

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

**MINUTES OF SCHOOL COMMITTEE MEETING, EXECUTIVE SESSION  
CONFERENCE ROOM A, TOWN HALL**

**DECEMBER 4, 2013**

Executive Session convened at 8:58 PM.

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

**Issue:** Negotiations with SEA

**Discussion:** Ms. Malone, Mr. Samia, and Ms. Fryc updated the committee with regard to contract negotiations with the SEA. A meeting date with the SEA negotiating team and the mediator had been proposed for December 17, however no response has been received from the mediator. Mr. Hurley provided the committee with an analysis of the financial impact of several different scenarios. A discussion was held relative to collective bargaining strategy.

**Issue:** Voluntary Disability plan for non-represented employees

**Discussion:** Mr. Hurley provided the committee with an update regarding granting access to long-term disability insurance to non-represented employees of Shrewsbury Public Schools. The plan, offered by Assurant, would be 100% employee-funded. On a motion from Ms. Canzano, seconded by Mr. Palitsch, the committee voted unanimously to authorize the Shrewsbury Public Schools to enter into a voluntary Disability plan with Assurant for all benefit eligible non-represented employees commencing in February 2014, per the terms of the Memorandum of Understanding. Roll Call Vote: Mr. Samia, yes; Mr. Palitsch, yes; Ms. Canzano, yes; Ms. Fryc, yes.

**Motion to close Executive Session and enter into Open Session:** Ms. Canzano; Second, Mr. Samia. Roll Call Vote: Mr. Samia, yes; Mr. Palitsch, yes; Ms. Canzano, yes; Ms. Fryc, yes.

Executive Session closed at 9:25 PM.

Respectfully submitted,

Jason Palitsch  
Secretary

Addendum: Financial analysis of various SEA contract possibilities, prepared by Mr. Hurley

Memorandum of Understanding RE voluntary Disability plan with Assurant for all benefit eligible non-represented employees commencing in February 2014