sciences, 4 science & engineering
Special Subjects Teachers	11.2	11.2	1.8	11.2	\$575,926	\$575,926	\$92,560	\$575,926	Priority 1	No override: Increase of 1.1 foreign language at SHS and Oak MS due to section enrollment needs, increase of 0.7 FTE in special subject teacher at Oak MS to absorb Gr. 7 student increase. Yes override: Add 2.0 foreign language; 2.0 visual arts; 2.0 music; 0.8 English language education; 1.0 phys. ed.; 1.4 health; 1.0 computer science; 1.0 guidance counselor. Important note: special subject allotments may be adjusted depending on final course enrollment and scheduling configurations.
Total Teacher Restoration to Address Class Size	42.2	43.7	3.8	42.7	\$2,582,508	\$2,434,641	\$195,404	\$2,325,719		Difference No Override vs. Yes Override = \$2,150,884

Table 3: Resources to Address Mental & Behavioral Health

Proposed Budget Item	FTE		FTE School Comm Rec. Mar 19	FTE Revised Apr 30 No Override	FTE Revised Apr 30 Yes Override	Funding Required Supt's Rec. Jan 23	Funding Required School Comm Rec. March 19	Funding Required Revised April 30 No Override	Funding Required Revised April 30 Yes Override	School Committee Priority	Notes
	Supt. Rec. Jan 23	1.4									
Ensure each elementary school has a full-time school psychologist (with two at Floral Street due to its larger size)	1.4	1.4	1.4	0.0	1.4	\$91,000	\$91,000	\$0	\$91,000	Priority 3	Add psychologist support only under Yes scenario No override will add this position. Yes override will add the position. This is an investment in cost avoidance for outside special evaluations and placements of students struggling with mental and behavioral health issues.
Provide a second Clinical Behavioral Specialist	1.0	1.0	1.0	0.0	1.0	\$65,000	\$65,000	\$0	\$65,000	Priority 3	No additional counseling support at the middle level under either override scenario.
Additional adjustment counselors at middle level	2.0	2.0	2.0	0.0	0.0	\$104,000	\$104,000	\$0	\$0	Priority 3	No override results in no social worker support. Yes override provides this support, which is a proven cost avoidance strategy for outside special evaluations and placements. Many student cases require interface with families and outside agencies in ways that require the expertise of a licensed social worker. 60 hours of service (20 each for the elementary, middle, and high school levels) would be purchased from the Assabet Valley Collaborative's Family Success Partnership program, which has a proven track record of reducing school districts' costs for outside placements through providing this support.
Increase to contracted services budget in order to provide support from licensed social workers						\$90,000	\$55,000	\$0	\$0	Priority 3	Difference No Override vs. Yes Override = \$156,000 The level of support for students who have mental and behavioral health issues has been inadequate. This has required the district to send students whose needs we cannot meet to specialized placements outside the district that require both tuition and transportation.
Resources to Address Mental & Behavioral Health: 4.4 FTE	4.4	4.4	4.4	0.0	2.4	\$350,000	\$315,000	\$0	\$156,000		

Table 4: High School In-School Support Program

Proposed Budget Item	FTE	FTE School Comm. Rec. Mar 3	FTE Revised Apr 30 No Override	FTE Revised Apr 30 Yes Override	Funding Required Supt's Rec. Jan 23	Funding Required School Comm Rec. Mar 19	Funding Required Revised Apr 30 No Override	Funding Required Revised Apr 30 Yes Override	School Committee Priority	Notes
Academic Support Teacher	1.0	1.0	0.0	1.0	\$65,000	\$65,000	\$0	\$65,000	Priority 3	The high school leadership has investigated various in-school programs other area high schools are using to avoid having to send students to out-of-district placements for a variety of reasons, such as mental and behavioral health issues. This program would also help students who are returning after long term illnesses or who must have limited schedules and academic courseloads due to recovery from concussions. Further, a new state law mandates that schools may no longer exclude students entirely for long-term suspensions/expulsions, so an internal support program, combined with online learning options, could meet this need. This program will also be connected with current dropout prevention efforts in place at SHS. To provide organizational and tutoring support to students in this program. 0.2 FTE teacher per class will come from additional teachers requested in Table 1 For students who require to be educated but cannot be physically on campus: will satisfy new state mandate for alternative education for all students regardless of reason for exclusion. Difference No Override vs. Yes Override = \$86,650. This is a cost-effective way to respond to emerging mental health needs, physical health needs, and the new state mandate to educate students who have been excluded for disciplinary reasons which avoids more expensive out-of-district placements.
Academic Support Paraprofessional One class taught per day in each core subject (English, mathematics, social sciences, and science)	1.0	1.0	0.0	1.0	\$21,650	\$21,650	\$0	\$21,650	Priority 3	
Subscription to alternative online education program	0.0	0.0	0.0	0.0	\$0	\$0	\$0	\$0	Priority 3	
Resources for high school in-school support program	2.0	2.0	0.0	2.0	\$106,650	\$106,650	\$20,000	\$20,000	Mandated	

Table 5: Technology

Proposed Budget Item	FTE	FTE School Comm. Rec. Mar 19	FTE Revised Apr 30 No Override	FTE Revised Apr 30 Yes Override	Funding Required Supt's Rec. Jan 23	Funding Required School Comm. Rec. Mar 19	Funding Required Revised Apr 30 No Override	Funding Required Revised Apr 30 Yes Override	School Committee Priority	Notes
Middle school support technician: 1.0 FTE	1.0	1.0	1.0	1.0	\$40,000	\$40,000	\$40,000	\$40,000	Priority 3	Recommended for funding under all scenarios. Addition of devices and infrastructure due to 1:1 program requires additional technology support. Substantial savings in math curriculum materials only realized if electronic version is used and requires this level of tech support to be viable.
District-wide audio/visual and support technician: 1.0 FTE	1.0	0.0	0.0	0.0	\$40,000	\$0	\$0	\$0	Priority 3	Not recommended under revised plan
Align the existing tech support contracts for more equity and flexibility					\$20,000	\$20,000	\$0	\$0	Priority 3	Not recommended under revised plan
Data Support Specialist	1.0	1.0	0.0	0.0	\$55,000	\$55,000	\$0	\$0	Priority 3	Not recommended under revised plan
Teacher technology					\$186,300	\$186,300	\$0	\$46,718	Priority 3	No funding under No Override; Yes Override requires laptops to be provided to additional teachers 0.5 FTE or greater; refresh program will not be able to replace faculty laptops that are beyond 5 year mark. New devices needed to replace all faculty laptops that are 5 years old and older.
Deferred Oak computer lab refresh					\$38,000	\$0	\$0	\$0	Priority 3	Not recommended under revised plan
Oak: projectors and document cameras for all classrooms					\$52,500	\$52,500	\$14,000	\$14,000	Priority 3	Some projectors need to be purchased to support move to 1:1 in Gr. 8 in FY15; cannot realize math material savings without this ability
Resources for technology-based PARCC testing					\$20,000	\$20,000	\$0	\$0	Priority 3	Not recommended under revised plan; will seek alternative funding; may affect choices re: PARCC pilot
Replace out-of-date elementary desktop computers with mobile devices (iPads and/or Chromebooks)					\$75,000	\$75,000	\$0	\$0	Priority 3	Not recommended under revised plan; will seek alternative funding
Replace out-of-date desktop/laptop computers used for Special Education programming					\$75,000	\$75,000	\$0	\$0	Priority 3	Not recommended under revised plan; will seek alternative funding
Infrastructure to make SHS WiFi 1:1 ready					\$50,000	\$50,000	\$20,000	\$32,568	Priority 3	Critical need for pilot in FY15 and implementation of 1:1 device program in FY16; alt. funding necessary or postpone until summer 2015
Infrastructure to improve elementary WiFi system					\$92,000	\$80,000	\$20,000	\$40,000	Priority 3	Critical need for use of interactive white boards for math curriculum materials to save costs on materials; will need partial alt. funding
SHS & Oak link upgrade					\$80,000	\$0	\$0	\$0	Priority 3	Not recommended under revised plan; will defer for year
Media center media collections restoration					\$60,000	\$30,000	\$0	\$0	Priority 3	Not recommended under revised plan; will seek alternative funding
Media center media collections sustaining					\$28,000	\$28,000	\$0	\$0	Priority 3	Not recommended under revised plan; will seek alternative funding
Education Television Studio HD upgrade					\$20,000	\$20,000	\$0	\$0	Priority 3	Not recommended under revised plan; will defer; if upgrade is not made soon the entire system will need to be replaced rather than only upgrading
Middle school 1:1 program phase three: expansion to 8th grade					\$95,000	\$95,000	\$95,000	\$95,000	Priority 3	Recommended for funding under all scenarios; this is seed funding to bring 1:1 program to scale; cost will be recovered over time from family technology fees; cannot realize savings for math curriculum electronic materials without this in place
Printer and projector refresh					\$16,000	\$16,000	\$0	\$0	Priority 3	Not recommended under revised plan; will seek alternative funding; will defer replacement old printers and projectors that have reached end of life
Professional development for technology use					\$8,000	\$8,000	\$0	\$0	Priority 3	Conferences and training resources
Maintenance & support for existing technology infrastructure					\$15,000	\$15,000	\$0	\$0	Priority 3	Underfunded in past years
Software					-\$27,000	-\$27,000	-\$27,000	-\$27,000	Priority 3	Language lab software was one-time expense
Repair and maintenance					-\$13,000	-\$13,000	-\$13,000	-\$13,000	Priority 3	Printer repairs under managed print service and not repaing equipment that is past end of life
Total	3.0	2.0	1.0	1.0	\$1,025,800	\$825,800	\$149,000	\$228,286		Difference No Override vs. Yes Override = \$79,286

Table 6: Special Education: In-District Program Development and Support

Proposed Budget Item	FTE		FTE		FTE		FTE		Funding Required		Funding Required		Funding Required		School Committee Priority	Notes
	Supt. Rec. Jan 23	School Comm. Rec. Mar 19	Revised Apr 30 No Override	Revised Apr 30 Yes Override	Supt's Rec. Jan 23	School Comm. Rec. March 19	Revised Apr 30 No Override	Revised Apr 30 Yes Override	\$	\$	\$	\$	\$	\$		
Director of Special Education In-District Programming	1.0	1.0	0.0	0.0	\$95,000	\$95,000	\$0	\$0	\$0	\$0	Priority 3	Not recommended for funding under revised plan				
Elementary Special Education Coordinator	1.0	1.0	1.0	1.0	\$95,000	\$90,000	\$90,000	\$90,000	\$0	\$0	Priority 3	Recommended for funding under all scenarios. The elementary level is the only one without dedicated special education administrative leadership. The new state-mandated educator evaluation program will require additional supervision and evaluation capacity that does not currently exist. Additional leadership capacity at the elementary level will help institute cost-avoidance measures through earlier intervention and coordination of services.				
Middle Level Special Education Coordinator	1.0	1.0	0.0	0.0	\$95,000	\$90,000	\$0	\$0	\$0	\$0	Priority 3	Not recommended for funding under revised plan				
High School Assistant Coordinator/Transition Specialist	1.0	0.0	0.0	0.0	\$85,000	\$0	\$0	\$0	\$0	\$0	n/a	Removed from consideration in Mar. 19 version				
Special Education Technology Assistant	1.0	1.0	0.0	0.0	\$40,000	\$40,000	\$0	\$0	\$0	\$0	Priority 3	Note: Moved from Table 7 in previous versions. Position funded under Yes Override; keeping high-needs special education students in-district requires the district to provide assistive technology; this position is important to manage these devices, specialized software, etc.. Position is NOT included in "mandated" total in summary.				
Special Education: In-District Program Dev. & Support	4.0	3.0	1.0	2.0	\$410,000	\$315,000	\$90,000	\$130,000	\$0	\$40,000		Difference No Override vs. Yes Override = \$40,000				

Table 7: Special Education and Support Personnel to Address Class Size & Caseloads

Proposed Budget Item	FTE	FTE School Comm. Rec. Mar 19	FTE Revised Apr 30 No Override	FTE Revised Apr 30 Yes Override	Funding Required	Funding Required School Comm. Rec. March 19	Funding Required Revised Apr 30 No Override	Funding Required Revised Apr 30 Yes Override	School Committee Priority	Notes
Special Education Team Chair - Preschool	0.5	0.5	0.4	0.4	\$25,711	\$0	\$0	\$0	n/a	Maximum ratios of special education students to teachers are set by law and regulation. March 19 revision reduces funding required to \$0 as equivalent services eligible for funding through preschool tuition will offset this cost. Apr 30: Reduced to 0.4 FTE, not benefits eligible. No Override: Beal population is reduced, not required. Yes Override: Position required to meet caseload needs in FY15, as Floral Street Gr. 1 overflow classrooms will return to Beal and increase special education population there. Revised Apr 30 to 0.4 FTE based on updated caseload analysis, non-benefits eligible. Required to meet caseload needs in FY15. Required to meet caseload needs in FY15. Revised Apr 30 to 0.6 FTE based on updated caseload analysis. Required to meet caseload needs in FY15. No longer recommended for funding; will be able to address need with existing staff
Beal Special Education Teacher	1.0	1.0	0.0	1.0	\$51,422	\$51,422	\$0	\$51,422	Mandated	
Spring Street Special Education Teacher	0.5	0.5	0.4	0.4	\$25,711	\$25,711	\$20,569	\$20,569	Mandated	
Paton Special Education Teacher	1.0	1.0	1.0	1.0	\$51,422	\$51,422	\$51,422	\$51,422	Mandated	
Coolidge special education Teacher	0.5	0.5	0.6	0.6	\$25,711	\$25,711	\$30,853	\$30,853	Mandated	
Floral Street Occupational Therapy Assistant additional hours					\$3,960	\$3,960	\$0	\$0	Mandated	The number of students with autism or other significant special needs being educated within the Elementary Learning Center program is growing and will require an additional classroom to be housed at Paton. Significant cost avoidance vs. out-of-district tuition and transportation
Paton Elementary Learning Center (ELC) Coordinator	1.0	1.0	1.0	1.0	\$75,000	\$75,000	\$75,000	\$75,000	Mandated	
Sherwood Special Education Teachers	2.0	2.0	2.0	2.0	\$102,844	\$102,844	\$102,844	\$102,844	Mandated	Required to meet caseload needs in FY15. Revised from 3.0 to 2.0 on Mar 19 due to updated caseload analysis.
Oak Special Education Teachers	3.0	2.0	2.0	2.0	\$154,266	\$102,844	\$102,844	\$102,844	Mandated	
SHS Special Education Teacher	1.0	1.0	0.0	0.0	\$51,422	\$51,422	\$0	\$0	Mandated	Apr 30: position not needed based on updated caseload analysis. Required to meet caseload needs in FY15. Maximum ratios of special education students to teachers are set by law and regulation.
Speech Language Pathologist	1.0	1.0	1.0	1.0	\$51,422	\$51,422	\$51,422	\$51,422	Mandated	No override: Current configuration maintained and additional aide support not required. Yes override: necessary to provide inclusion support in additional team classrooms. 0.4 FTE additional English Language Education tutor required under both scenarios.
Sherwood Special Education and English Language Ed. Aides	2.4	2.4	0.4	2.4	\$51,960	\$51,960	\$8,660	\$51,960	Mandated	No override: Current configuration maintained and additional aide support not required. Yes override: necessary to provide inclusion support in additional team classrooms. 0.5 FTE additional English Language Education tutor required under both scenarios.
Oak Special Education Aides and English Language Ed. Aides	2.5	2.5	0.5	2.5	\$54,125	\$54,125	\$10,825	\$54,125	Mandated	
SHS Special Education Aide	1.0	0.0	0.0	0.0	\$21,650	\$0	\$0	\$0	n/a	March 19: Eliminated based on updated analysis of needs. Based on updated projections, including addition of ELC program at Paton; necessary to educate students within district programs and avoid costs of out-of-district placements.
Additional paraprofessional support for new students	5.0	5.0	5.0	5.0	\$108,250	\$108,250	\$108,250	\$108,250	Mandated	Difference No Override vs. Yes Override = \$139,022. Note: Benefits eligible FTE in No Override scenario is now 13 employees, others are part time or increasing hours for already eligible positions. Benefits eligible under Yes Override scenario is now 18 employees.
Special Education and Support Personnel to Address Class Size & Caseloads	22.4	20.4	14.3	19.3	\$756,093	\$756,093	\$562,689	\$700,711		

Superintendent's Recommended Reductions Under a "No Override" Scenario

Recommended Reductions to Close Budget Deficit	Reduction or Offset	Reduction/Offset Running Total	Remaining Deficit	Notes
Deficit			-\$752,266	
Offset some Paton costs through full day kindergarten revolving account	-\$30,000	-\$30,000	-\$722,266	Full day kindergarten tuition can be applied to offset partial costs of aide support, instructional coach, specialists, etc.
Use federal Title II grant to offset portions of elementary instructional coaches' salaries	-\$50,000	-\$80,000	-\$672,266	Funding can only be used for positions that provide professional development; reduces funding for other professional development needs
Reduce Athletics Department allocation	-\$75,000	-\$155,000	-\$597,266	A corresponding increase in sponsorships and/or boosters support will be required, otherwise scope of program will need to be reduced
Miscellaneous operations reductions	-\$40,160	-\$195,160	-\$557,106	Defer purchase of substitute procurement software; reduce various operational accounts to reach target
Reduce textbook budget	-\$30,000	-\$225,160	-\$527,106	Defers virtually all purchases other than math materials
Level fund school and department discretionary funds	-\$50,000	-\$275,160	-\$477,106	This funding totaled \$558,057 in FY05 and would remain at reduced amount of \$31,464, which is 44% less than a decade ago (not including the loss of purchasing power due to inflation over that time)
Reduce level of technology funding	-\$85,000	-\$360,160	-\$392,106	Compounds problem of purchase deferrals and equipment becoming obsolete as a result; will finance as much as possible through alternative funding (revolving accounts, fundraising)
Cut portion of foreign language teacher at SHS (0.4 FTE)	-\$20,569	-\$380,729	-\$371,537	Reduction in staffing for French to partially offset required additions in Spanish and Mandarin
Cut middle level advanced math coach position (1.0 FTE)	-\$88,716	-\$469,445	-\$282,821	Eliminates this math curriculum position at critical time when new math curriculum is being implemented - trade off to enable restoration of math curriculum coordinator position under a no override budget. Increases risk of losing students to charter schools. One advanced math coach position remains; that position may share responsibilities across both schools in order to address students with the greatest advanced math needs.
Cut elementary music teacher position (0.9 FTE)	-\$46,280	-\$515,725	-\$236,541	Would not replace this position that is open due to a retirement. Will reduce the scope of the music program as fewer teachers are spread across the system. The retirement differential between the current salary and budgeted replacement is already accounted for in the budget.
Cut health teacher (0.6 FTE)	-\$30,853	-\$546,578	-\$205,688	Reduces the scope of the health program; will affect special subject offerings at either the elementary or middle level
Cut elementary classroom teaching positions (Net 4.0 FTE reduction from budget)	-\$205,688	-\$752,266	\$0	Makes a bad class size situation worse at the elementary level. Reduction of 6.0 FTE individual positions: -3.0 Kindergarten (-4.0 from Beal, +1.0 at Paton), -1.0 Coolidge Gr. 4, -1.0 Paton Gr. 2, -1.0 Spring Street Gr. 4. Results in only 4.0 FTE savings from appropriated budget due to reduced offset for full day kindergarten tuitions.

**2014-2015
PROJECTED ENROLLMENT and GRADE CONFIGURATION
(Yes Override Scenario)
Updated 05-06-14**

Grade Level	Beal			Coolidge			Floral Street			Paton			Spring Street			
	Projected 2014-15	Students	Clrms/Secl	Avg.	Students	Sections	Avg.	Students	Sections	Avg.	Students	Sections	Avg.	Students	Clrms/Secl	Avg.
HDK*	114	114	3/6	19												
FDK*	252	126	6	21	63	3	21	21	1	21	42	2	21			
Grade 1	427	84	4	21	85	4	21	106	5	21	85	4	21	67	3	22
Grade 2	424				80	4	20	191	9	21	79	4	20	74	4	19
Grade 3	463				79	4	20	212	9	24	86	4	22	86	4	22
Grade 4	454				78	4	20	200	9	22	91	4	23	85	4	21
Total 1-4	1768							School Avg./class 20	20	32	709	32	22	362	17	21
Totals	2134	324	16		385	19		385	19	32	709	32	22	362	17	21
*Total K	366															

* Town Manger projection for K = 384; NESDEC Projection for K = 364
 All projections based on analysis of information provided by Town Manager's office, New England School Development Council, and updated actual enrollment data as of 04/30/14.
 School Committee class size guidelines:
 Kindergarten guideline: 17-19
 Grades 1-2 guideline: 20-22
 Grades 3-8 guideline: 22-24

Grade Level	Sherwood Middle			Oak Middle			High School			Preschool Program				
	Projected 2014-15	Students	Sections	Avg.	Students	Sections	Avg.	Students	Sections	Avg.	Program	Students	CR/Secl	Avg.
Grade 5	488	488	20	24										
Grade 6	456	456	20	23										
Grade 7	525				525	20	26							
Grade 8	494				494	20	25	422	N/A	N/A				
Grade 9	422							426	N/A	N/A				
Grade 10	426							406	N/A	N/A				
Grade 11	406							416	N/A	N/A				
Grade 12	416													
Totals	3633	944	40		1019	40		1670	N/A	N/A		264	22	12
In-District Total K-12:														
In-District Total PreK-12:														

Note: Preschool enrollment grows during the year as eligible students with special needs turn 3 years old; projections are for maximum enrollment.
 Parker Rd. 169 6/14 12
 Little Col. 30 1/2 15
 Wesleyan Terrace 65 2/6 11
 * Town Manager's Projection for K-12 = 5,805
 - NESDEC Projection for K-12 = 5,772; NESDEC Projection for PreK-12 = 6,025

**2014-2015
PROJECTED ENROLLMENT and GRADE CONFIGURATION
(No Override Scenario)
Updated 05-06-14**

Grade Level	Beal			Coolidge			Floral Street			Paton			Spring Street			
	Projected 2014-15	Students	Clrms/sect.	Avg.	Students	Sections	Avg.	Students	Sections	Avg.	Students	Sections	Avg.	Students	Clrms/sect.	Avg.
HDK*	114	114	3/6	19												
FDK*	252	126	6	21	63	3	21	21	1	21	42	2	21			
Grade 1	427	0	0	###	85	4	21	190	8	24	85	4	21	67	3	22
Grade 2	424				80	3	27	191	8	24	79	3	26	74	3	25
Grade 3	463				79	3	26	212	9	24	86	3	29	86	4	22
Grade 4	454				78	3	26	200	7	29	91	4	23	85	3	28
Total 1-4	1768															
Totals	2134	240	12	20	385	16	24	793	32	25	362	15	24	354	15	24
*Total K	366															

* Town Manager projection for K = 384; NESDEC Projection for K = 364
 All projections based on analysis of information provided by Town Manager's office, New England School Development Council, and updated enrollment data as of 04/30/14.

School Committee class size guidelines:
 Kindergarten guideline: 17-19
 Grades 1-2 guideline: 20-22
 Grades 3-8 guideline: 22-24

Grade Level	Sherwood Middle			Oak Middle			High School			Preschool Program					
	Projected 2014-15	Students	Sections	Avg.	Students	Sections	Avg.	Students	Sections	Avg.	Program	Students	Chs/sect.	Avg.	
Grade 5	488	488	18	27											
Grade 6	456	456	16	29											
Grade 7	525				525	18	29								
Grade 8	494				494	16	31								
Grade 9	422							422	N/A	N/A					
Grade 10	426							426	N/A	N/A					
Grade 11	406							406	N/A	N/A					
Grade 12	416							416	N/A	N/A					
Totals	3633	944	34	28	1019	34	30	1670	N/A	N/A		264	22	12	
In-District Total K-12:															
In-District Total PreK-12:															

* Town Manager's Projection for K-12 = 5,805
 * NESDEC Projection for K-12 = 5,772; NESDEC Projection for PreK-12 = 6,025

Parker Rd. 169 6/14 12
 Little Col. 30 1/2 15
 Wesleyan Terrace 65 2/6 11
 Note: Preschool enrollment grows during the year as eligible students with special needs turn 3 years old; projections are for maximum enrollment.



SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE



ITEM NO: **VIII. Budget**

MEETING DATE: **5/12/14**

B. Fiscal Year 2015 Budget: Public Hearing

SPECIFIC STATEMENT OR QUESTION:

Will the School Committee conduct a public hearing on the Fiscal Year 2015 budget?

BACKGROUND INFORMATION:

1. The School Committee wishes to solicit public feedback regarding the updated recommendations for the School Department's Fiscal Year 2015 budget.

ACTION RECOMMENDED:

That the School Committee consider the feedback provided during the public hearing and take such action as it deems in the best interest of the school system.

STAFF AVAILABLE FOR PRESENTATION:

Dr. Joseph M. Sawyer, Superintendent of Schools



SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE



ITEM NO: **IX. Old Business**

MEETING DATE: **5/12/14**

SPECIFIC STATEMENT OR QUESTION:

BACKGROUND INFORMATION:

ACTION RECOMMENDED:

STAFF AVAILABLE FOR PRESENTATION:



SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE



ITEM NO: X. **New Business**

MEETING DATE: 5/12/14

SPECIFIC STATEMENT OR QUESTION:

BACKGROUND INFORMATION:

ACTION RECOMMENDED:

STAFF AVAILABLE FOR PRESENTATION:



SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE



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

MEETING DATE: **5/12/14**

SPECIFIC STATEMENT OR QUESTION:

Will the School Committee approve the minutes of the School Committee meetings on March 26 and April 9, 2014?

BACKGROUND INFORMATION:

1. The minutes have been reviewed by Mr. Palitsch and are enclosed.

ACTION RECOMMENDED:

That the School Committee vote to approve the minutes of the School Committee meetings on March 26 and April 9, 2014.

STAFF AVAILABLE FOR PRESENTATION:

Mr. Jason Palitsch, Secretary

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

MINUTES OF SCHOOL COMMITTEE MEETING

WEDNESDAY, March 26, 2014

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

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

I. Public Participation

None

II. Chairperson's Report and Members' Reports

None

III. Superintendent's Report

Dr. Joseph Sawyer announced that Caryn Keenan, Physical Education Teacher at Oak Middle School, is being honored by the Massachusetts Association of Health, Physical Education, Recreation and Dance (MAHPERD) as the 2014 Middle School Teacher of the Year. Ms. Keenan will be receiving an award for excellence in physical education teaching at the Doubletree Hotel in Westborough on April 13th. Dr. Sawyer congratulated Ms. Keenan and said that she does a great job teaching physical education classes to 7th and 8th graders.

IV. Time Scheduled Appointments

None

V. Curriculum

None

VI. Policy

A. Public Hearing on School Choice

Dr. Sawyer discussed background information regarding the Inter-district Student Choice initiative that has been in effect since 1990. The Shrewsbury district has opted out of Inter-district School Choice for every year except four years ago. Twenty students from outside the district were accepted as 9th graders at SHS. There has been attrition over the last four years with some students moving or returning to their home districts and there are currently thirteen remaining students. Dr. Sawyer said the program has been successful for the participating students and the district has received approximately \$314,000 in revenue over the last four years. The rationale for participating in the program was to bring revenue into the district and four years ago this could be done without the need for the district to spend resources for the additional students. Dr. Sawyer said he is recommending that the district vote to not participate in the School Choice program for this year. He said the revenue generated will be offset by the extra resources

the district needs to provide for additional students. Dr. Sawyer said he believes the district is not in a position to participate in the program next year. Ms. Erin Canzano shared that she thinks Dr. Sawyer's recommendation makes good sense for this year and said the district can consider participating again in the future.

B. School Choice for 2014-2015: Vote

Ms. Sandra Fryc requested a motion for a vote for the Shrewsbury district to decline participation in the inter-district school choice for the 2014-2015 school year. On a motion by Mr. John Samia, seconded by Dr. B. Dale Magee, the School Committee voted unanimously to decline participation in the inter-district school choice for the 2014-2015 school year.

C. Collective Bargaining – Educator Evaluation: Vote

Ms. Mary Beth Banios, Assistant Superintendent of Schools, shared information about the new educator evaluator system and the state regulations regarding the evaluation of educators in Massachusetts public schools. This system went into effect for Shrewsbury district this year. She said certain elements of the education evaluation system are subject to collective bargaining. Ms. Banios said the new system is good overall; however the time that it takes for everyone to participate in the new system is substantial. Dr. Sawyer stated that he is pleased the Shrewsbury Educators ratified this agreement today. He strongly recommended that the School Committee members also ratify this agreement.

Ms. Sandra Fryc requested a motion for a vote for the School Committee to ratify the agreement with the Shrewsbury Education Association regarding the new educator evaluation system. On a motion by Dr. B. Dale Magee, seconded by Ms. Erin Canzano, the School Committee voted unanimously to ratify the agreement regarding the new educator evaluation system.

VII. Budget

A. Tuition and Fees: Report & Discussion

Mr. Liam Hurley, Director of Business Services, presented a report on the current tuition and fees structure for the district and discussed a proposed plan for the 2014-2015 school year. He shared that the current \$1.3 million in revenue generated by tuition and fees is very important to offset the Shrewsbury district budget. Mr. Hurley said the recommendation is to not increase tuition and fees for the 2014-2015 school year. School Committee members asked questions about the district's facility rental space, potential for providing air conditioning for the SHS auditorium in the future, and the Extended Schoolcare Program. In addition, School Committee members acknowledged that many families are stretched and burdened paying the current level of tuition and fees. School Committee Members supported the recommendation to not raise the tuition and fees for the 2014-2015.

B. Fiscal Year 2015 Budget: Discussion

Dr. Sawyer said there is no new information regarding the Fiscal Year 2015 Budget since the last School Committee meeting. He shared slides and discussed key points about future sustainability for the Shrewsbury district. Dr. Sawyer said he cannot imagine another recommendation for a double digit budget increase during the next few years if the request for the current FY15 Budget is funded. School Committee members said they think it is important for Shrewsbury community members to take a look at the sustainability piece for the School budget. They said the district is in a critical situation where it is important to invest now or pay more in the future.

VIII. Old Business

A. Fiscal Year 2015 Budget Recommendation: Vote

Ms. Sandra Fryc requested a motion to vote on the recommendation for the FY15 budget of \$58,828,708 which represents an increase of \$6,788,062 from the current fiscal year. On a motion by Mr. Jason Palitsch, seconded by Dr. B. Dale Magee, the School Committee voted unanimously to support the recommendation for the Fiscal Year 2015 Budget.

IX. New Business

A. Beal Early Childhood Center: Massachusetts School Building Authority Board – Potential Action

Dr. Sawyer shared that the Massachusetts School Building Authority (MSBA) has voted to invite the Town of Shrewsbury into the eligibility period phase. This is the first potential phase of a future school building project. The MSBA helps districts identify if they are ready to start a capital project. Dr. Sawyer said this is a preparation phase to see if a school building project would eventually be put before the Town Meeting to vote on doing a feasibility project. He said the eligibility period phase is 270 days and that the Shrewsbury district had an excellent experience previously working with the MSBA on the Sherwood Middle School project.

Approval of Minutes

No Meeting Minutes

XI. Executive Session

XII. Information Enclosures

XIII. Adjournment

On a motion by Dr. B. Dale Magee, seconded by Mr. John Samia, the meeting was adjourned at 7:57 PM: PM. On a roll call vote: Dr. Magee, yes; Ms. Canzano, yes; Mr. Palitsch, yes; Mr. Samia, yes; Ms. Fryc, yes.

Documents referenced:

- 1) School Choice Information Report
- 2) Tuition and Fees Report
- 3) Fiscal Year 2015 Budget Discussion and Sustainability Information

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

MINUTES OF SCHOOL COMMITTEE MEETING

WEDNESDAY, APRIL 9, 2014

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

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

I. Public Participation

None

II. Chairperson's Report and Members' Reports

None

III. Superintendent's Report

Dr. Joseph Sawyer highlighted the successful Shrewsbury High School (SHS) visit from the New England Association of Schools and Colleges (NEASC). He said SHS faculty and staff spent about three years preparing the self-study report in preparation for the accreditation process and on-site visit. Dr. Sawyer shared that the visit went perfectly and the feedback received from the chairperson at NEASC has been extremely positive. Mr. Todd Bazydlo, SHS Principal, said the staff from NEASC were very impressed with the SHS business partnerships, community connections, vocational training, curriculum, standards, polite SHS students and the overall culture at SHS. He said overall it was a fantastic visit and the NEASC members commented that they were amazed at how much SHS does on a shoestring budget. Mr. Bazydlo said there will be some recommendations from NEASC for things that need to be worked on and improved. He said the SHS Steering committee worked with students on an amazing panel presentation for NEASC visitors and he hopes to share this with the Shrewsbury community at some point. Dr. Sawyer said he could not have been more proud of the SHS faculty, staff and students. NEASC team members shared feedback that in order to meet expectations, SHS would require greater financial support from the community. Mr. Bazydlo said this NEASC assessment about resources validates the needs at SHS.

IV. Time Scheduled Appointments

A. SHS State Champion Athletes Recognition

School Committee members honored the SHS winter season state champions, track athlete Domonique Hall and the boys hockey team. Mr. Jason Costa, Athletic Director, and Nick DiPilato, Head Indoor Track Coach, commended Domonique on being an amazing student athlete and congratulated her on winning the indoor track Division 1 state championship in the 300 meter dash for the second year in a row, setting a meet record of 39.69 seconds. Domonique will attend Georgia Tech in the fall, participating in track and receiving a half college scholarship. The SHS boys hockey team members were

present to be honored for capturing the Division III State Championship and having the best record in the school's history 21-2-1. Senator Michael Moore presented the student athletes with citations from the State Senate and the School Committee members also honored and congratulated the champions. Dr. Sawyer congratulated Coach Nick DiPilato for being honored by the Massachusetts Interscholastic Athletic Association as the 2014 track coach of the year.

B. State Sen. Michael O. Moore: Discussion of state issues

State Senator Michael Moore presented information to the School Committee members. He said today the Massachusetts House Senate shared budget information and has come to an early local aid resolution. School Committee members asked questions and Senator Moore said he was hopeful that it would be possible to carry through with fully funding the Circuit Breaker reimbursement. Mr. John Samia discussed issues related to the formula for Chapter 70 being outdated and not addressing the current costs for special education and technology. He said these are challenges faced by all schools in Massachusetts. Dr. Sawyer thanked Senator Moore for coming to the meeting and stated that the full funding of Circuit Breaker is a major issue for the Shrewsbury district. In addition, Dr. Sawyer mentioned Mr. Samia's point that the current Chapter 70 formula does not adequately address the needs in the Commonwealth and this needs to be evaluated. Senator Moore said he thinks the foundation formula review is very important. Ms. Sandra Fryc and Dr. Sawyer thanked Senator Moore for coming to speak and said they appreciate his work with the Shrewsbury district.

V. Curriculum

A. Mathematics curriculum alignment: Report

Ms. Mary Beth Banios, Assistant Superintendent of Schools; Ms. Amy Couter, Principal, Coolidge School; Dr. Ann Jones, Principal, Oak Middle School; Ms. Jean-Marie Johnson, Mathematics Department Director; Ms. Jennifer Dufault, Grade 8 Math Teacher, Oak Middle School and Ms. Melissa McCann, Advanced Math Coach, Sherwood Middle School presented a comprehensive report on the district's work to align the K-8 mathematics curriculum with the Massachusetts State Curriculum Frameworks. Due to resource constraints, the district has not yet aligned its K-8 curriculum to match the updated framework the Massachusetts Board of Education adopted in 2011. This year, some teachers in each of the grades have been piloting an updated curriculum using updated materials. Ms. Banios said because the Shrewsbury district is delayed in implementing the 2011 standards, students being assessed on these standards are not well prepared. In addition, teachers have not received the necessary training. Ms. Banios said that one of the most important elements of the 2011 standards is that there is an increased emphasis on the application of real world problem solving. The faculty presenters shared detailed information about teaching the Math In Focus and Connected Math Program (CMP) to students in different grade levels. Mr. Jason Palitsch asked a question about some misconceptions of the new standards and what this means for the rigor of the mathematics curriculum for students. Ms. Banios said she thinks some of the misconceptions are related to algebra and the Shrewsbury district is looking to take a lot of what is currently in the Grade 9 curriculum to Grade 8. Dr. Ann Jones said that in the past there was the thinking that middle school students were not ready to learn this material. She said now the view is that it is important for middle school children to understand conceptual challenges. Ms. Jennifer Dufault said she wants to assure people that the teachers are really bringing down some of those freshmen concepts to be taught in middle school. Dr. B. Dale Magee asked about how the new math curriculum affects students who test at different levels. Dr. Jones said teaching the real world connections as part of the curriculum helps all students to understand the material easier. Ms. Jean-Marie Johnson said that when SHS first started teaching the new program, teachers worked with students who were struggling with the mathematical concepts and needed help with connecting. Ms. Melissa McCann said the goal is to give all students an opportunity to learn and feel more confident with the concepts and curriculum. Dr.

Sawyer thanked all the presenters and said he wanted to remind everyone who was watching the meeting about the tradition of excellence in math education in both the Shrewsbury district and the Commonwealth of Massachusetts. He said the Shrewsbury district is and has been well positioned in this area compared to other schools in the state. Dr. Sawyer asked the School Committee members for guidance regarding moving forward to begin planning and training to implement the new math curriculum regardless of the decisions on the budget. School Committee members asked questions including the estimated cost for the program and implementation. Dr. Sawyer said he believes the program will be less than the \$652,000 in the revised budget. School Committee members agreed this was a timely priority and encouraged Dr. Sawyer and faculty members to move forward to implement the math programs and begin training teachers using the new curriculum and materials.

VI. Policy

None

VII. Budget

A. Fiscal Year 2015 Budget: Discussion & Possible Revision

Dr. Sawyer said the new information regarding the budget will be reviewed at the School Committee Meeting on April 30th.

B. Fiscal Year 2014 Budget: Update

Mr. Liam Hurley, Director of Business Services, gave an update for the Fiscal Year 2014 Budget. He said the district is currently in a good position for landing the year on budget. Mr. Hurley said he is confident the district could reallocate some funds to purchase a portion of the math materials in the current year.

VIII. Old Business

None

IX. New Business

None

X. Approval of Minutes

Ms. Sandra Fryc requested a motion to approve the School Committee meeting minutes for March 19, 2014. On a motion by Mr. Samia, seconded by Ms. Canzano, the School Committee voted unanimously to approve the March 19, 2014 meeting minutes.

XI. Executive Session

XII. Information Enclosures

XIII. Adjournment

On a motion by Mr. Samia, seconded by Dr. Magee, the meeting was adjourned at 9:04PM. On a roll call vote: Dr. Magee, yes; Ms. Canzano, yes; Mr. Palitsch, yes; Mr. Samia; Ms. Fryc, yes.

Documents referenced:

- 1) Shrewsbury Math Implementation Report and slide show
- 2) Fiscal Year 2014 Budget Update Report



SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE



ITEM NO: **XII. Executive Session**

MEETING DATE: **5/12/14**

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

MEETING DATE: **5/12/14**

SPECIFIC STATEMENT OR QUESTION:

BACKGROUND INFORMATION:

ACTION RECOMMENDED:

STAFF AVAILABLE FOR PRESENTATION: