



**School Committee  
Meeting Book**

**June 16, 2021  
7:00 pm**

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



**SHREWSBURY PUBLIC SCHOOLS  
SCHOOL COMMITTEE MEETING**

**AGENDA**

**June 16, 2021 7:00pm  
Town Hall—Selectmen's Meeting Room  
100 Maple Avenue**

**Items**

**Suggested time allotments**

- | Items  | Suggested time allotments |
|--|---------------------------|
| I. Public Participation  | 7:00-7:05                 |
| 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 – 7:10               |
| B. SPS Staff Retirees: Recognition   | 7:10 – 7:45               |
| C. Native American Perspectives on SHS Mascot: Discussion  | 7:45 – 8:10               |
| D. Public Hearing on Potential Change of Shrewsbury High School Mascot   | 8:10 – 8:45               |
| V. Curriculum  |                           |
| VI. Policy   |                           |
| VII. Finance & Operations  |                           |
| A. Fiscal Year 2021 Budget: Report & Vote on Fund Transfers  | 8:45 – 9:00               |
| B. Fiscal Year 2022 Non-Represented Staff Compensation Adjustments:Vote  | 9:00 – 9:10               |
| VIII. Old Business   |                           |
| IX. New Business   |                           |
| X. Approval of Minutes   | 9:10 – 9:15               |
| XI. Executive Session  | 9:15 – 9:45               |
| 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  |                           |



## **SHREWSBURY PUBLIC SCHOOLS SCHOOL COMMITTEE MEETING**

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, including the Superintendent of Schools.

XII. Adjournment

9:45

**Next regular meeting: June 23, 2021**



## **SHREWSBURY PUBLIC SCHOOLS SCHOOL COMMITTEE MEETING**

### **ITEM NO: I Public Participation**

MEETING DATE: **06/16/21**

#### **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: **06/16/21**  
**A. Update on School District's Response to the Pandemic: Report**

**BACKGROUND INFORMATION:**

Dr. Sawyer 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



## **SHREWSBURY PUBLIC SCHOOLS SCHOOL COMMITTEE MEETING**

**ITEM NO: IV. Time Scheduled Appointments:**  
**B. SPS Staff Retirees: Recognition**

**MEETING DATE: 06/16/21**

### **BACKGROUND INFORMATION:**

Twenty-two staff are ending their education careers with a well-deserved retirement. In combination, they have served the students of Shrewsbury for 472 years. This total represents an average of 21.45 years of service in Shrewsbury and does not include prior educational experience in other districts. Some of the retirees have elected to submit remarks in a video to be presented at the meeting. The enclosed document includes all retirees' names, positions, schools, and years of service to Shrewsbury.

### **ACTION RECOMMENDED:**

That the School Committee recognize the staff members who are retiring this year from Shrewsbury Public Schools.

### **STAFF AVAILABLE FOR PRESENTATION:**

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



# Shrewsbury Public Schools

---

Barbara A. Malone  
Executive Director of Human Resources

June 16, 2021

## **Retiring Staff: 2020-2021 School Year**

Twenty-two staff are ending their education careers with a well-deserved retirement. In combination, they have served the students of Shrewsbury for 472 years. This total represents an average of 21.45 years of service in Shrewsbury and does not include prior educational experience in other districts. Each of these talented staff members is recognized for their commitment and dedication to the children of Shrewsbury. Listed below are the names, positions, schools, and years of service to Shrewsbury. We wish them a healthy, relaxing, and happy retirement.

### **Administrators**

Gregory Nevader has served 12 years as an educator in Shrewsbury. He is retiring as an Assistant Principal for Shrewsbury High School.

### **Teachers/Professional Staff**

Adrianna Anderson has served 10 years as an educator in Shrewsbury. She is retiring as a Spanish Teacher for Oak Middle School.

Patricia Broszeit has served 34 years as an educator in Shrewsbury. She is retiring as a Kindergarten Teacher for Calvin Coolidge School.

Noreen Camerato has served 25 years as an educator in Shrewsbury. She is retiring as a First Grade Teacher for Spring Street School.

Kathleen Floyd Pehoviak has served 20 years as an educator in Shrewsbury. She is retiring as a School Counselor for Shrewsbury High School.

Barbara Luby has served 23 years as an educator in Shrewsbury. She is retiring as a Fourth Grade Teacher for Spring Street School.

Judith O'Connor has served 16 years as an educator in Shrewsbury. She is retiring as a School Counselor for Shrewsbury High School.

Marc Spisto has served 28 years as an educator in Shrewsbury. He is retiring as a School Psychologist for Shrewsbury High School.

Cheryl Stoychoff has served 37 years as an educator in Shrewsbury. She is retiring as an English Language Arts and Social Studies Teacher for Sherwood Middle School.

Michelle Thayer has served 21 years as an educator in Shrewsbury. She is retiring as a Kindergarten Teacher for Beal Early Childhood Center.

Susan Tokay has served 6 years as an educator in Shrewsbury. She is retiring as a Special Education Teacher for Shrewsbury High School.

Robert Wilson has served 23 years as an educator in Shrewsbury. He is retiring as an Art Teacher for Floral Street School.

### **Paraprofessionals**

Mary Gill has served 34 years as an educator in Shrewsbury. She is retiring as an Instructional Aide for Walter J. Paton school.

Darlene Golden has served 22 years as an educator in Shrewsbury. She is retiring as a Child Specific Aide for Sherwood Middle School.

Diane Killay has served 18 years as an educator in Shrewsbury. She is retiring as an Instructional Aide for Beal Early Childhood Center.

Elissa Lindsay has served 20 years as an educator in Shrewsbury. She is retiring as an Instructional Aide for Beal Early Childhood Center.

Debra O'Donnell has served 16 years as an educator in Shrewsbury. She is retiring as an Instructional Aide for Beal Early Childhood Center.

Rosemary Royer has served 23 years as an educator in Shrewsbury. She is retiring as a Media Aide for Walter J. Paton School.

Catherine Shaw has served 20 years as an educator in Shrewsbury. She is retiring as a Special Education Aide for Sherwood Middle School.

Joan Sjogren has served 14 years as an educator in Shrewsbury. She is retiring as an Instructional Aide for Beal Early Childhood Center.

### **Administrative Assistants**

Donna Manzoli has served 33 years in Shrewsbury. She is retiring as the Curriculum Administrative Assistant for the district.

Kathleen Taylor has served 17 years in Shrewsbury. She is retiring as an Administrative Assistant for Shrewsbury High School.



**SHREWSBURY PUBLIC SCHOOLS  
SCHOOL COMMITTEE MEETING**

**ITEM NO: IV. Time Scheduled Appointments:**                      **MEETING DATE: 06/16/21**  
**C. Native American Perspectives on SHS Mascot: Discussion**

**BACKGROUND INFORMATION:**

In its recent report, the SHS Mascot Ad Hoc Study group indicated that despite outreach it had been unable to make a connection with any Native American groups to discuss their perspectives regarding the debate about the SHS nickname/mascot, the “Colonials.” After additional outreach, three Native American representatives who are members of the Massachusetts Mascot Coalition Steering Committee have agreed to speak with the School Committee regarding this topic.

**ACTION RECOMMENDED:**

That the School Committee hear and discuss the perspectives of the guest speakers.

**STAFF & GUESTS AVAILABLE FOR PRESENTATION:**

Melissa Ferretti, President/Chair lady, Herring Pond Wampanoag Tribe  
Rhonda Anderson (Iñupiaq Athabaskan), Western MA Commissioner of Indian Affairs &  
Co-Founder/Director of Ohketeau Cultural Center  
Brittney Walley, Nipmuc Tribal Anti-Mascot Representative  
Dr. Joseph M. Sawyer, Superintendent of Schools



**SHREWSBURY PUBLIC SCHOOLS  
SCHOOL COMMITTEE MEETING**

**ITEM NO: IV. Time Scheduled Appointments: MEETING DATE: 06/16/21**  
**D. Public Hearing on Potential Change of Shrewsbury High School Mascot**

**BACKGROUND INFORMATION:**

At the meeting on June 9, Mr. Todd Bazydlo, SHS Principal, summarized the report of the Shrewsbury High School Mascot Ad Hoc Study Group. The presentation included a summary of the online community exchange on this topic provided by Mr. Dave MacLeod, Co-Founder & CEO of ThoughtExchange. Mr. MacLeod also provided a summary of an online exchange among the members of the study group. Mr. Bazydlo advised that while the study group was not able to come to consensus on a single recommendation, the group's report illustrates two options for the School Committee's consideration as pathways forward: to either change the Colonials nickname and mascot entirely, or to keep the Colonials nickname but update the presentation of the mascot. Tonight the public is invited to provide feedback to the Committee and the administration regarding a possible change to the SHS mascot in advance of any action that the School Committee may wish to take on this issue at the meeting on June 23, 2021.

**ACTION RECOMMENDED:**

That the Committee hold a public hearing in order to listen to feedback on the topic of the Shrewsbury High School mascot.

**STAFF AVAILABLE FOR PRESENTATION:**

Dr. Joseph M. Sawyer, Superintendent of Schools



**SHREWSBURY PUBLIC SCHOOLS  
SCHOOL COMMITTEE MEETING**

ITEM NO: **V. Curriculum**

MEETING DATE: **06/16/21**

BACKGROUND INFORMATION:

ACTION RECOMMENDED:

STAFF & STUDENTS AVAILABLE FOR PRESENTATION:



**SHREWSBURY PUBLIC SCHOOLS  
SCHOOL COMMITTEE MEETING**

ITEM NO: **VI. Policy**

MEETING DATE: **06/16/21**

BACKGROUND INFORMATION:

ACTION RECOMMENDED:

COMMITTEE MEMBERS/STAFF AVAILABLE FOR PRESENTATION:



**SHREWSBURY PUBLIC SCHOOLS  
SCHOOL COMMITTEE MEETING**

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

MEETING DATE: **06/16/21**

**A. Fiscal Year 2021 Budget: Report & Vote on Fund Transfers**

**BACKGROUND INFORMATION:**

Mr. Collins will provide a final update on the FY 2021 Budget Status. The report is enclosed. Mr. Collins projects that the district will end the year having fully expended the FY21 appropriation with variances noted in each category that ultimately net out to a \$0 balance. Mr. Collins recommends that the Committee vote to authorize budget transfers between accounts to bring each account to \$0.

**ACTION RECOMMENDED:**

That the Committee vote to authorize the administration to make budget transfers from the original budget plan as necessary to eliminate deficits and surpluses, with the intent of fully expending the total FY21 appropriation by June 30, 2021 and balancing all accounts.

**STAFF AVAILABLE FOR PRESENTATION:**

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



## Shrewsbury Public Schools

Patrick C. Collins, Assistant Superintendent for Finance & Operations

11 June 2021

To: School Committee

Subj: FY2021 FINAL BUDGET STATUS UPDATE

### **Overview**

Attached you will find the FY21 Budget Status Update. It is a recap of our \$67,995,283 district appropriated budget as approved by Town Meeting. You will recall that this plan provided for a modest 2.55% increase over FY20.

The enclosed report retains the reporting format started in FY16 which expands the reportable categories from 11 to 19 while remaining a high-level, one-page summary. For context it is important to note that reported expenditures and encumbrances are as of 6/11/2021 which is approximately 96% of the way through our fiscal year and 97% into the school year.

We will fully expend our FY21 General Fund [Town Meeting] Appropriation as projected in the attached summary.

### **Covid Funding**

As you know, the District, like all other school districts, received significant federal and state Covid Relief Funding via grants. This much-needed funding provided the resources to fund Covid surveillance testing, remote learning software, personal protective equipment, furniture etc...A Covid funding status report was provided to you on March 24, 2021. We plan to provide another status update in the early fall on this topic.

### **General Fund [Town Meeting] Appropriated Budget**

Detailed below is more information on any category of our budget with a variance of 10% or greater, either due to evolving conditions or intentional reallocation within bottom-line budget controls.

Category	Description	Projected Variance Percent	Notes
A5	Substitutes: Daily, Long-term, and Nurses	38.1% Under	Due to Covid remote learning days and the hybrid learning model, fewer day-to-day substitutes were required on some days and also occurring was our inability to get enough substitutes on other days.
A7	Employee Benefits	11.7% Under	We will reimburse significantly less dollars on staff tuition reimbursement than budgeted due to fewer requests submitted likely from suppressed course enrollments due to Covid.

Category	Description	Projected Variance Percent	Notes
B2	Special Education Transportation	37.5% Under	We were able to fund Summer SPED busing costs to the 240 IDEA grant, had less than expected costs in Out of District transportation, and less than expected costs for bus monitors.
C1	Special Education Tuitions	10.2% Under	Assuming the budgeted use of \$4.2M in Circuit Breaker reimbursement we will end the year with a positive variance of \$175,296 on a base of \$6.94M in total costs budgeted.
D2	Educational Contract Services	31.9% Under	Under budget in special education independent contractor services due to remote and hybrid learning modes.
D3	Textbooks/Curriculum Materials/Inst. Equipment	31.7% Over	Primarily over budget due to bearing some costs for individual student furnishings not covered by Covid grant funding.
D4	Professional Development	26.1% Under	Under budget due to less expenses for conferences and related travel expenses not incurred.
D5	Educational Supplies and Materials	11.9% Over	Made larger investments in curriculum materials K-12.
D6	Other Miscellaneous	20.5% Over	Upgrade Sherwood PA system for district notifications and compatibility. Install alarm light strobes in SHS in noisy large meeting spaces.
D8	Utilities-Telephone	45.8% Under	Capital costs less than expected. Have adjusted FY22 budget downward.

### **Circuit Breaker Fund**

In preparing a very difficult FY21 budget, we pushed hard on use of the Circuit Breaker Fund by planning to use \$4.2M while expecting taking in only \$2.7M and using funds on account for the difference. With this year's projected results we expect to increase our Circuit Breaker funding level so as to accomplish two fiscally prudent goals:

- 1) provide a greater degree of certainty regarding the FY23 Circuit Breaker revenue budget and;
- 2) provide greater mid-year budget stability and resiliency when unexpected out of district placements occur, for example.

Many districts have taken the approach to retain up to one-year of Circuit Breaker funding on account [the MA DESE maximum allowed] so as to achieve the aforementioned financial goals and reduce budgetary risk and volatility. With this year's projected results, I would project that our district will have approximately \$2.4M on account or 81% of the maximum allowed.

### **Recommendation**

Finally, it is recommended [using the Motion below] that the committee vote to authorize budget transfers between accounts to bring each account to \$0 at year end.

**Motion:** I move that the committee authorize the administration to make budget transfers from the original budget plan as necessary to eliminate deficits and surpluses with the intent of fully expending the total FY21 appropriation by June 30, 2021 and balancing all accounts.

SHREWSBURY PUBLIC SCHOOLS  
FY21 BUDGET STATUS REPORT  
as of 12 June 2021

School Committee Recap Sheet	Description	FY21 Budget	YTD Actual	Encumbrance	Remaining Balance	Year End Projection	Dollar Variance	Percent Variance	Notes
A1	Administrative Central Office, Principals & Unit B	\$ 3,255,790	\$ 3,135,586	\$ 118,583	\$ 1,621	\$ 3,254,169	\$ 1,621	0.0%	Close to budget
A2	Unit A (Teachers & Nurses)	\$ 41,746,908	\$ 34,680,434	\$ 8,306,678	\$ (1,240,204)	\$ 42,987,112	\$ (1,240,204)	-3.0%	Over budget due to add'l staff needs from Covid and remote mode
A3	Aides/ABA/Paraprofessionals	\$ 7,306,915	\$ 5,964,300	\$ 568,224	\$ 774,391	\$ 6,603,274	\$ 703,641	9.6%	Under budget due to ongoing vacancies and remote learning mode
A4	Secretaries, Technology & Other Non-Represented	\$ 2,292,688	\$ 2,118,121	\$ 253,446	\$ (78,879)	\$ 2,416,647	\$ (123,959)	-5.4%	Shift support staff costs-no revenue for ESC, FDK, PreK
A5	Substitutes - Daily, Long Term & Sub Nurses	\$ 900,900	\$ 454,575	\$ 9,400	\$ 436,925	\$ 557,255	\$ 343,645	38.1%	Running under on daily substitutes
A6	Other Wages (See Note 1)	\$ 822,450	\$ 808,270	\$ -	\$ 14,180	\$ 817,770	\$ 4,680	0.6%	Under budget for Summer SPED & student activity costs
A7	Employee Benefits	\$ 396,750	\$ 122,572	\$ -	\$ 274,178	\$ 350,364	\$ 46,386	11.7%	Under budget in Tuition Reim. to staff
B1	Regular Education & Voke Transportation	\$ 2,996,624	\$ 2,057,014	\$ 608,150	\$ 331,460	\$ 2,788,257	\$ 208,367	7.0%	Project under for Athletics, Vocational, Summer SPED
B2	Special Education Transportation	\$ 1,291,750	\$ 639,870	\$ 167,654	\$ 484,226	\$ 807,524	\$ 484,226	37.5%	Decreased expense for Summer SPED and bus monitors
C1	Special Education Tuitions (See Note 2)	\$ 1,721,469	\$ 1,721,469	\$ -	\$ -	\$ 1,546,173	\$ 175,296	10.2%	Assumes \$4.2M use in Circuit Breaker funding
C2	Vocational & Recovery H.S. Out of District Tuitions	\$ 2,039,117	\$ 1,851,761	\$ -	\$ 187,356	\$ 1,851,761	\$ 187,356	9.2%	Under estimated Assabet Valley Tech. H.S. enrollment
D1	Administrative Contracted Services	\$ 599,028	\$ 582,857	\$ 34,719	\$ (18,548)	\$ 623,281	\$ (24,253)	-4.0%	No Gates Receipts--officials cost shifted to opertaing budget
D2	Educational Contracted Services	\$ 646,910	\$ 314,782	\$ 131,441	\$ 200,687	\$ 440,584	\$ 206,326	31.9%	Under budget in Special Education contract services due to Covid
D3	Textbooks/Curriculum Materials/Inst. Equipment	\$ 176,104	\$ 224,769	\$ 7,204	\$ (55,869)	\$ 231,973	\$ (55,869)	-31.7%	Add'l costs for student desks not fully covered by Covid grants
D4	Professional Development	\$ 160,885	\$ 101,042	\$ 6,130	\$ 53,713	\$ 118,847	\$ 42,038	26.1%	Less spent on conferences, dues, PD stipends
D5	Educational Supplies & Materials	\$ 263,689	\$ 146,470	\$ 148,627	\$ (31,408)	\$ 295,097	\$ (31,408)	-11.9%	Made needed investments in K-12 curriculum
D6	Other Miscellaneous (i.e. Off. Supp., Ref. Mat.)	\$ 705,966	\$ 697,941	\$ 123,369	\$ (115,344)	\$ 850,568	\$ (144,602)	-20.5%	Upgrades to Sherwood and S.H.S. security systems
D7	Equipment	\$ 593,340	\$ 577,642	\$ -	\$ 15,698	\$ 577,642	\$ 15,698	2.6%	Close to budget
D8	Utilities - Telephone Exp.	\$ 78,000	\$ 31,668	\$ 711	\$ 45,621	\$ 42,279	\$ 35,721	45.8%	Decreased capital cost due to new system
<b>Total:</b>		<b>67,995,283</b>	<b>56,231,143</b>	<b>10,484,336</b>	<b>1,279,804</b>	<b>67,160,577</b>	<b>834,706</b>	<b>1.2%</b>	
Percentages			82.7%	15.4%	1.9%	98.8%			

**Additional Costs Not Included Above**

Special Education Tuition Costs	\$ (744,706)	Use less Circuit Breaker funding than originally planned
Food Service Deficit	\$ (75,000)	Projected deficit due to drop in daily participation from remote/hybrid modes
Health Insurance	\$ (15,000)	May need funds to cover staff funded by fee-based programs

**Net Projected Year End Financial Status**      **\$ -**      **0.0%**

Note 1      Other Wages includes clubs/activities stipends, custodian & police details, extra duty & mentoring stipends, Summer Special Education salaries, and crossing guards.

Note 2      SPED Tuition is net \$4.2M use of Special Education Circuit Breaker Reimbursement funding.

See accompanying written report for more details on this information.



**SHREWSBURY PUBLIC SCHOOLS  
SCHOOL COMMITTEE MEETING**

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

MEETING DATE: **06/16/21**

**B. Fiscal Year 2022 Non-Represented Staff Compensation Adjustments: Vote**

**BACKGROUND INFORMATION:**

After a compensation freeze for the past year, changes in compensation rates for the coming fiscal year for non-represented staff (secretaries, clerical support staff, information technology support staff, etc.) are recommended. A memo from Dr. Sawyer detailing the rate changes is enclosed, along with rate tables.

**ACTION RECOMMENDED:**

That the Committee vote to approve compensation adjustments to non- represented staff for Fiscal Year 2022 as presented.

**STAFF AVAILABLE FOR PRESENTATION:**

Ms. Barb Malone, Executive Director of Human Resources

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

Dr. Joseph M. Sawyer, Superintendent of Schools



# Shrewsbury Public Schools

---

Joseph M. Sawyer, Ed.D.  
Superintendent

June 16, 2021

To: School Committee  
From: Joe Sawyer  
Re: Recommendation for Fiscal Year 2022 Compensation Rate Adjustment for  
Non-Represented Staff

Each year, I recommend an adjustment to the hourly compensation rates for non-represented, i.e., non-union, staff. These staff include secretaries and other clerical/administrative support staff, information technology support staff, Extended School Care program staff, and any other hourly employees who are not represented by a collective bargaining unit.

Because of the budget crisis we faced a year ago, the recommendation for this employee class was for a total compensation freeze for this year (FY21), which the School Committee agreed to. As a result, all of these employees went without a typical cost-of-living adjustment and any experience step increases due, which helped the district avoid even more job reductions than the almost 30 positions we cut for this year's budget. I deeply appreciate this sacrifice, especially given the level of compensation these colleagues receive.

While the dollars that these employees would have received this past year with a typical pay increase will never be regained, I believe the fair thing to do in the coming fiscal year is to adjust the compensation rates to the level that they would have been *next* year if a typical cost-of-living increase had been provided both this past year and for next year. This will also guard against these employees falling behind the market, as it is important that the school district is able to attract and retain qualified and talented staff members in these very important roles.

As a result, the rates shown on the enclosed proposed compensation document reflect the rates that most employees would have been at next year if they had received a typical 2.0% COLA in FY21 and another 2.0% COLA next year in FY22. This represents a 4.0% increase in hourly rates for all categories other than Extended School Care providers, which are recommended to be adjusted by 3.0% (which continues an ongoing strategy with this group to create more internal equity with other roles). Again, while all of these employees will not recover the additional pay they would have received *this year* but did not because of the compensation freeze, this proposed adjustment to the rate of pay will avoid the issue of having their compensation trailing behind where it would have been *next* year due to the sacrifice made *this* year.

I look forward to answering any questions that you have, and I respectfully ask that you support this recommendation.

**Clerical Pay Rate Schedule  
2021 - 2022**

<b>Category</b>	<b>Headcount</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
SCAA: Full Year Admin. Support	10	\$23.85	\$25.00	\$26.11	\$27.24	\$29.21
SCA: Full Year School Clerical						
SCAI: School Year Lead Clerical	11	\$22.09	\$23.17	\$24.20	\$25.28	\$26.95
SCBB: School Year Clerical	9	\$21.06	\$22.15	\$23.21	\$24.30	\$25.87
SCB: School Year Clerical-Support	2	\$18.60	\$19.47	\$20.27	\$21.22	\$22.54
SCC: Copy Center Clerical	1	\$16.98	\$17.81	\$18.60	\$19.47	\$20.67

**Non-Represented [Non-Union] Staff Pay Rate Schedule  
2021 - 2022**

<b>Category</b>	<b>Headcount</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
NC-1 Student Assistant and Door Monitors	0	N/A	N/A	N/A	N/A	\$15.00
Student Computer Specialist	0	N/A	N/A	N/A	N/A	\$15.91
NC-5 Systemwide Courier	1	\$20.43	\$21.39	\$22.39	\$23.40	\$24.96
NC-7C Out-of-District Tutors	0	\$24.27	\$25.23	\$26.03	\$27.83	\$29.64
NC-8 IT Support Specialist/Student Support Specialist- Guidance	10	\$31.37	\$32.27	\$33.52	\$35.65	\$37.48
NC-8B Tier II - IT Support Specialist	2	\$38.23	\$39.30	\$40.41	\$41.54	\$42.71
NC-6 Childcare Provider-Extended Day	85	\$19.74	\$20.66	\$21.65	\$22.62	\$24.12
NC-7B Lead Childcare Provider - Ext. Day	9	\$24.10	\$25.03	\$25.88	\$27.67	\$29.42

Extended School Care staff [NC-6 and NC-7B] are funded via the tuition and fees paid by parents for that program.



**SHREWSBURY PUBLIC SCHOOLS  
SCHOOL COMMITTEE MEETING**

ITEM NO: **VIII. Old Business**

MEETING DATE: **06/16/21**

BACKGROUND INFORMATION:

ACTION RECOMMENDED:

MEMBERS/STAFF AVAILABLE FOR PRESENTATION:



**SHREWSBURY PUBLIC SCHOOLS  
SCHOOL COMMITTEE MEETING**

ITEM NO: **IX. New Business**

MEETING DATE: **06/16/21**

BACKGROUND INFORMATION:

ACTION RECOMMENDED:

STAFF AVAILABLE FOR PRESENTATION:



**SHREWSBURY PUBLIC SCHOOLS  
SCHOOL COMMITTEE MEETING**

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

MEETING DATE: **06/16/21**

**BACKGROUND INFORMATION:**

The minutes from the School Committee Meeting held on June 9, 2021 are enclosed.

**ACTION RECOMMENDED:**

That the Committee accept the minutes from the School Committee Meeting held on June 9, 2021.

**STAFF AVAILABLE FOR PRESENTATION:**

Mr. Jon Wensky, Chairperson

Ms. Lynsey Heffernan, Secretary

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

**MINUTES OF SCHOOL COMMITTEE MEETING**

**Wednesday, June 9, 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. 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 Mr. Wensky at 7:01 pm.

**I. Public Participation**

Community member Mr. Errol Ethier addressed the Committee regarding the Shrewsbury High School Colonials Mascot issue. Mr. Ethier offered suggestions relative to the decision-making process and around teaching opportunities, and encouraged the Committee to consider keeping the Colonials name as a way to acknowledge Colonials' contributions to the country and its ideals while also being flawed individuals.

**II. Chairperson's Report & Members' Reports**

Mr. Wensky offered congratulations to the Shrewsbury High School (SHS) Class of 2021 and reported attending their recently held Commemoration and Graduation ceremonies. He also expressed appreciation to kindergarten Teacher Mrs. Molina and her students for the opportunity to attend their (remote) class.

**III. Superintendent's Report**

Dr. Sawyer offered congratulations to the SHS Class of 2021 on their graduation; noted that links to videos would soon be available for the graduation ceremony, online virtual SHS Music Concert, and the Senior Choir's performance for graduation; advised that Bus Registration was open for the 2021-2022 school year; and expressed appreciation to students and staff for their patience that week during the heat challenge in schools that were not climate controlled.

**IV. Time Scheduled Appointments:**

**A. Update on School District's Response to the Pandemic: Report**

Dr. Sawyer provided data on COVID-19 cases in the district for each of the past four weeks (3, 1, 2, & 2), noting one potential case of in-school transmission this past week. He also discussed current guidance from the state Department of Elementary and Secondary Education on planning for normal operations for the start of school in the fall.

### **B. State Science Fair Winner: Recognition**

Director of Science & Engineering Mr. David Hruskoci noted changes to the science fair process and student participation this year as a result of the pandemic prior to introducing SHS Grade 10 student Maya Kasbekar, who received a First Place award at the 2021 Massachusetts Science and Engineering Fair. Ms. Kasbekar described her project, *Automating Skin Cancer Diagnosis Using Machine Learning Technology*, and answered questions from the Committee. The Committee and Dr. Sawyer congratulated Ms. Kasbekar and presented her with a certificate to recognize her achievement.

### **C. Special Education Parent Advisory Committee: Annual Report**

Ms. Belsito introduced Special Education Parent Advisory Committee (SEPAC) Board Members Ms. Blake Poggi, Ms. Colleen Corbett, Ms. Jill DeBender, and Ms. Ashley Falandys (all attended remotely). Their presentation included: acknowledgments; SEPAC's Mission Statement, areas of work, and 501c3 non-profit status attainment; highlights from the school year; adjustments made in response to the pandemic; support, events, and a recent survey for parents/families; information on the new SEPAC website; and goals for next year. The presenters expressed appreciation to Shrewsbury Public Schools for their commitment to mental health and DEI (Diversity, Equity, and Inclusion) initiatives, and for supporting safe learning environments for Lesbian, Gay, Bisexual, Transgender, Queer, and Questioning (LGBTQ+) students. In response to questions from the Committee, Ms. Belsito and Dr. Sawyer provided additional information on the topics of curriculum, engagement with families, support systems, and safe learning environments for LGBTQ+ students.

### **D. SHS Mascot Ad Hoc Study Group: Report**

Mr. Todd Bazydlo, SHS Principal, began the report with background information and details relative to the Mascot ad hoc Study Group's membership and meeting schedule. Mr. Bazydlo addressed the group's norms and essential questions, the mascot's origin, and the history of the Colonial as the Shrewsbury Mascot, and then presented a current rendering of the SHS Mascot and a photo of the Colonials mural in one of the SHS stairwells. After summarizing the process of the group and noting presentations made to the study group, Mr. Bazydlo introduced Mr. Dave MacLeod, Co-Founder & CEO of ThoughtExchange (attending remotely). Mr. MacLeod provided a summary of feedback on the issue of potentially changing the SHS mascot that was received from the community via an online exchange utilizing the ThoughtExchange technology platform. After providing a high-level overview of the ThoughtExchange product and process, Mr. MacLeod discussed participation in the community exchange (in aggregate and broken down by groups), and shared top themes and a selection of thoughts for the themes "Reasons to Keep" and "Reasons to Change." He also highlighted some areas of thought that were common to both groups and illustrated how filters can be used to analyze ThoughtExchange survey results. Next,

Mr. MacLeod presented data from a Mascot ad hoc Study Group exchange that was conducted after the group heard a presentation on results from the community exchange.

Mr. Bazydlo went on to address financial considerations relative to changing the Colonials name/logo/both. He advised the School Committee that the study group did not ultimately arrive at a consensus on one recommendation regarding the mascot, but opted instead to provide arguments to the Committee for two options: 1. change the nickname and mascot; 2. keep the nickname Colonials but update the mascot's visual presentation.

The Committee asked clarifying questions on past/future monetary donations relative to changing the mascot name/logo, encouraged continued attempts to connect with groups of indigenous peoples so that their perspectives could be included in the discussion and decision-making process, and encouraged interested community members to participate in a planned Public Hearing hearing on the issue at the following meeting (June 16, 2021) or to email their feedback on the topic to the School Committee.

## **V. Curriculum**

None.

## **VI. Policy**

None.

## **VII. Finance & Operations**

None.

## **VIII. Old Business**

None.

## **IX. New Business**

None.

## **X. Approval of Minutes**

Without objections from the Committee, the minutes from the School Committee Meeting held on May 26, 2021 were accepted as distributed.

## **XI. 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 Mr. Palitsch, seconded by Ms. Fryc, 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 9:11 pm.

## **XII. Adjournment**

On a motion by Mr. Palitsch, seconded by Dr. Magee, the committee unanimously agreed to adjourn the meeting at 10:26 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. State Science Fair Winner Slide Presentation
2. Special Education Parent Advisory Committee Report Slide Presentation
3. SHS Mascot Ad Hoc Study Group Roster
4. SHS Mascot Ad Hoc Study Group Report
5. SHS Mascot Ad Hoc Study Group Slide Presentation
6. Set(s) of Minutes as referenced above



**SHREWSBURY PUBLIC SCHOOLS  
SCHOOL COMMITTEE MEETING**

ITEM NO: **XI. Executive Session**

MEETING DATE: **06/16/21**

**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, including the Superintendent of Schools.**

**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, including the Superintendent of Schools, 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 Operation



**SHREWSBURY PUBLIC SCHOOLS  
SCHOOL COMMITTEE MEETING**

ITEM NO: **XII. Adjournment**