



**School Committee
Meeting Book**

**May 26, 2021
7:00 pm**

**Town Hall -100 Maple Avenue
Selectmen's Meeting Room**



SHREWSBURY PUBLIC SCHOOLS SCHOOL COMMITTEE MEETING

AGENDA

May 26, 2021 7:00pm
Town Hall—Selectmen's Meeting Room
100 Maple Avenue

THIS MEETING IS NOT OPEN TO PHYSICAL PARTICIPATION BY THE PUBLIC. TOWN HALL IS CLOSED TO THE PUBLIC FOR MEETINGS. THIS MEETING WILL BE BROADCAST LIVE ON LOCAL CABLE CHANNELS 29 & 329 AND STREAMED LIVE ON THE SHREWSBURY MEDIA CONNECTION WEBSITE AT <https://videoplayer.telvue.com/player/iE0p5N2b-Se5BhxS-3KDrHfUWzLHfku2/stream/722>. SEE BELOW FOR INFORMATION ON CONTACTING THE CHAIR OF THE SCHOOL COMMITTEE RE: PUBLIC PARTICIPATION.

On March 12, 2020, Governor Baker issued an Executive Order modifying certain requirements of the Open Meeting Law, to enable public bodies to carry out their responsibilities while adhering to public health recommendations regarding social distancing.

The Executive Order relieves public bodies from the requirement in the Open Meeting Law that meetings be conducted in a public place that is open and physically accessible to the public, provided that the public body makes provision to ensure public access to the deliberations of the public body through adequate, alternative means. "Adequate, alternative means" may include, without limitation, providing public access through telephone, internet, or satellite enabled audio or video conferencing or any other technology that enables the public to clearly follow the proceedings of the public body in real time. A municipal public body that for reasons of economic hardship and despite best efforts is unable to provide alternative means of public access in real time may instead post on its municipal website a full and complete transcript, recording, or other comprehensive record of the proceedings as soon as practicable afterwards.

In addition, all members of a public body may participate in a meeting remotely; the Open Meeting Law's requirement that a quorum of the body and the chair be physically present at the meeting location is suspended.

All other provisions of the Open Meeting Law, such as the requirements regarding posting notice of meetings and creating and maintaining accurate meeting minutes, as well as the limited, enumerated purposes for holding an executive session, remain in effect.

While for this meeting the School Committee and members of the School Department administrative team will physically meet at the location listed above, members of the public may not attend in person. If a member of the public wishes to participate remotely in the Public Participation portion of the meeting, they should contact the Committee Chair, Mr. Wensky, by sending an email to schoolcommittee@shrewsbury.k12.ma.us.

Items

Suggested time allotments

- | | | |
|------|---|--|
| I. | Public Participation | <div style="border: 1px solid black; padding: 10px; text-align: center;">7:00-7:05</div> |
| II. | Chairperson's Report & Members' Reports | |
| III. | Superintendent's Report | |
| IV. | Time Scheduled Appointments: | |
| | A. Update on School District's Response to the Pandemic: Report | 7:05 – 7:15 |
| | B. Speech & Debate State & National Champions: Recognition | 7:15 – 7:30 |
| | C. SHS Senior Scholars: Recognition | 7:30 – 8:00 |
| | D. SHS Student Advisory Committee: Report | 8:00 – 8:20 |
| V. | Curriculum | |
| | A. Update on SPS Efforts re: Equity & Anti-Racism: Report | 8:20 – 8:45 |



SHREWSBURY PUBLIC SCHOOLS SCHOOL COMMITTEE MEETING

- VI. Policy
- VII. Finance & Operations
 - A. Massachusetts School Building Authority Accelerated Repair Statements of Interest: Votes 8:45 – 8:55
- VIII. Old Business
- IX. New Business
- X. Approval of Minutes 8:55 – 9:00
- XI. Executive Session 9:00 – 9:30
 - A. For the purpose of addressing G.L. c. 30A, § 21(a)(7) “[t]o comply with, or act under the authority of, any general or special law or federal grant-in-aid requirements” (“Purpose 7”), Open Meeting Law, G.L. c. 30A, §§ 22(f), (g) – for the purpose of reviewing, approving, and/or releasing executive session minutes.
 - B. For the purpose of addressing G.L. c. 30A, § 21(a)(3) “to discuss strategy with respect to collective bargaining or litigation if an open meeting may have a detrimental effect of the bargaining or litigating position of the public body and the chair so declares” (“Purpose 3”) - the Shrewsbury Education Association Units A and/or B, the Shrewsbury Paraprofessional Association, and/or the Cafeteria Workers Association.
 - C. For the purpose of addressing G.L. c. 30A, § 21(a)(2) “to conduct strategy sessions in preparation for negotiations with nonunion personnel or to conduct collective bargaining sessions or contract negotiations with nonunion personnel” (“Purpose 2”) - non-represented secretaries/clerical/IT staff and/or administrators.
- XII. Adjournment

Next regular meeting: June 9, 2021



SHREWSBURY PUBLIC SCHOOLS SCHOOL COMMITTEE MEETING

ITEM NO: I Public Participation

MEETING DATE: **05/26/21**

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 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:

School Committee Members
Mr. Jon Wensky, Chairperson
Ms Sandra Fryc, Vice Chairperson
Ms. Lynsey Heffernan, Secretary
Dr. B. Dale Magee, Committee Member
Mr. Jason Palitsch, 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 MEETING**

ITEM NO: **IV. Time Scheduled Appointments:** MEETING DATE: **05/26/21**
A. Update on School District's Response to the Pandemic: Report

BACKGROUND INFORMATION:

Dr. Sawyer and members of the leadership team will provide an update on the school district's response to the COVID-19 pandemic.

ACTION RECOMMENDED:

That the School Committee hear the report 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
District Administrators



SHREWSBURY PUBLIC SCHOOLS SCHOOL COMMITTEE MEETING

ITEM NO: IV. Time Scheduled Appointments:

MEETING DATE: 05/26/21

B. Speech & Debate State & National Champions: Recognition

BACKGROUND INFORMATION:

The Shrewsbury High School Speech and Debate Team, under the direction of Coach Marc Rischitelli, is enjoying another highly successful year. Tonight, the Committee will recognize several state and national champions:

Reeya Kansra -
2021 National Tournament of Champions
1st place Humorous Interpretation

Rithika Prasad -
2021 Massachusetts State Champion
Extemporaneous Speaking

Shalini Biju -
2021 Massachusetts State Champion
Original Oratory
and
2021 Massachusetts State Champion
Informative Speaking

Dheekshitha Sriram -
2021 Massachusetts State Champion in Big Questions Debate

ACTION RECOMMENDED:

That the School Committee recognize the SHS Speech and Debate Team National and State Champions.

STAFF & STUDENTS AVAILABLE FOR PRESENTATION:

Mr. Todd Bazydlo, Principal, Shrewsbury High School

Mr. Marc Rischitelli, Head Coach, Speech & Debate Team (Remote)

Students (Remote): Reeya Kansra, Rithika Prasad, Shalini Biju, Dheekshitha Sriram



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: **IV. Time Scheduled Appointments:**
C. SHS Senior Scholars: Recognition

MEETING DATE: **05/26/21**

BACKGROUND INFORMATION:

Each year the School Committee recognizes the ten senior students with the highest grade point averages in their class. This year, 11 students will be recognized due to a tie in grade point averages. A brief biographical sketch of each is provided in the enclosed report. The Senior Scholars will be introduced in alphabetical order and will briefly comment on their school experience.

ACTION RECOMMENDED:

That the School Committee recognize the SHS 2021 Senior Scholars.

STAFF AVAILABLE FOR PRESENTATION:

Dr. Joseph M. Sawyer, Superintendent of Schools

Mr. Todd Bazydlo, Principal, Shrewsbury High School

Students (in alphabetical order) - Remote:

Alam, Ridha Fazal

Cheruvuri, Nivedhya

Crosby, Frances Olivia

Deochakke, Aashirwad Yogesh

Guo, Alyssa Jiarui

Kale, Aryan Ashok

Lee, David Tin Nok

Lovelace, Collin Christopher

Podlipec, Nicole Patricia

Raghunathan, Divya Minal

Sood, Saanvi

**Shrewsbury High School Class of 2021 Senior Scholars
(in alphabetical order)**

Ridha Alam

Ridha Alam is an exceptional student whose drive and perseverance for learning and bringing communities together have led her to many academic and extracurricular achievements. She attributes many of her accomplishments in high school to the meaningful relationships that she has built throughout her time at Shrewsbury High School. She credits her teachers who have provided her with copious opportunities to showcase her skills while growing into a stronger and more independent student. Some of her accomplishments throughout high school include: Treasurer of the Asian Culture Club; President of the Calligraphy Club; member of the National Latin Honors Society, Humans of Shrewsbury, Helping Hands, and Cultural Immersion Planning Committee; Elementary/Middle School Summer Enrichment; 300 hours of community volunteer service at local farmers markets, and more. Ridha plans to live her life without regret and will allow her experiences to teach her how to grow and bounce back. She has committed to the University of Massachusetts Amherst for the fall and will be majoring in Biology in the hopes of becoming a future OB-GYN.

Nivedhya Cheruvari

Nivedhya is a driven young woman who has had an incredible four years at Shrewsbury High School. She has been a member of the Speech & Debate team throughout high school and has loved this experience. She was also a national qualifier for the NCFL Grand National Tournament for Speech & Debate the past two years. She has excelled in her academics and has earned her membership in the National, Math, English, French, and Tri-M honor societies. Some of her proudest accomplishments include receiving the service recognition award the past two years and being named silver medalist in the National French Exam. Nivedhya will be attending the University of Connecticut this fall and is planning to major in Allied Health Sciences on the pre-med track.

Frances Crosby

Frances is a truly remarkable young woman who has had an amazing four years in and out of the classroom at Shrewsbury High School. One of her greatest highlights of her high school career is her passion for the performing arts. She has been a member of the SHS Honors Wind Ensemble for all four years of high school while holding positions of first oboe & first chair. She was accepted into the 2020 Central Mass District Music Festival as a member of the concert band. Frances has also earned her membership in the National, French, English, and Tri-M honor societies. She is passionate about her studies and has even found great joy in tutoring peers in French. Frances will be attending Mount Holyoke College this fall and is planning to major in Psychology.

Aashirwad Deochakke

Aashirwad has had an outstanding four years at Shrewsbury High School in and out of the classroom. He's challenged himself each year with a demanding course schedule and excelled in all areas. Through his success in the classroom he's been able to become a member of the Math, French, and National honor societies. He served as the treasurer for the Math Honor Society and tutored fellow peers on the side in all subject areas. He has always been passionate about his academics and wants to help other students reach their full potential. Some of his proudest recognitions over the years have been receiving the AP Scholar award and being named a national merit finalist. Aashirwad will be attending the University of Illinois Urbana-Champaign this fall with plans to major in Computer Science.

Alyssa Guo

Alyssa is a truly remarkable young woman who embraces every challenge she is faced with. She has a true passion for learning! She has earned awards for her piano performances at Music Worcester and New England Piano Teachers' Association, is a US Figure Skating Gold Medalist, and part of the Massachusetts All State Orchestra as a violinist. Alyssa is also a National Merit Recipient, member of National Honor Society, National Math Honor Society, National Spanish Honor Society, and Tri-M Music Honor Society. Alyssa serves as a role model in every aspect of her life and will continue to leave a positive mark on our world. She will be attending Stanford University next fall with a major in Chemistry on a pre-med track.

Aryan Kale

Aryan is an outstanding young man. He shows a curiosity and eagerness to learn. He has taken a very challenging curriculum throughout high school both in school and outside of school earning straight A's. His hard work and perseverance truly help him excel. Aryan has also earned perfect scores in his standardized subject tests, earning an 800 in Math II and an 800 in Chemistry. He is a member of the Math National Honor Society and Spanish National Honor Society. Aryan is a natural leader and holds multiple leadership positions at our school including captain of the Varsity Tennis team, president of the Math NHS and Vice President of the Spanish NHS. He is respected by his peers and adults alike. He is also an MVP (Mentor Volunteer Program) leader and has shown strong character and is a strong role model for our underclassmen. Aryan will be majoring in computer science in the fall at Northeastern University.

David Lee

David is such a creative and intelligent young person. Aside from his many academic accomplishments, you can find David on Amazon! He is a published author! Over the last ten years, David has authored five children's books and is currently working on a Young Adult novel series. Through his work as a writer, David has organized over 100 events for young readers to enjoy his work and to promote literacy. At school, David serves as the Vice President of the Speech and Debate Quiz Team and is one of the Editors of the High School's Town Crier newspaper. David contributes to several clubs and advisory committees at the High School and enjoys membership in the National Chinese Honors Society. This past fall, David advanced as a National Merit Semi-Finalist. David is planning to attend Boston University to study Computer Science.

Collin Lovelace

Collin is an academically accomplished young person and has been recognized by membership in National Honor Society and Tri-M National Music Honor Society. He earned the Gold Medal, Summa Cum Laude Award on the National Latin Exam and has a meaningful list of volunteer and humanitarian efforts in and around his community. Intrinsically motivated, Collin pursued an online course on Greek and Roman Mythology from University of Pennsylvania. As a result of these many pursuits, Collin received the University of Vermont Citizen Scholar Book Award and is a National Merit

Semi-Finalist. He has a sharp mind and an inherent love of learning, which will serve him well as he studies Psychology at the University of Pennsylvania in the Fall.

Nicole Podlipec

Named a National Merit Commended student and a member of Spanish National Honor Society, Nicole Podlipec proudly earned a 5 on her AP Chemistry exam in the midst of a pandemic! While excelling in academics is a true accomplishment, she earnestly cultivated her passion for creating art by immersing herself in at least one art class each year of high school. Attending National Portfolio Day during junior year and participating in Mass Art's Summer Intensive Animation program helped crystalize the attraction to this creative field. Most meaningful among her extracurricular activities is her active engagement since ninth grade in the Self Defense Club, headed by Mr. Rick Doherty, to which she credits her discipline and confidence. With hopes of becoming an animator, Nicole is excitedly planning to pursue a Bachelor of Fine Arts in Two-Dimensional Animation at the School of Visual Art in the city that never sleeps - New York, New York!

Divya Raghunathan

Self-motivated, compassionate, and driven, Divya is an integral member of the Shrewsbury High School student body. She has been a dedicated Student Council Member for the last four years, President of the National Chinese Honor Society, Band President, Treasurer for Tri-M, and member of the National Honor Society and National Math Honor Society. Outside of SHS, she is an active member in the community, serving as President of the Indian Youth Group, member of Destination Imagination, and a volunteer in the Floral Street School Summer Enrichment Program. One of Divya's proudest moments was when she was part of the only winning team from Shrewsbury Public Schools at the Global Destination Imagination competition in her freshman year and was honored by the Governor and Lt. Governor in the Massachusetts State House. Divya will be continuing her education at UMass-Amherst next year!

Saanvi Sood

Saanvi is a dynamic young leader with a great work ethic and a positive outlook. She will tell you that she is most proud of her ability to make and accept mistakes because at the end of the day, weakness is what motivates you to work harder. Saanvi was the head Intern for the Research Science Network at Harvard Innovation Lab and is the co-founder of two data science startups. At SHS, Saanvi was the Secretary of National Latin Honors Society, received Gold and Bronze Medal for National Latin Exam, was a member of the Student Advisory Board within MVP, a member of the National Math Honors Society, and was named Captain of the Girls Winter and Spring track teams. Saanvi will be attending Emory University, with the “Inspire for Change Leadership” scholarship, in the fall where she will double major in Quantitative Sciences and Business.



SHREWSBURY PUBLIC SCHOOLS SCHOOL COMMITTEE MEETING

ITEM NO: **IV. Time Scheduled Appointments:** MEETING DATE: **05/26/21**
D. SHS Student Advisory Committee: Report

BACKGROUND INFORMATION:

Under the Massachusetts Education Reform Act, school districts are required to have a Student Advisory Committee (SAC), consisting of five high school students who are elected by the student body. The SAC is required to meet with the School Committee during the year to review various issues of concern to the student body. Mr. Bazydlo serves as the faculty advisor to the SAC. This is the final SAC report for this school year. The agenda for the SAC report is enclosed.

ACTION RECOMMENDED:

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

STAFF & STUDENTS AVAILABLE FOR PRESENTATION:

Mr. Todd Bazydlo, SHS Principal

Students (Remote):

Aabia Hasan, Chairperson

Maxfield Evers

David Lee

Nikitha Ram

Anushka Mukhopadhyay

Student Advisory Committee
Agenda for the School Committee on May 26th, 2021

I. Reopening

- A. COVID-19 Testing
- B. Vaccines
- C. Covid-19 Safety
- D. Cohort D
- E. Spirit Week

II. Student Activities

- A. Speech and Debate
- B. Athletics and E-Sports
- C. MCAS and AP testing
- D. Student Elections
- E. Well-being reframe
- F. Performing Arts

III. Senior events

- A. Senior breakfast
- B. Senior Stroll
- C. Last Ride
- D. Commemoration
- E. Graduation

Thank you for your continuous support of the SAC.

Respectfully submitted,

Aabia Hasan
Chairperson

Maxfield Evers, David Lee, Nikitha Ram, Anushka Mukhopadhyay
SAC Members



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: **V. Curriculum**

MEETING DATE: **05/26/21**

A. Update on SPS Efforts re: Equity & Anti-Racism: Report

BACKGROUND INFORMATION:

Ms. Clouter will provide information about action steps taken by Shrewsbury Public Schools in regards to the engagement of the community in district equity and inclusion efforts since Dr. Sawyer outlined an initial plan of action in June 2020. Her report will include information on drivers, iterative progress, and next steps.

ACTION RECOMMENDED:

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

STAFF AVAILABLE FOR PRESENTATION:

Ms. Amy Clouter, Assistant Superintendent for Curriculum, Instruction, and Assessment
Dr. Joseph M. Sawyer, Superintendent of Schools



Equity & Inclusion Update

May 17, 2021

By Amy Clouter

Assistant Superintendent for Curriculum, Instruction & Assessment

I Summary

Life's most persistent and urgent question is, "What are you doing for others?"

~Dr. Martin Luther King

There have been several inquiries as to the progress made this year, both within and outside the district, in regards to the engagement of the community in district equity and inclusion efforts. This report is designed to provide information about the action steps taken by Shrewsbury Public Schools since Dr. Sawyer outlined an initial plan of action in June, 2020.

II Three Drivers, One Goal

"We have a powerful potential in our youth, and we must have the courage to change old ideas and practices so that we may direct their power towards good ends."

~Mary McLeod Bethune

A plan is an opportunity to make visible a hope for the future. When the leadership team, in concert with School Councils and other stakeholder groups, developed the goals that would guide our work from 2018 to 2022, we recognized that there was a gap between the collective aspirations captured in our [Portrait of a Shrewsbury Graduate](#) and the realities that many of our students experience in our community. Together we wondered how we could make our school communities more inclusive. The result was a [Five-Year Strategic Priorities & Goals](#) statement that named the need for a systemic approach to ensuring equitable access and opportunities for learning within the strategic priority of creating "learning environments where everyone's success matters."

In addition to building a common understanding of the goals, the strategic planning process resulted in an examination of district policies, procedures and practices. We contracted with the Assabet Valley Collaborative to conduct an "equity audit" for our

school district. The [report](#) that followed added specific recommendations to the district's goals. For example, the district was encouraged to seek additional feedback and input from students, families and staff as one way to prioritize action steps. The findings also suggested that additional emphasis be placed on seeking diverse candidates as part of our hiring processes.

Lastly, the murder of George Floyd last May and the growing awareness about the impact of race in America added a heightened sense of urgency to our efforts. Dr. Sawyer's [Initial Plan of Action](#) effectively illustrates the district's ongoing commitment to advancing equity in Shrewsbury's public schools.

III Iterative Progress

"Not everything that is faced can be changed, but nothing can be changed until it is faced."

~ James Baldwin

First, Listening

As Dr. Sawyer made clear in his message to the community, our efforts to advance equity and inclusion necessitate a cyclical approach to improvement.



This work is ongoing by design, so that our approach is continuously informed by feedback. Why is community feedback so important? As was stated in the Equity Audit report, "Renowned author, Zaretta Hammond, tells participants in her classes on culturally responsive teaching to "go slow to go deep." She also talks about the importance of "assessing current reality" and developing "equity fluency" of school staff as first steps in a slow, deep response." Accordingly, we began last summer with the commitment to start by listening to the diverse voices of our community. In June of

2020, the district surveyed staff. Although initial plans called for a survey of students, families, alumni, and community members, consultants engaged by the district to assist in the effort urged caution regarding the potential unintended consequences of surveying marginalized students and families. After researching ways to best engage our students and families regarding issues related to equity, the district recently engaged with a firm whose research-based survey product was designed for this purpose. [Panorama](#) is a local technology company with a national reach that has developed a survey tool that is nationally normed, so that Shrewsbury responses can be compared to a national sample. Panorama's survey, which will be administered to all students in grades 3-12 by early June, will enable us to ask students and families questions from two question sets, Social Emotional Learning and Equity. The results will help us establish a baseline for the extent students feel they belong in and are supported by their school communities.

The Shrewsbury Public Schools Coalition for Equity and Anti-Racism, made up of students, parents, community, and staff, was convened by Dr. Sawyer and charged with developing essential questions and a related vision to guide the district. Since its formation in August, the Coalition has met five times. This coalition, which includes a large number of SPS administrators, has not met as frequently as originally intended, primarily due to the extraordinary demands that have been placed upon the district as a result of the pandemic and the budget crisis we faced. In an attempt to determine how to best utilize a coalition like this, most recently the group hosted Dr. Darnisa Amante-Jackson, a nationally-known racial equity strategist who has been providing professional development for SPS staff (see below). Dr. Amante-Jackson facilitated a meeting for the purpose of clarifying terms and building common understanding of the professional learning about diversity, equity, inclusion and belonging that has taken place in Shrewsbury, and responded to the question of how the ongoing SHS mascot issue is affecting community perceptions.

Following the receipt of a letter and a petition requesting that the Shrewsbury High School "Colonial" mascot be changed, a second group, the [SHS Mascot Ad Hoc study group](#) was formed. Led by Dr. Sawyer and SHS Principal Todd Bazydlo, the mascot study group was tasked with researching the origins of the mascot and considering a variety of perspectives on the issue with a report to the community and a

recommendation to the School Committee expected in June 2021. The addition of a second group, while critically important, extended the timeline for the Coalition's work. The Coalition reviewed the Equity audit report and related recommendations and is continuing work to develop and formalize a specific plan. Going forward, the Coalition will focus on different aspects of school life and organization, including: Curriculum, Instruction, & Assessment; School Culture & Climate; Policies & Practices; Adult Learning; Hiring & Employment Practices; and Community Engagement. This work will help to frame future action steps. The survey data from Panorama (see above) will also help inform the work of the Coalition.

In addition to the work begun within our school district, It's also important to note that both Ms. Barb Malone, Executive Director of Human Resources, and I have had multiple meetings with subcommittees of the Town of Shrewsbury's Diversity, Equity and Inclusion Committee in order to provide information regarding our efforts regarding equity and to consider how our joint efforts might overlap.

Learning Together

As a school district, what is prioritized for staff's limited professional development time sends a strong message regarding what the district values. Despite all of the challenges faced this year, SPS took steps to ensure that all staff had the opportunity for learning regarding the topics of diversity, equity, inclusion, and belonging. Our plans for this year included two specific required district professional development events.

On Friday, October 9, all Shrewsbury Public Schools staff, including administrators, teachers, paraprofessionals and administrative support staff, participated in two webinars, the first hosted by [Dr. Irvin Leon Scott](#) and the second by [Dr. Darnisa Amante-Jackson](#). Hearing from these noted experts helped set a tone and expectation that reinforced the district's strategic priority to create and maintain "learning environments where everyone's success matters" in Shrewsbury's schools.



Dr. Scott began the day by speaking about why work around equity and inclusion is so critical in schools today. His experience and perspective comes from 20 years working in the "trenches" as a teacher, principal, assistant superintendent, and ultimately as the

Chief Academic Officer for Boston Public Schools. Dr. Scott spent five years as the deputy director for K-12 education at the Bill and Melinda Gates Foundation. Today, he is a faculty member of the Harvard Graduate School of Education where he concentrates on educational leadership.

Dr. Amante-Jackson is a race and equity strategist. She works with organizations and schools to embed organizational cultures that deepen diversity, elevate equity, bolster belonging, and increase inclusion. She helps establish cultures built on a common foundation of respect, accountability, and value. Her webinar focused on helping Shrewsbury educators and staff think about how we do this important work in our own schools. The influence of her equity and racial inclusion work is significant, as she has devised strategic interventions for Boston public schools, the New York City Department of Education, and Harvard University Programs in Professional Education.

Both webinars included time for break-out sessions where staff could reflect on what they had heard, engage in peer-to-peer discussion and collaborate on next steps. Both speakers emphasized that, done well, the work of advancing equity and anti-racism is ongoing. For this reason, Dr. Amante-Jackson returned to the district in January to address professional educators in order to deepen their understanding of these topics.

Additionally, this year school district leaders spent considerable time with professional learning regarding equity and anti-racism. Central Office administrators and principals dedicated much of their summer leadership meetings to a workshop led by Belicia Smith and Elizabeth Borneman, who teach an online course in educational equity for the Massachusetts Institute of Technology (MIT) EdX online program. During the school year, the full District Leadership Team (all who have supervisory or curriculum leadership roles) were able to take part in a self-paced course titled *Becoming a More Equitable Educator* created by Ms. Smith and Ms. Borneman based on their MIT EdX course. Our goal is to provide this course, with any modifications based on the leadership team's experience, to staff more widely as part of next year's professional development program.

In addition to this more formal professional development, there were also a variety of smaller-scale professional development offerings focused on inclusion, like Co-Teaching and staff-led discussions and book studies on culturally proficient practices. The inclusion of formal bias training in our annual compliance effort helped

to affirm our core values. Finally, the emphasis of culturally responsive teaching practices in our orientation of new educators to the district, coupled with the expansion of the mentoring program from one year to three years enabled more in-depth discussions about how to serve all students.

Finally, leaders in other districts shared resources that have furthered our efforts. We added numerous titles to our Media Centers following collaborations with outside organizations. We are considering materials that help teachers facilitate discussions about race and ethnicity in the classroom.

A Data-Informed Approach

In addition to formal survey tools and anecdotal stakeholder feedback, information about student progress continued to inform instructional decision making. The use of data related to academic performance and other indicators of success helped to identify existing gaps among populations and to determine and implement action plans. One outcome of this shared focus on data was the adoption of the [Star assessment system](#), a universal screening tool used for the first time in Grades K-8 this year. Student data was particularly important as the district piloted social emotional learning (SEL) curriculum this year. Going forward, information on the achievement opportunity gap will remain a shared focus at the district and school level. To that end, Shrewsbury Public Schools has contracted with two experts to learn more about how best to support student subgroups:

- Dr. Nwadike Akuoma was hired to conduct an analysis of student achievement data, and
- Mrs. Maureen Manning, a consultant specializing in English Language Education, supported Director Kathleen Lange-Madden in conducting a program review.

These two reports are not yet finalized, but we expect they will provide information that will help us determine what actions to prioritize to advance our goals. As we anticipate a return to relative normalcy, data will help our educators review and adapt curriculum and refine instructional planning to help students gain the knowledge and skills necessary to become empowered learners and ethical, empathetic, informed citizens that contribute to the community.

Just as student achievement helps educators and district leaders to identify effective student supports, staffing data has been instrumental to identifying improvements in hiring and recruitment procedures. Although SPS job postings include [affirmative action language](#) and our search processes adhere to strict [guidelines](#) that direct district leaders to recruit from a diverse applicant pool, Shrewsbury's workforce is majority White. Why is that? Barb Malone, the Executive Director of Human Resources, began looking for root causes in 2018, when she first trained the district leadership team on [confirmation bias](#). In the time since, the Human Resources team has also expanded their efforts to become increasingly proactive.

Data pulled from School Spring, the online database we use to attract job candidates, made clear that our application pools attract very few diverse candidates. In seeking to refine recruitment efforts to attract educators that align with our student demographics, Ms. Malone researched alternative approaches and proposed a two pronged approach, namely that the district should:

- build on identified strengths by increasing efforts in areas where we are finding diverse candidates for available positions, and
- target new approaches

One area slated for expansion has to do with our substitute positions. Specifically, our day to day sub pool includes more diverse candidates than other employee groups. Accordingly, supporting educators in this group in acquiring Massachusetts licensure seemed like a logical first step. As an aside, considering licensure as a factor in the process is critical, because the Department of Elementary and Secondary Education will not grant hardship waivers to hire unlicensed applicants unless districts demonstrate why licensed candidates were not qualified. Starting with substitutes and then paraprofessionals, Ms. Malone began individually coaching educators in these groups that were eligible for Massachusetts licensure. The next step is considering how best to reach diverse candidates for professional educator and administrative positions. In this area too we have already made some gains.

In April, Ms. Malone began piloting use of the IMDiversity website with plans to post ten positions this year. More recent postings have included both Assistant Principal positions at SHS as well as professional educator positions in the Science department and postings for Extended Day Site Coordinator positions for the 2021-2022 school year. Ms. Malone anticipates additional postings in the near future to include district Nurse positions as well as Instructional Coach and Curriculum Coordinator positions.

IV Conclusion

“You may encounter many defeats, but you must not be defeated. In fact, it may be necessary to encounter the defeats, so you can know who you are, what you can rise from, and how you can still come out of it.”

~Maya Angelou

This has been an extraordinary year for educators, students and families everywhere. The circumstances of the pandemic, while imposing constraints on time and resources, also enabled extraordinary collaboration among and between districts and between the district and various stakeholder groups. Although the list of what we hoped to accomplish this year exceeded the time we had to organize our efforts, we are hopeful that the partnerships established in each of our school communities will serve us well in the long term.



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: **VI. Policy**

MEETING DATE: **05/26/21**

BACKGROUND INFORMATION:

ACTION RECOMMENDED:

COMMITTEE MEMBERS/STAFF AVAILABLE FOR PRESENTATION:



SHREWSBURY PUBLIC SCHOOLS SCHOOL COMMITTEE MEETING

ITEM NO: **VII. Finance & Operations**

MEETING DATE: **05/26/21**

A. Massachusetts School Building Authority Accelerated Repair Statements of Interest: Votes

BACKGROUND INFORMATION:

Every year the Massachusetts School Building Authority [MSBA] invites school districts to make “application” to them via a Statement of Interest process to seek funding for school repair projects meeting certain criteria. For details, please see the attached process outline.

This year, Statements of Interest have an application deadline of June 1, 2021 for consideration in this annual funding cycle. We are seeking your approval to submit a Statement of Interest to replace the windows at Oak Middle School and a second Statement of Interest to replace the Floral Street School roof.

Submission of these Statements of Interest into the MSBA Accelerated Repair Program does not guarantee funding from MSBA, but their approval would decrease the cost of these projects to our local taxpayers. These projects are on the Public Buildings Five-Year Capital Funding Plan and will need to be completed with or without MSBA funding. These projects would be managed by the Public Buildings Division and the Statements of Interest require the support of both the Board of Selectmen and the School Committee.

The Statements of Interest and specific and required vote language will be provided under separate cover in advance of the meeting.

ACTION RECOMMENDED:

That the School Committee vote to support the submission of two Statements of Interest to the MSBA to seek partial funding support for the replacement of windows at Oak Middle School and the replacement of the roof at Floral Street Elementary School.

STAFF AVAILABLE FOR PRESENTATION:

Mr. Patrick Collins, Assistant Superintendent for Finance and Operations
Dr. Joseph M. Sawyer, Superintendent of Schools

Accelerated Repair Program Statement of Interest Process Overview

Introduction

The Massachusetts School Building Authority's (the "MSBA") grant program is a non-entitlement, competitive program, and its grants are distributed by the MSBA Board of Directors, based on need and urgency, as expressed by the district and validated by the MSBA. The MSBA completes a review of available information regarding all districts that submit a Statement of Interest ("SOI") for the Accelerated Repair Program (the "ARP") each year. The MSBA encourages all interested districts to submit an SOI to the MSBA, but the ARP is not appropriate for all potential projects. The ARP is for the partial or full replacement of roofs, windows/doors, and/or boilers.

The following information provides an overview of the SOI process from initial opening of the SOI period each January until the Board of Directors votes to authorize invitations at a subsequent late spring/summer Board meeting.

The SOI Filing Period

The MSBA opens its SOI system annually for districts to file one or more SOIs for either the Core Program or the ARP. The SOI is the tool districts use to identify the deficiencies and/or programmatic issues that exist in their facilities. Districts should submit one SOI per school for each school that they believe requires a project. An SOI should only be filed for a facility where a district has the ability to fund a schematic design within two months of invitation and a total project budget within 12 months of invitation. Over the last several years, the SOI system has opened in early January. SOIs are typically due for the ARP in early February and for the Core Program in early April. Staff have completed recommendations for invitations at the Board of Directors meeting in June. The MSBA reviews these dates annually and may adjust opening and closing dates as may be needed from time to time. Each year, the SOI opening information is published on the MSBA's website in addition to each superintendent receiving email communications in advance, on the day of and throughout the filing period until the closure of the Accelerated Repair Program and the Core Program.

Based on the qualifications for the ARP, a district should not file an SOI if:

- the age of the system is less than the advertised age criteria;
 - the roof is less than twenty-five years old (installed in or after 1997);
 - the boiler is less than twenty-five years old (installed in or after 1997);
 - the windows/doors are less than thirty years (installed in or after 1992);
- the proposed project cost is projected as less than \$250,000;
- the school is judged by the district to be over-crowded;
- the district is considering the facility for potential consolidation;
- the primary use of the building is for non-educational purposes;
- the school provides for pre-kindergarten students only;
- the SOI itself seeks construction beyond roofs, windows/doors, or boilers;
- the SOI itself seeks boiler construction, excluding heating fuel storage and/or delivery, beyond the physical limits of the existing boiler room(s);
- a facility condition not identified in the SOI remains unresolved from a previous MSBA SOI review;
- the district plans a future construction project for MSBA participation going beyond roofs, windows/doors, and boilers for the school;
- or the district is reviewing facility deficiencies to further identify its needs and priorities.

Historically, the MSBA has invited approximately 25 to 50 SOIs for the ARP annually. The number of invitations that the Board authorizes each year varies. Among the factors the MSBA may consider should the MSBA be required to limit the number of invitations due to its annual statutory funding cap are the degree of the disrepair of the systems to be replaced and the frequency with which issues associated with that disrepair arise.

In 2017, due to the volume of SOIs submitted, the MSBA for the first time increased the qualifying ages of systems after SOIs were received. After the 2017 SOI opening advertised 20 years as the qualifying age for all three systems, only systems of 30 years or more were invited. In 2018, in anticipation of continued high volume of SOIs, the MSBA advertised a budget of approximately \$50 million for grants. The MSBA reviews these advertised qualifying ages for systems as well as the grant budget annually and may adjust one or both as may be needed. Similar to the dates for the SOI filing period, the SOI opening information is published on the MSBA's website each year along with notice provided to all districts via the superintendent.

Tables below illustrate a summary of qualifying and invited SOIs beginning in 2017. A table illustrating the number of SOIs which have resulted in Project Funding Agreements for the ARP can be found [here](#).

Repair Program	SOIs Received	Advertised Systems Ages			SOIs Qualified
		Roof Age	Windows/Doors Age	Boiler Age	

2017 Program	73	20	20	20	69
2018 Program	60	20	30	20	51
2019 Program	83	20	30	20	79
2020 Program	90	25	30	25	74
2021 Program	TBD	25	30	25	TBD

		Invited Systems Ages			
Repair Program	SOIs Received	Roof Age	Windows/Doors Age	Boiler Age	SOIs Qualified
2017 Program	73	30	30	30	36
2018 Program	60	25	30	25	34
2019 Program	83	27	N/A	20	42
2020 Program	90	30	35	35	25

The Funding Cap

The Commonwealth irrevocably dedicated a 1% statewide sales tax, known as the School Modernization Trust fund ("SMART Fund"), to the MSBA's capital program. The sales tax collection informs the amount of the annual funding cap to which the MSBA can obligate funds for projects. The enabling legislation limits increases or decreases annually thereafter by the lesser of four and one half percent (4.5%) of the limit for the prior fiscal year or the percentage increase or decrease of the dedicated sales tax revenue amount over the prior fiscal year.

The SOI Due Diligence Process

The SOI process involves the district filing an electronic version of an SOI with the MSBA. MSBA staff is readily available to address concerns, questions, and issues during the filing period. Once the filing period has closed, MSBA staff commences the due diligence process for all SOIs.

This four-phase process includes:

- Review SOI submissions for completeness;
- Review SOI submissions and accompanying documents for content;
- Conduct staff study visits, if required; and,
- Recommend SOIs for invitation into the ARP.

During this process, the MSBA may seek to obtain additional or clarifying information from districts. As the MSBA reviews the entire cohort of SOIs received, it will determine the appropriate level of due diligence that will be required for each SOI and will notify districts of next steps accordingly.

1. Review SOI submission for completeness:

Once the SOI system has closed, MSBA staff review each submission to check that all of the required materials have been received. The MSBA works with districts throughout the filing period to ensure that the SOI is complete.

For all SOI submissions, the district must provide:

- An electronic version of the SOI with the required electronic signatures; there are two separate certifications in each SOI where district officials need to sign;
- An electronic version of the Closed Schools Certification with the required electronic signatures;
- Hard copies of the required local vote documentation that is detailed in the SOI; and
- Any supporting materials required to be submitted with the SOI.

Districts are expected to submit materials and have them post-marked on or before the due date of the ARP submission deadline. The district and the MSBA should discuss in advance of the filing date any extenuating circumstances or requests for exceptions to receipt of the hard copy material.

2. Review each SOI submission and accompanying documents for content:

Once an SOI is determined to be complete, MSBA staff review the information and any additional documents submitted by the district. MSBA staff then compile the data necessary to assess which SOIs filed in that calendar year may qualify for the ARP. Evaluating the qualifying factors relies on many different data sources. MSBA staff use the SOI, the MSBA project management system, the MSBA's 2016 School Survey, as well as information from the Department of Elementary and Secondary Education ("DESE") website. Many factors can impact the assessment of an SOI, such as overcrowding, building condition, general environment and program deficiencies. As such, it is important to assemble as much data as possible so that staff may gain a thorough understanding of the issues identified in the SOI. An analysis of the qualifying factors produces a group of SOIs for further consideration. Depending on the volume of qualifying SOIs, the MSBA may have to introduce additional or more limiting factors to maintain the annual ARP budget. Further review of SOIs may or may not require a staff study visit.

3. Conduct Staff Study Visits, if required:

If MSBA staff determine that a staff study visit is needed to complete the due diligence process, MSBA staff will visit the facility identified in the SOI. The MSBA may conduct facility visits either virtually, in-person or a combination of virtual and in-person. The MSBA may request the use of alternative technology to complete the visits such as virtual meetings, drones, district-supplied recordings or other means to conduct the visit. Dependent upon the method used, the staff study visit may be conducted in two parts, holding the meeting and the facility tour, at different times and days.

The staff study visit starts with a meeting to review the SOI and the MSBA process, and then to hear district concerns. The discussion is followed by a tour of the main areas of the school, as well as typical general classrooms and specialty spaces. If the district's SOI includes the replacement of the roof, then access to the roof should be provided to MSBA staff.

Dependent upon the number of staff study visits that are required, this phase can take approximately 4 to 6 weeks, with visits typically scheduled from March through April, but this may vary depending upon the opening and closing dates.

4. Recommend SOIs for Invitation into the Accelerated Repair Program:

Once the content review and staff study visits have been completed, MSBA staff once again review the factors, noted above, that can impact the assessment of the SOIs. As stated above, due to the statutory cap, the MSBA may be constrained to limit the number of ARP projects in a given year. Among the factors that MSBA may consider should it be required to limit the number of ARP projects, are the degree of the disrepair of the systems to be replaced and the frequency with which issues associated with the disrepair arise.

MSBA staff next provide their findings to the Chief Executive Officer, Deputy Chief Executive Officer/Executive Director, and the MSBA's Facilities Assessment Subcommittee. Then, MSBA staff present the recommended SOIs to the Board of Directors for a vote to receive an invitation into the ARP.



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: **VII. Finance & Operations**

MEETING DATE: **05/26/21**

BACKGROUND INFORMATION:

ACTION RECOMMENDED:

STAFF AVAILABLE FOR PRESENTATION:



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: **VIII. Old Business**

MEETING DATE: **05/26/21**

BACKGROUND INFORMATION:

ACTION RECOMMENDED:

MEMBERS/STAFF AVAILABLE FOR PRESENTATION:



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: **IX. New Business**

MEETING DATE: **05/26/21**

BACKGROUND INFORMATION:

ACTION RECOMMENDED:

STAFF AVAILABLE FOR PRESENTATION:



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

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

MEETING DATE: **05/26/21**

BACKGROUND INFORMATION:

The minutes from the School Committee Meeting held on May 12, 2021 are enclosed.

ACTION RECOMMENDED:

That the Committee accept the minutes from the School Committee Meeting held on May 12, 2021.

STAFF AVAILABLE FOR PRESENTATION:

Mr. Jon Wensky, Chair

Ms. Lynsey Heffernan, Secretary

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

MINUTES OF SCHOOL COMMITTEE MEETING

Wednesday, May 12, 2021

Present: Mr. Jon Wensky, Chairperson; Ms. Sandy Fryc, Vice Chairperson; Ms. Lynsey Heffernan, Secretary; Dr. B. Dale Magee; Mr. Jason Palitsch; Mr. Patrick Collins, Assistant Superintendent for Finance and Operations; Ms. Amy B. Clouter, Assistant Superintendent for Curriculum & Instruction; Ms. Meg Belsito, Assistant Superintendent for Student Services; Ms. Barb Malone, Executive Director of Human Resources; and Dr. Joseph Sawyer, Superintendent of Schools.

Due to the Coronavirus (COVID-19) pandemic, this meeting was not open to physical attendance by the public, but was broadcast live on SELCO Channels 29 & 329 and streamed live on the Shrewsbury Media Connection website.

A complete audio/visual recording of this meeting is available on the Shrewsbury Public Schools website.

The meeting was convened by Dr. Sawyer at 7:02 pm in advance of the election of officers.

I. Election of Officers

Dr. Sawyer requested and accepted nominations for the Chairperson of the School Committee. Dr. Magee nominated Mr. Wensky for Chairperson, and Ms. Fryc seconded the motion. The Committee voted unanimously to appoint Mr. Wensky Chairperson of the Committee. As the elected Chairperson of the School Committee, Mr. Wensky requested nominations for the position of Vice Chairperson; Mr. Palitsch nominated Ms. Fryc and Dr. Magee seconded the motion. The Committee voted unanimously to appoint Ms. Fryc Vice Chairperson. Mr. Wensky requested nominations for the position of Secretary; Ms. Fryc nominated Ms. Heffernan and Mr. Palitsch seconded the motion. The Committee voted unanimously to appoint Ms. Heffernan Secretary.

II. Public Participation

None.

III. Chairperson's Report & Members' Reports

Committee members expressed appreciation to voters, community members, families, school and town boards, volunteers, Town Manager Kevin Mizikar, and a number of individual stakeholders for supporting passage of the operational override on May 4, 2021 to benefit Shrewsbury Public Schools and the Town of Shrewsbury. They also thanked Ms. Fryc for serving as Chair of the Committee during two particularly challenging consecutive terms. Mr. Wensky expressed gratitude to voters for re-electing him to serve on the School Committee and for their support of the operational override.

IV. Superintendent's Report

Dr. Sawyer congratulated Mr. Wensky on his re-election to the School Committee and also expressed appreciation to all parties who contributed to the successful passage of the operational override. Dr.

Sawyer acknowledged Teacher Appreciation Day/Week (May 4/May 3-7); National School Nurse Appreciation Day (May 12) and the work of Director of School Nursing, Noelle Freeman; National Police Week (May 9-15); and wished a happy Eid al-Fitr holiday to those families who celebrate.

V. Time Scheduled Appointments:

A. Update on School District's Response to the Pandemic & Plans for Reopening for Full, In-Person Learning: Report

Dr. Sawyer presented a summary of key messages, information on district case counts (by week, school, and grade) and current state and local public health data. Dr. Sawyer also provided an update on the return to full in-person learning at Shrewsbury Public Schools, including the recent successful return of students to Shrewsbury High School on May 3.

B. Elementary School Redistricting & Kindergarten Update

In his update on elementary school redistricting, Mr. Collins provided a brief review of the process, presented a map illustrating the new 2021-2022 school year elementary school zones, described the implementation schedule going forward, and noted resources available to parents. Mr. Collins also provided an update on the 2021-2022 Full Day Kindergarten program relative to space, program details, locations, and the registration process.

Committee members asked clarifying questions on kindergarten registration, teacher assignments, and parent notification, and noted the importance to the community of opening the new Beal School and making tuition-free Full Day Kindergarten available to all students. Dr. Sawyer added that the candidate search for the Assistant Principal at the new Beal School was currently underway.

VI. Curriculum

A. Summer Programming Update: Report

Ms. Clouter began the report by providing an overview of summer support for students through both community (Shrewsbury Public Library, Parks & Recreation Department) and school programs (general education and special education). Ms. Clouter addressed general education programs by describing supports for all students by tiers; detailing summer classroom instruction for all students and for English Learners; illustrating the proposed grouping/staffing model for invited students; and describing opportunities for students at the Shrewsbury Public Library. Ms. Belsito addressed Extended School Year (ESY) services for students with disabilities by describing ESY's purpose, detailing definitions for student eligibility, estimating the number of students who qualify, and noting key program factors - including COVID Compensatory Services - for 2021.

Committee members asked clarifying questions on identifying students on Individualized Education Programs (IEPs) who qualify for the program; program details, capacities, and funding; coordination with community programs; and differentiation from Summer Enrichment programs traditionally offered in the district but that are not available in 2021.

VII. Policy

None.

VIII. Finance & Operations

None.

IX. Old Business

None.

X. New Business

None.

XI. Approval of Minutes

Without objections from the Committee, the minutes from the School Committee Meeting held on April 28, 2021 were accepted as distributed.

XII. Executive Session

Mr. Wensky requested a motion to adjourn to Executive Session:

A. For the purpose of addressing G.L. c. 30A, § 21(a)(7) “[t]o comply with, or act under the authority of, any general or special law or federal grant-in-aid requirements” (“Purpose 7”), Open Meeting Law, G.L. c. 30A, §§ 22(f), (g) – for the purpose of reviewing, approving, and/or releasing executive session minutes;

B. For the purpose of addressing G.L. c. 30A, § 21(a)(3) “to discuss strategy with respect to collective bargaining or litigation if an open meeting may have a detrimental effect of the bargaining or litigating position of the public body and the chair so declares” (“Purpose 3”) - the Shrewsbury Education Association Units A and/or B, the Shrewsbury Paraprofessional Association, and/or the Cafeteria Workers Association; and

C. For the purpose of addressing G.L. c. 30A, § 21(a)(2) “to conduct strategy sessions in preparation for negotiations with nonunion personnel or to conduct collective bargaining sessions or contract negotiations with nonunion personnel” (“Purpose 2”) - non-represented administrators. On a motion by Ms. Fryc, seconded by Dr. Magee, on a roll call vote: Mr. Palitsch, yes; Dr. Magee, yes; Ms. Heffernan, yes; Ms. Fryc, yes; and Mr. Wensky, yes, the School Committee voted to adjourn to executive session at 8:31 pm.

XIII. Adjournment

On a motion by Dr. Magee, seconded by Ms. Fryc, the committee unanimously agreed to adjourn the meeting at 9:31 pm. Roll call votes were as follows: Mr. Palitsch, yes; Dr. Magee, yes; Ms. Heffernan, yes; Ms. Fryc, yes; and Mr. Wensky, yes.

Respectfully submitted,

Elizabeth McCollum, Clerk

Documents referenced:

1. Pandemic Response Update & Plans for Reopening Full/In-Person - Slide Presentation
2. Elementary School Redistricting & Kindergarten Update - Slide Presentation
3. Summer Programming Update Memo
4. Summer Programming Update Slide Presentation
5. Set(s) of minutes as referenced above



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: **XI. Executive Session**

MEETING DATE: **05/26/21**

A. For the purpose of addressing G.L. c. 30A, § 21(a)(7) “[t]o comply with, or act under the authority of, any general or special law or federal grant-in-aid requirements” (“Purpose 7”), Open Meeting Law, G.L. c. 30A, §§ 22(f), (g) – for the purpose of reviewing, approving, and/or releasing executive session minutes.

B. For the purpose of addressing G.L. c. 30A, § 21(a)(3) “to discuss strategy with respect to collective bargaining or litigation if an open meeting may have a detrimental effect of the bargaining or litigating position of the public body and the chair so declares” (“Purpose 3”) - the Shrewsbury Education Association Units A and/or B, the Shrewsbury Paraprofessional Association, and/or the Cafeteria Workers Association.

C. For the purpose of addressing G.L. c. 30A, § 21(a)(2) “to conduct strategy sessions in preparation for negotiations with nonunion personnel or to conduct collective bargaining sessions or contract negotiations with nonunion personnel” (“Purpose 2”) - non-represented secretaries/clerical/IT staff and/or administrators.

BACKGROUND INFORMATION:

Executive Session is warranted for these purposes.

ACTION RECOMMENDED:

That the School Committee enter into Executive Session:

A. For the purpose of addressing G.L. c. 30A, § 21(a)(7) “[t]o comply with, or act under the authority of, any general or special law or federal grant-in-aid requirements” (“Purpose 7”), Open Meeting Law, G.L. c. 30A, §§ 22(f), (g) – for the purpose of reviewing, approving, and/or releasing executive session minutes;

B. For the purpose of addressing G.L. c. 30A, § 21(a)(3) “to discuss strategy with respect to collective bargaining or litigation if an open meeting may have a detrimental effect of the bargaining or litigating position of the public body and the chair so declares” (“Purpose 3”) - the Shrewsbury Education Association Units A and/or B, the Shrewsbury Paraprofessional Association, and/or the Cafeteria Workers Association; and

C. For the purpose of addressing G.L. c. 30A, § 21(a)(2) “to conduct strategy sessions in preparation for negotiations with nonunion personnel or to conduct collective bargaining sessions or contract negotiations with nonunion personnel” (“Purpose 2”) - non-represented secretaries/clerical/IT staff and/or administrators, where deliberation in an open meeting may have a detrimental effect on the bargaining position of the public body; and return to Open Session only for the purpose of adjourning for the evening.

STAFF AVAILABLE FOR PRESENTATION:

Dr. Joseph M. Sawyer, Superintendent of Schools

Ms. Barbara A. Malone, Executive Director of Human Resources

Mr. Patrick C. Collins, Assistant Superintendent for Finance and Operations



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: **XII. Adjournment**