



**School Committee
Meeting Book**

**July 8, 2020
7:00 pm**

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



SHREWSBURY PUBLIC SCHOOLS SCHOOL COMMITTEE MEETING

AGENDA

July 8, 2020 7:00pm
Remote Meeting

THIS MEETING IS NOT OPEN TO PHYSICAL PARTICIPATION BY THE PUBLIC. TOWN HALL IS CLOSED TO THE PUBLIC. IF AN ALTERNATIVE MEANS OF REMOTE PARTICIPATION FOR THE PUBLIC BECOMES AVAILABLE WE WILL PUBLISH THAT INFORMATION SEPARATELY.

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.

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 Equity & Anti-Racism Work | 7:05 – 7:15 |
| V. | Curriculum | |
| VI. | Policy | |
| VII. | Finance & Operations | |
| | A. Fiscal Year 2021 Budget: Update | 7:15 – 7:40 |
| | B. Transportation Logistics and Fees for 2020-2021 School Year: Discussion | 7:40 – 7:55 |
| VIII. | Old Business | |



SHREWSBURY PUBLIC SCHOOLS SCHOOL COMMITTEE MEETING

- IX. New Business
- X. Approval of Minutes 7:55 – 8:00
- XI. Executive Session 8:00 – 8:30
- 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 Unit A; Shrewsbury Education Association Unit B; the Shrewsbury Paraprofessional Association; and/or the Shrewsbury Cafeteria Workers.
- XII. Adjournment 8:30

Next regular meeting: TBD



SHREWSBURY PUBLIC SCHOOLS SCHOOL COMMITTEE MEETING

ITEM NO: I Public Participation

MEETING DATE: **07/08/20**

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
Ms. Sandra Fryc, Chairperson
Mr. Jon Wensky, Vice Chairperson
Dr. B. Dale Magee, Secretary
Ms. Lynsey Heffernan, 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: **07/08/20**

A. Update on Equity & Anti-Racism Work

BACKGROUND INFORMATION:

Dr. Sawyer will provide an update on equity and anti-racism work being planned in the district.

Dr. Sawyer will reference the enclosed letter that was provided to the School Committee and him. The letter is addressed to the Shrewsbury High School administration and was signed by over 500 SHS alumni, current students, parents, staff, and community members.

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

Dear Shrewsbury High School Administrators,

We are writing with regards to long overdue country-wide efforts to engage individuals and institutions in conversations about persisting anti-Blackness within themselves and the United States at large. After reviewing [SPS's 2018-2022 Strategic Priorities and Goals](#), the [School Committee's Resolution Condemning Racism](#), [Dr. Sawyer's June 3rd statement](#), and [Dr. Sawyer's June 24th Initial Steps to Advance Equity and Anti-Racism](#), we call on Shrewsbury High School (SHS) to implement the following:

1. *The SHS administration will create mandatory, project-based learning experiences for all students to learn about and document the Black history of their local community (Shrewsbury/Worcester area).*
2. *The SHS administration will lead the continued investigation and documentation of both past and present school policies/practices that perpetuate individual and institutional racism.*
3. *The SHS administration will require all faculty (administrators, teachers, support staff) to participate in anti-racism education and will redesign strategies for already required equity training.*

These three points focus, for the most part, on actions that could feasibly be implemented within a tight time frame and with limited funds (i.e., by the 2020-2021 academic year). This way, meaningful learning and change can occur at the same time that SPS and SHS administration are making slower and well-informed decisions about larger, permanent changes to [curriculum](#) and school policies. Community input and buy-in is imperative (especially from Black, Indigenous, and PoC community members); thus, we support [Dr. Sawyer's proposed SPS Equity and Anti-Racism Coalition](#) (The Coalition). However, given the lack of respect and commitment illustrated by some SPS faculty in the [2020 SPS Equity Audit report](#), we believe meaningful and sustained change will only come with outside oversight of The Coalition. ***Thus, our final overarching demand is that the SHS administration will hire a third-party (giving preference to local Black scholars and/or Black-led equity training groups who have already been doing this work) to evaluate proposed changes before, during, and after their implementation.***

In the space below, we first outline why an administrative commitment to these action items is absolutely necessary. We then outline action details, including each action's overlap with the district's Strategic Priorities and Goals.

SHS administration **must** commit to the anti-racism work put forth by our action items (which should only serve as a starting point) because:

- 1.) While "Equity" is one of [SPS's core values](#), the [2020 SPS Equity Audit report](#) suggests that administration and faculty are upholding policies/practices that disproportionately and adversely affect Black students
 - a.) Black students are, on average, 5.2x more likely than students of the other reported racial identifications to be disciplined and are 2.7x more likely to receive an out of school suspension (We exclude missing and 0 data points in this calculation)
 - b.) Compared to White and Asian students, a smaller percentage of Black and Brown students completed an Advanced Course in 2020. The audit additionally states: "Language used [by administrators and faculty] to explain disproportionate access to higher level classes (honors, AP) included assumptions and stereotypes about which students "belong" in these classes and which students should be provided with "lower level" curriculum (like vocational pathways) instead of comprehensive high school curriculum."
- 2.) With or without administrative knowledge, SHS students and teachers are committing microaggressions or are being overtly racist to Black, Indigenous, and other PoC students

- a.) Please see the following Instagram accounts (thousands of these types of accounts now exist):
 - i.) <https://www.instagram.com/bipoc.at.shrewsbury/>, (created June 24, 2020) which houses anonymous stories about “racial bias and other discrimination as experienced by students, staff and alumni within the Shrewsbury community”
 - ii.) <https://www.instagram.com/blackatamsa/>, which details the negative and violent experiences of Black students at the Advanced Math and Science Academy in Marlborough, Massachusetts, which, like SHS, has a small share of Black students
- 3.) Given the above, SHS may be breeding hateful, violent, or ignorant individuals who then go on to spread this hate, violence, and ignorance beyond Shrewsbury
 - a.) Please see this [article](#) which discusses one of Rayshard Brooks’ murderers, an alumni of Algonquin Regional High School (a public school not so different from our own)
- 4.) Even in a scenario where individuals in the SHS community are not outrightly hateful or violent, the proposed work is important and relevant because inaction *is* violent: An understanding of [structural racism](#) allows us all to 1.) recognize and 2.) resist and dismantle laws/practices/institutions which have led and will continue to lead to not only to the murders of Ahmaud Arbery, Breonna Taylor, Nina Pop, George Floyd, Tony McDade, Rayshard Brooks, and countless others, but also [the disproportionately high number of Black and Brown Covid-19 cases](#), [the disproportionately high number of Black and Brown households being displaced through gentrification](#), and the [higher likelihood of Black and Brown households to be located in areas facing the brunt of the climate crisis](#), to name only a few.
 - a.) On recognizing anti-Black laws/practices: The proposed work dispels the myth that Black individuals are inherently different. It does so by highlighting that the lived experiences and outcomes of Black individuals in the US are historically and presently shaped and enforced by institutions/laws that sought for them to fail, or otherwise excluded them from opportunities to succeed.
 - i.) It’s imperative, however, to also recognize that [the Black community in the US is NOT a monolith](#). For example, while there are Black Americans whose families have been in the US for centuries via the violence of slavery, there are also Black Americans who are descendents of more recent African immigrants, as well Afro-Latinx folks. There are also queer, trans, and disabled Black folks; [these are just some examples of subgroups with different histories, opinions, and lived experiences](#).
 - ii.) Of course, we *must* also highlight the [countless Black individuals who have historically shaped and presently shape the US](#).
 - b.) On propelling individuals into action: The proposed work helps non-Black students and teachers understand their own role in systemic racism in the US (does their house have a racist covenant in its deed; are they personally ignoring racial profiling in their local police, prison, and school systems; are they currently living in an area where Black communities were previously unjustly displaced; are they benefitting from/carrying out school policies at the expense of their peers, etc.). Ideally, this feeling of accountability leads to sustained and committed anti-racism work.

It is clear that SHS must commit to addressing anti-Blackness in its own community. While there are many ways to do this, we urge the administration to begin by choosing a strategy which focuses on systemic racism. Even “well-meaning” individuals can commit microaggressions without understanding historical contexts; even “well-meaning” individuals can be racist when operating within racist systems. How can SHS students, teachers, and administrators hold themselves personally accountable such that they are so much more than just “well-meaning”? We believe an understanding of historical and present structural racism in our own backyards accomplishes just this.

ACTION 1: *The SHS administration will create mandatory, project-based learning experiences for all students to learn about and document the Black history of their local community (Shrewsbury/Worcester area).*

Like The School Committee, who stated on Wednesday, June 10, 2020 that “we must better understand our history as it relates to racism, and engage in critical conversations on the topic”, we believe that studying history and its effect on present-day systems and individual lived experiences is necessary work for SHS.

Overview:

We propose a local Black history project from 1900-present. We suggest the study of both Worcester and Shrewsbury because of the presence of Worcester school choice students at SHS and because cities and their neighboring suburbs have closely related histories. Also, Worcester (unlike Shrewsbury) has identifiable and accessible research resources (universities & history museums). We choose 1900-present because we think students should be aware of how long the legacy of Jim Crow has prevailed and how recently wrongdoings have occurred. We present the following main guiding questions: **What happened historically in Shrewsbury and Worcester (“urban renewal”, displacement, racial covenants, zoning, dominating industries, immigration, etc.) to result in the present day racial demographic (majority white and Asian)? How does this compare to the rest of Massachusetts?**

Under this umbrella, we propose an analysis of past and present local institutions: schools, police, and prisons. We also call on students to think about access to food, access to affordable and safe housing, environmental racism, and medical racism. We encourage students to identify historical and present Black excellence & activism. Specific guiding questions for this exploration can be found [here](#)). Our goal is for students to walk away with a framework for understanding and challenging the local institutions and policies of wherever they end up next.

Suggested strategy for operationalizing this demand:

- Make books like *The New Jim Crow: Mass Incarceration in the Age of Colorblindness*, by Michelle Alexander and *The Color of Law: A Forgotten History of How Our Government Segregated America*, by Richard Rothstein (books that center structural racism) mandatory summer readings. [Seeing White](#) (a podcast) should be mandatory summer listening. The point here is to provide a national context for students as well as an introduction to what [structural racism](#) is and looks like.
- Mandate that each class collects the Shrewsbury/Worcester history of a different time period (e.g. the ninth graders are assigned 1900-1930, sophomores: 1930-1960, juniors: 1960-1990, seniors: 1990-2020); an alternative structure is to build the full history over many years with all classes focusing on the same time period over the course of a given year
 - Yearbook Club could help create a print or digital deliverable with text and pictures such that once a “full” history is constructed, teachers can incorporate it as a permanent part of their curriculums
 - Members of each class could present components of the research during an assembly
 - Clubs could also participate in the presentation of research:
 - The Black History Committee could lead this initiative (SHS should *offer* them the opportunity, but will *not* do so without adequate faculty support and will *not* force them to act as leadership if they do not choose to be. We have run this proposal by the group and they have signed off on it including this bullet; however, they have not expressed explicit interest in acting as leadership); institutions like The Worcester History Museum could serve as partners and mentors.
 - Ex: The Speech & Debate Team could put on a full showcase of different events (for prose and poetry, they present works by Black authors/poets, for declamation, they present speeches by historical/present Black activists, or oral histories of Black history in

Worcester and Shrewsbury, etc.; the central portion of the evening should be a presentation of research findings)

- A list of resources which can serve as a starting point can be found [here](#).
- Invite professors from Clark and Holy Cross to come speak at all school assemblies detailing this history. Priority should be given to Professors/lecturers/speakers who are Black or Indigenous, and all speakers will be compensated.
 - Information from the presentations should be documented, analyzed, and discussed by students.
 - These presentations should occur multiple times a year and happen every year
- Invite Black, Indigenous, and other PoC activists (who organize at a local level, but not necessarily in Worcester and/or Shrewsbury) to come speak about the work they are currently involved with; all speakers will be compensated. Consider centering youth activists.

Applicable Strategic Priority: *Connected Learning for a Complex World*

Applicable Strategic Goals:

- Integrate project-based learning experiences that require students at all grade levels to create complex, high-quality work for an authentic audience, with an emphasis on critical thinking, communication, creativity, and collaboration
- Review and adapt curriculum and instructional approaches to help students gain the knowledge and skills necessary to become ethical, empathetic, and informed citizens who make thoughtful decisions and contribute positively to their community

ACTION 2: The SHS administration will lead the continued investigation and documentation of both past and present school policies/practices that perpetuate individual and institutional racism.

A study of local systems is incomplete without a deeper dive into SHS's own practices and policies. While the June 22, 2020 Equity Audit report is an incredible starting point, there is still work to be done.

Overview:

We propose a joint investigation between The Student Council, faculty, and administrators. We believe the key is student involvement and documentation. Not only does this hold the administration accountable, but it also teaches students about the specific ways that institutions can and do enforce anti-Blackness. For those of us who are non-Black alumni, we have seen ourselves and peers fail to see and address these injustices in our post-high school environments. "I didn't notice/know" is *not* a valid excuse; we are all responsible. Results should be presented at an all-school assembly and then released to the wider community. The suggested strategy below is only a starting point.

Suggested strategy for operationalizing this demand:

- From the Equity Audit: Review disaggregated discipline data (calls home, detention, time outs, office referrals, etc) to better detect disparities. We further suggest a review of the SHS "Code of Conduct": are there aspects which target certain students (e.g. dress code); are all microaggressions paired with disciplinary action (this change should be made immediately)?
- From the Equity Audit: Review access to "Honors" "AP" classes and college entrance exams based on student group demographics to better detect disparities.
- Review the historic and present role of school resource officers in the SPS system.
- Conduct an evaluation of Spring 2020 Covid-19 teaching/learning policies/practices: did students differentially perform; was attention from teachers and support from administration and staff equitable?
- Collect data (quantitative and qualitative) on guidance counselors: are they equitable in their interest, effort, and advice (about both college and non-college options); do they engage seniors in conversations about

college affirmative action; what college-preparation courses/workshops are available and is access to them equitable?

- Collect data on disparities in participation of different clubs, sports, music/performance arts activities. Additionally, conduct audits of the adult leadership (especially if administration chooses to exclude, for example, coaches, from Demand 3) to evaluate racial biases and inequitable treatment.

Applicable Strategic Priority: *Learning Environments Where Everyone's Success Matters*

Applicable Strategic Goals:

- Create a common understanding of the benefits of inclusive schools and develop a shared, systematic approach to ensure that everyone has equitable access and opportunity for successful learning
- Ensure that all staff actively participate in professional development focused on inclusive and culturally proficient practices that improve learning and school cultures
- Analyze data related to academic performance and other indicators of success to identify existing gaps among populations; determine and implement action steps for improvement; and demonstrate success at closing these gaps

ACTION 3: The SHS administration will require all faculty (administrators, teachers, support staff) to participate in anti-racism education and will redesign strategies for already required equity training.

Commitment to the above demands will mean nothing if faculty do not commit to their own learning/unlearning. From the Equity Audit: “The auditors observed a meeting in which the bias review was referred to [by SPS faculty] as the ‘equity thing’ to get ‘over with’ so we ‘won’t have to go back to it again.’”. Ultimately: how can we expect students to authentically engage if our faculty is signalling both a lack of respect for these students and for anti-racism work?

Suggested strategy for operationalizing this demand:

- Permanently hire Assabet Valley Collaborative to guide Demands 2 and 3. It is clear from the quote above that the current strategy for equity training fails to fully engage faculty members. We default to AVC’s professional opinions about the best path forward with regards to a redesign.
- Require faculty and administrators to complete an African American History course prior to the start of Demand 1’s implementation. One option is this free and online Yale course: <https://oyc.yale.edu/NODE/46>. This should be paired with participation in the mandatory student summer studies (*The New Jim Crow: Mass Incarceration in the Age of Colorblindness*, by Michelle Alexander, *The Color of Law: A Forgotten History of How Our Government Segregated America*, by Richard Rothstein, and *Seeing White*, hosted by John Biewen and Chenjerai Kumanyika).
 - The core teachers of the SHS Equity Group could lead a debriefing session of the aforementioned study/materials. An alternative strategy is for different groups of faculty/administrators to engage with different lectures/texts/podcast episodes. The groups could then present for one another prior to the school year starting. Together, the larger group will identify and document important themes/questions to help guide student exploration and discussions.
 - We appreciate that the current core teachers are not all of minoritized status. Administration will *not* ask Black, Indigenous, or other PoC faculty to lead these discussions. Please follow the same guidance provided in Demand 1 regarding The Black History Committee’s role.
- Require all faculty to sit in on a presentation of the 2020 Equity Audit and findings from Demand 2’s investigation. Hired professionals should lead small break-out group discussions.

- Create an oversight committee comprised of students and faculty who run a formal, confidential reporting system for microaggressions & discrimination. Faculty members are responsible for presenting (in cases where permission is given) anecdotes at department meetings. The goal is twofold: to increase awareness and to allow faculty to teamwork and brainstorm how to respond to these moments.
 - Ensure that there are trained faculty or newly hired staff who can serve in an official capacity as emotional/mental health services to students disclosing instances of discrimination.

Applicable Strategic Priority: *Learning Environments Where Everyone's Success Matters*

Applicable Strategic Goals:

- Create a common understanding of the benefits of inclusive schools and develop a shared, systematic approach to ensure that everyone has equitable access and opportunity for successful learning
 - Ensure that all staff actively participate in professional development focused on inclusive and culturally proficient practices that improve learning and school cultures
 - Analyze data related to academic performance and other indicators of success to identify existing gaps among populations; determine and implement action steps for improvement; and demonstrate success at closing these gaps
-

On the issues of Funding and Resources

We are aware that funding can be an issue, especially in the short-term. We have taken this into account in what we have chosen to present. Additionally, so far: former class officers of the following graduating classes: 2010, 2011, 2012, 2013, 2014, 2016, 2018, & 2019 are prepared to donate varying portions of their remaining class funds to support this effort. Please be in touch to discuss the role(s) that these classes as well as 2015 and 2017 can play in helping to fundraise. Lastly, we are happy to facilitate introductions with organizations that we have already been in touch with (namely, the Worcester History Museum and the Worcester Black History Project). Through our interactions with these groups and our own research, we have accumulated a [resource list](#) that can help serve as a starting point for Demand 1 (the local history project).

We look forward to a response detailing your commitment to a chosen course of action or a strict timeline for choosing a course of action by July 31, 2020 (to the email kathybi108@gmail.com). We also look forward to an implementation of these action items in *all* future academic years (starting in 2020-2021) and are ready to engage in the conversations and work in order to make this possible. ***We, like Dr. Sawyer, hope that the Shrewsbury Public School system has "the wisdom and the will to do what is right".***

In solidarity,
 The Undersigned Students, Alumni, and Community Members
 TOTAL SIGNATORIES (AS OF JULY 4, 2020, 12PM): 576

Written by: Kathy Bi, 2014

Black History Committee, Club
Class of 2010 Officers
Class of 2011 Officers
Class of 2012 Officers
Class of 2013 Officers
Class of 2014 Officers
Class of 2015 Officers
Class of 2016 Officers
Class of 2017 Officers
Class of 2018 Officers
Class of 2019 Officers
Sam Bhandarkar, 1994
Heather Holding, 1995
Dave Brewer, 2002
Andrea Lewin (formerly
Resseguie), 2002
Nick Giannino, 2003
Kristin Livingstone, 2005
Lindsay Dwinnes, 2005
Cara Brindisi , 2006
Saejin Kwak Tanguay , 2006
Sarah Lord, 2006
Rachel Cappucci, 2008
Teresa Kuruvilla, 2008
Caitlyn Burke , 2010
Gina Sheehan , 2010
Tory McBride (Benoit) , 2010
Molly Noonan , 2010
Jenna Violette, 2010
Chelsie Vokes, 2010
Amanda (McLure) Shimko,
2010
Felicia St. Laurent, 2010
Emily Fournier, 2010
Taylor Wytiaz, 2010
Elizabeth Hepp, 2010
Rachel Vilandre, 2010
Paula Feldmar, 2010
Anna Kalisz (Pereira), 2010
Steph Kamataris, 2010
Jeffrey Herman , 2010
Shannon Kelly, 2010
Ariana Babigian , 2010
Kayla Muniz, 2010
Alyssa Ineson , 2010
Timothy Laramée, 2010
Alex Blakeslee, 2010
Hannah Clements , 2010

Sam Quinn , 2010
Samantha Finn, 2010
Matt Eisenberg, 2010
Jennifer Genco, 2010
Jacob Luke Mason, 2010
Samantha Johnson, 2010
Susan Jimenez , 2010
Becky Kurtz, 2010
Taraneh Nabavi, 2010
Kati Morgan, 2010
Paul Wright, 2010
Ashley Jean-Francois, 2010
Corinne Winston , 2010
Sarah Donovan , 2010
Anand Sharma, 2010
Clark Dumart, 2010
Michelle Racine, 2010
Cara Goodman, 2010
Jessica Dodakian, 2010
Jacob Lipp, 2010
Justin Parkes, 2010
Katie Sacco, 2010
Jackson Maher , 2010
Anna Lindgren, 2010
Andre-Luiz Silva, 2010
Christian Fryc, 2010
Meaghan McCarthy, 2010
Alexandra DeMilia, 2010
Katherine Warner, 2010
Brendan Freeman, 2011
Sara Pedersen, 2011
Dina Martinelli , 2011
Steven Doerfler, 2011
Kayla Specht , 2011
Jilian O'Neill, 2011
Brenna Carney , 2011
Laurel Banach, MD, 2011
Emily Starvaski, 2011
Megan Murphy, 2011
Corrin Snay, 2011
Andrew McShane , 2011
Erica Johnson, 2011
Emma Bryant, 2011
Shridhar Ambady, 2011
Shaylin McNally, 2011
Mark Dietrich, 2011
Sarah Birney, 2011
Mariana Peltier, 2011

Taylor Buell, 2011
Nicholas O'Donnell (Tebbetts),
2011
Julie Barbash, 2011
Nicole Nelson, 2011
Caroline Anastasi, 2011
McKegg Collins, 2011
Emily Benjamin, 2011
Ava McRae, 2011
Stephanie Stanton (Maiden
name:Cooke) , 2011
Jared C, 2011
Taylor Rae Botticelli, 2011
Kevin Bi , 2011
Paige Govoni, 2011
Natalie Fatato, 2011
Kasey Sullivan, 2011
Nathaniel Vilandre, 2012
Jaimie Kender, 2012
Hailey Pirovich, 2012
Brittany Cullen, 2012
Allison Dodakian, 2012
Nora Gutekanst, 2012
Jamie Rhiannon Fehribach,
2012
Melissa McGuire, 2012
Shreya Sitaraman, 2012
Katelyn Hanam, 2012
ToQuynh Vu, 2012
Jane Aulenback, 2012
Elise Martorano, 2012
Spencer Stevens, 2012
Alexandra Schlener, 2012
Mitchell Bordage, 2012
Nicole Guerrera, 2012
Joseph Guido Astrella Jr., 2012
Olivia Sargent , 2012
Samantha Belanger , 2012
Zitni Kaul, 2012
Ricky Parkes, 2012
Jake Shea, 2012
Jeff King, 2012
Kaitlyn Jenkins, 2012
Sean Graham, 2012
Kayla Uhlman, 2012
Aastha Mahajan, 2012
Caralyn Logan, 2012
Fiona Merullo, 2012

Madison Ramirez, 2012
Devinne Zadavec, 2012
Michelle Conti, 2012
Sarah Kelland, 2012
Carey Gibbons, 2012
Samantha Belanger , 2012
Bridie McKenna, 2012
Rebecca Tiernan, 2012
Hannah Levine, 2012
Abrayana McKenzie, 2012
Danielle Hom, 2012
Jacqueline Tatro, 2012
Nicole Henry, 2012
Meg Reilly, 2012
Sean Lambert, 2013
Abbey May, 2013
Nick Silverio, 2013
Zack Georgian, 2013
Lauryn O'Keefe, 2013
Limmond Ayisi, 2013
Hannah Masek, 2013
Olivia Giedymin, 2013
Ramya Ravindrababu, 2013
Muneeba Syed, 2013
Fransheska Alcantara , 2013
Nick Andreano, 2013
Caroline Sullivan, 2013
Nate Hitchings, 2013
Jacqueline Early, 2013
Sarah Stanley, 2013
Victoria Fields-Huggan, 2013
Felix Chen, 2013
Azraa Amroze, 2013
Michelle Nicholls, 2013
Erica Paquette, 2013
Anonymous, 2013
Olivia DeFlumeri, 2013
Rachael Aubin, 2013
Kufre Uko, 2013
Yasmine Ameli, 2013
Dave Thompson, 2013
Michelle Henry, 2013
Kavya Raghunathan, 2014
Afsha Lakdawala , 2014
Shivani Kumar , 2014
Anish Dhesikan, 2014
Carolina Lima, 2014
Catherine Zhang, 2014

Abhimanyu Gupta, 2014
Samantha Eisenberg , 2014
Alexander Washington, 2014
Dhanya Kumar, 2014
Olivia Cantin , 2014
Caitlin DeWolfe, 2014
Madilynn Jang, 2014
Bailey Roy, 2014
Kira Sommer, 2014
Richa Chhaya, 2014
Alanna Maniatis, 2014
Molly Dickinson, 2014
Cait Leonard, 2014
Ryan Fisher, 2014
Dana Lobad, 2014
Shalini Nehra , 2014
Will Shipman, 2014
Alicia Berard, 2014
Domonique Hall, 2014
Cally Waite, 2014
Christina Menzie, 2014
Rachael Montigny, 2014
Rachel Sarnie, 2014
Natalie Caccialino , 2014
Nicholas Mroz, 2014
Jill Frederickson, 2014
Jacqueline Kenney, 2014
Justine Murphy, 2014
Monica Bhakhri, 2014
Camilla Abreu, 2014
Mathias Dudek, 2014
Sean Hevey, 2014
Stephannie Dunn, 2014
Victoria Rutigliano, 2014
Caroline Demac , 2014
Ainsley Brosnan-Smith, 2014
Suchetha Subramaniam, 2014
Sarah Wu, 2014
Molly Perkins, 2014
Michelle Crosier, 2014
Jessica Hanam, 2014
Colleen F. Naber, 2014
Domitille Buricatu, 2014
Nicole Beauregard Aird, 2014
Curtis Bordage, 2014
Maya Jade Duffy, 2014
Brigid Gorman, 2014
Nicole Lucier, 2014

Jenna Troio, 2014
Mel Domine, 2014
Elena Perkins , 2014
Miriam George, 2014
Nathan Kashdan, 2014
Chloe McCollum, 2014
Molly E Shine, 2014
Kaushik Meneni, 2014
Rachel Besaw, 2014
Taylor Wells, 2014
Elizabeth Benbenek, 2014
Tara Shivkumar, 2014
Michelle T, 2014
Gracie Rocco, 2015
Danielle Kemp, 2015
Georgia Giedymin, 2015
Hannah Eckstrom, 2015
Elizabeth Beaton, 2015
Julia Demkowicz, 2015
Kelsey DeWolfe, 2015
Olivia Demkowicz, 2015
Sarah Vandal, 2015
Jordan Russo , 2015
Tyler O'Keefe, 2015
Emily Ehler, 2015
Marcella Vega, 2015
Sukh Kaur, 2015
Caroline Trabucco, 2015
Carlos Garcia, 2015
Olivia Maher, 2015
Marissa Hollyer, 2015
Katie Carroll, 2015
Aditi Singh, 2015
Nina Gonzales, 2015
Hilary Wong, 2015
Monica Chen, 2015
Sonali Razdan, 2015
Sierra Decatur, 2015
Walter Demkowicz III, 2015
Surabhi Godbole, 2015
Erin LeMay, 2015
Naomi (Mimi) Williams , 2015
AJ Olivieri , 2015
Robin Haller, 2015
Samy Du, 2015
Victoria Kelly, 2015
Swetha Amaresan, 2015
Lily Duffy, 2015

Shreyas Srikanth, 2015
Nicholas Quinlivan, 2015
Kathryn Walton, 2015
Kathryn Radovanic, 2015
Caroline McQuade , 2015
Meghan Ray, 2015
Eric Nerkowski , 2015
Karina Naras, 2015
Danielle Fernacz, 2015
Jessica Goldstein, 2015
Eileen Shea, 2015
Nicola Bartett, 2015
Hannah Arcabascio , 2015
Lyndsey Ouimet , 2015
Kristen Kotsopoulos, 2015
Rhianna Zdravec, 2015
Ramya Alagappan, 2015
Rhianna Zdravec, 2015
Amanda Welch , 2016
Walsh Kang, 2016
Matthew Freeman, 2016
Tatiana Karadimitriou, 2016
Peyton Tuccinard , 2016
Sravya Shankara , 2016
Lindsay Mahowald, 2016
Samantha M Cruz, 2016
Josh Oliver, 2016
Madison Busick, 2016
Hari Kumar, 2016
Cara Freedman, 2016
Mrinalini Nagarajan, 2016
Allison Benbenek, 2016
Madelyn Stewich, 2016
Elizabeth George , 2016
Emma Aulenback , 2016
Emily Clifford, 2016
Caroline Lunt, 2016
Savio Oliveira, 2016
Sarah Rose Riordan, 2016
Jeremy Lambert, 2016
Ava Bordage, 2016
Sophie Mortimer, 2016
Lea Murphy, 2016
Victoria Vargas, 2016
Alli Joubert, 2016
Shanley O'Neill, 2016
Grace McNeil , 2016
Gabriella Hautala, 2016

Jessica Collins, 2016
Caitlin Brosque, 2016
John Liberty, 2016
Bhanika Mistry, 2016
Owen Nash, 2016
Erik King, 2016
Leah Eagle, 2016
Jena Reichheld, 2016
Anthony Shepard, 2016
Janey Mullins, 2016
Brendan Roque, 2016
Karina Hopping, 2016
Gokul Ajith, 2016
Kelly Jakubiak, 2016
Lauren Maranto, 2016
Michaela Marcello, 2016
Stephanie Kalinowski, 2016
Leanna Rybacki, 2016
Jenna Parks, 2016
Ben Harris, 2017
Rosie Tseng, 2017
Kristin Maher, 2017
Mark B. Bray, 2017
Ryan Barrett, 2017
Benjamin Astill, 2017
Cecelia Bolon, 2017
Johanna Geremia, 2017
Margaret Tipple, 2017
Allison Evans, 2017
Michael Lanotte, 2017
Jin Jin Heipler, 2017
Amanda Frost, 2017
Akshay Alamuri, 2017
Nick Esposito, 2017
Elizabeth Ray, 2017
Priyanka Bhakhri, 2017
Brian Chen, 2017
Emma Matthews, 2017
Jessica Wade, 2017
Sarah Williams, 2017
Diana Wall, 2018
Will Stewich, 2018
Owen Jefferson, 2018
Misbah Rindani, 2018
Sam Brownstein , 2018
Suchir Ural, 2018
Samantha Bitar, 2018
Serena Desai, 2018

Elizabeth Bonhomme, 2018
Alison Clark, 2018
Yagmur Akyurek, 2018
Andrew Busick, 2018
Braeden Chan, 2018
Charles Kang, 2018
Maya McCollum, 2018
Tanvi Tanna, 2018
Matt Slaughter, 2018
Brielle Carelli, 2018
Rachel DeHaemer, 2018
John Sweeney, 2018
Wayne Carey, 2018
Sophie Chen, 2018
Michaela Kelly, 2018
Kevin Orificé, 2019
Meher Gandhi, 2019
Saisha Chojar, 2019
Natalia Karadimitriou, 2019
Ria Deshpande, 2019
Mei Mei Heipler, 2019
Amber Jackson, 2019
Kayleigh Johnson, 2019
Ash Gite, 2019
Erica Hanlon , 2019
Mahika Parikh, 2019
Ayushi Patel, 2019
Jonathan Kelly, 2019
Taylor Katz, 2019
Varsha Arokiadoss, 2019
Aashvi Patel, 2019
Emie Ung, 2019
Rahi Patel, 2019
Maggie Frederick, 2019
Christina Sargent , 2019
Shanthni Ravindrababu, 2019
Katherine Southard, 2019
Riley Carroll, 2019
Amber Ali, 2019
Paulina Hruskoci, 2019
Holly Morway, 2019
Priyanka Murthy , 2019
Jessica Moss, 2019
Emily Anderson, 2019
Arashleen Pannu, 2019
Aileen Cheng, 2019
Ronan Glynn , 2019
Manasvi Vietla, 2019

Caroline Martin, 2019
Katelyn Buckley, 2020
Joy Chow, 2020
Rebecca Anane, 2020
Sophia Huseby, 2020
Lauren Tocman , 2020
Jackie Li, 2020
Kaya Willingham, 2020
Lily Shaughnessy, 2020
Audrey Gaines, 2020
Kash Jain, 2020
Nikhita Alwarappan , 2020
Kalley Hou, 2020
Aliya Larkin, 2020
Lauren Mendoza , 2020
Ria Narahari , 2020
Nicole Lacerda, 2020
Isabella Marie Hasler, 2020
Brady M McCue, 2020
Megan German, 2020
Lanna Wang, 2020
Natalie Siwek, 2020
Aarshiya Sachdeva, 2020
Rida Amroze, 2020
Gianna Tata, 2020
Tanvi Saini, 2020
Erica Schechter, 2020
Shakti Kumaresan, 2020
Tamara Pedjoe, 2020
Deeptha Ganesh, 2020
Alix Barry, 2020
Cassidy McNamara, 2021
Meg Sullivan , 2021
Eva Sharma, 2021
Theodora Chacharone, 2021
Collin Lovelace, 2021
Anvi Emani, 2021
Amrita Kumar, 2021
Diana Cherniack , 2021
Izzi Cantin , 2021
Emma Reitsma, 2021
Alyssa Guo, 2021
Divya Raghunathan, 2021
Diyala Bera, 2021
Shalini Ambady, 2021
Queenie Sun, 2021
Fiona Tanikonda , 2021
Ankita Bhatnagar, 2021

Laura Pontes-Toledo, 2022
Phoebe Quarshie , 2022
Olivia Manxhari, 2022
Louisa Scott, 2022
Anika Kruger, 2022
Stephanie Trotto, 2022
Hanna Weldai, 2022
Sanjana Yadav, 2022
Anushka Mukhopadhyay, 2022
Alyssandre Laurent, 2022
Mahathi Gopinathan, 2022
Aditya Deshpande , 2022
Roma Khanna, 2022
Kelly Duncan, 2022
Sarah Doyle, 2022
Harika Lingamarla, 2022
Nikitha Ram, 2022
James Riley, 2022
Vanessa Ung, 2023
Carlos Reyes, 2023
Grace Hurdle, 2023
Aditi Dosi, 2023
Anjali Amin, 2023
Jasmyn Dua, 2023
Madison Abasciano , 2023
Laurel Bingham, 2023
Arushi Asthana, 2023
Zoë Cooper, 2023
Yasmeen Abdi, 2023
Sarah Anane , 2024
Aanya Gupta , 2024
Ravila Freitas , 2024
Sara Rodriguez , Alum
Lyndsey Card, Alum
Luke, Alumni
Ashish Gupta, Parent of Future
SHS students, Ashish Gupta,
Parent of Future SHS students
Elizabeth Hylton , Attended
freshman year 1999.
Amnesty international, Club
SHS Psychology and
Neuroscience Club, Club
Heather L. Sabourin,
Community member
Rachel Myra, Cousin of Alum
Eileen McNamara, Former SHS
Teacher

Morgan Allen, Friend of alum
Jeff Sargent, Parent
Kayla Costa, Parent of alum
Margaret Papazian , Parent of
alum
Aireen Mendoza, Parent of alum
Stephen Aulenback , Parent of
alum
Margaret Aulenback, Parent of
alum
Eric Sean, Parent of alum
Kelly Kemp, Parent of Alum
Weiming Sun, Parent of alum
Richard Parkes, Parent of alum
Kathleen M O'Connor, Parent of
alum
Annette Shine, Parent of alum
Kelly Kemp, Parent of Alum
Cynthia Hanam , Parent of alum
Donna Sargent , Parent of Alum
Ed Zadravec, Parent of alum
Paul B Kemp, Parent of alum
Craig Simpson , Parent of alum
Linda Schlener, Parent of alum
(also an alum of 1973)
Vanessa Lee Douaifia , Parent
of alum & of future student
Julianne Early, Parent of alumni
Reema Zeineldin, Parent of
alumni (x3)
Sanam Zaer, Parent of current
student
Andrea Finnegan , Parent of
current student
Margaret Trombley, Parent of
current student
Vivian Puccio , Parent of current
student
Kalpana Khanal, Parent of
current student.
Christina Zarobe , Parent of
current students
Gene Hurdle , Parent of current
students
Phillip Blumberg, Parent of
future student
Lauren Blumberg, Parent of
future student

Brita Loftus, Parent of future student
John Chenier, Parent of future student
Walter, Parent of Future student
Piriya Suresh, Parent of future student
Shadae Wells , Parent of future student
Mia Lombardi, Parent of future student (Floral St Elementary)

Casey Lombardi, Parent of future student (Floral St Elementary)
Lori Hodgins Brazell, Parent of future students
Loreana Dolores , Parents of current students
Evan M Earls , School Counseling
Laurel Stine, Shrewsbury Community
Timothy Scheer, SHS Social Sciences Department

Matthew Brown, SHS Social Sciences Department
Eliza Mendoza, Sister (23) of alum
Bridgette L. Hylton, SPS alum
Meghan Foley, SPS alum
Allen Burgess, SPS Alum and community member
Chelsea Pajzer, SPS employee



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: IV. Time Scheduled Appointments:

MEETING DATE: 07/08/20

BACKGROUND INFORMATION:

ACTION RECOMMENDED:

STAFF & STUDENTS AVAILABLE FOR PRESENTATION:



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: **V. Curriculum**

MEETING DATE: **07/08/20**

BACKGROUND INFORMATION:

ACTION RECOMMENDED:

STAFF & STUDENTS AVAILABLE FOR PRESENTATION:



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: **VI. Policy**

MEETING DATE: **07/08/20**

BACKGROUND INFORMATION:

ACTION RECOMMENDED:

COMMITTEE MEMBERS/STAFF AVAILABLE FOR PRESENTATION:



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: VII. Finance & Operations
A. Fiscal Year 2021 Budget: Update

MEETING DATE: 07/08/20

BACKGROUND INFORMATION:

At the meeting on June 24, the Committee voted unanimously to approve recommended “Phase 1” budget reductions for Fiscal Year 2021. Tonight Mr. Collins and Dr. Sawyer will present updated information to the Committee relative to the FY21 budget as conditions continue to evolve.

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

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

FY21 Budget Status Update

Patrick C. Collins

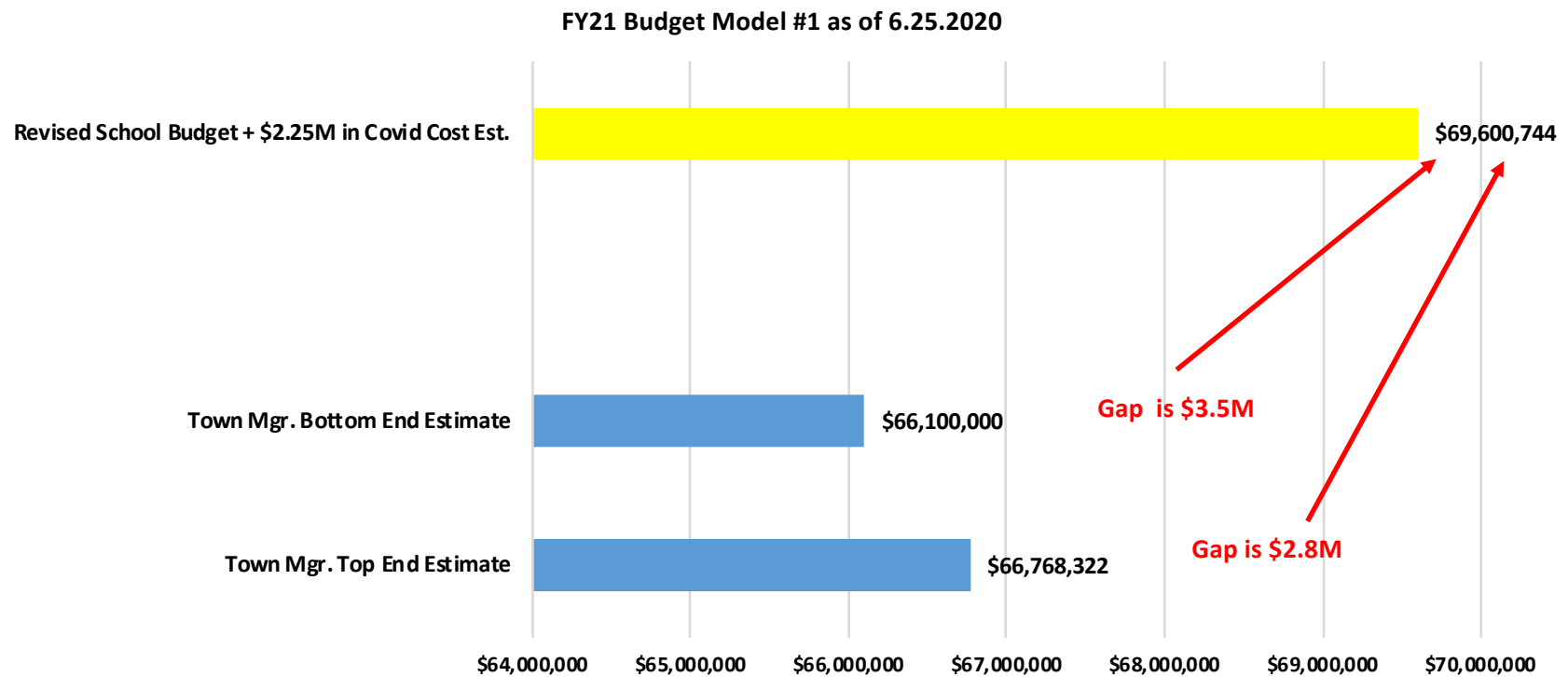
Asst. Superintendent for Finance and Operations

8 July 2020

Topics

- Updated budget projection models:
 - Range of gaps in needed resources versus estimated funding available
- Update on federal stimulus funds
- Revised estimate of projected Covid-related expenses to be incurred in FY21
- Revised budget approval schedule
- Additional information: FY21 budget development chronology

FY21 Budget Model #1



FY21 Budget Model #1

Major Assumptions:

Only some Covid-related costs get funded by federal stimulus funds [Town CARES funding: \$3.3M, DESE CvRF Fund est at \$1.4M, ESSER Grant \$133K]

\$2.25M in Covid-related costs have to be absorbed by Operating Budget due to nature of cost or incurred after Dec. 30, 2020.

See attached list of latest Covid-related cost estimating and potential funding sources.

Chapter 70 Aid decreased by 6.5% and Circuit Breaker decreased by 15% points

Caveats:

The financial situation is subject to change. Covid-related costs are estimates with known information as of this date.

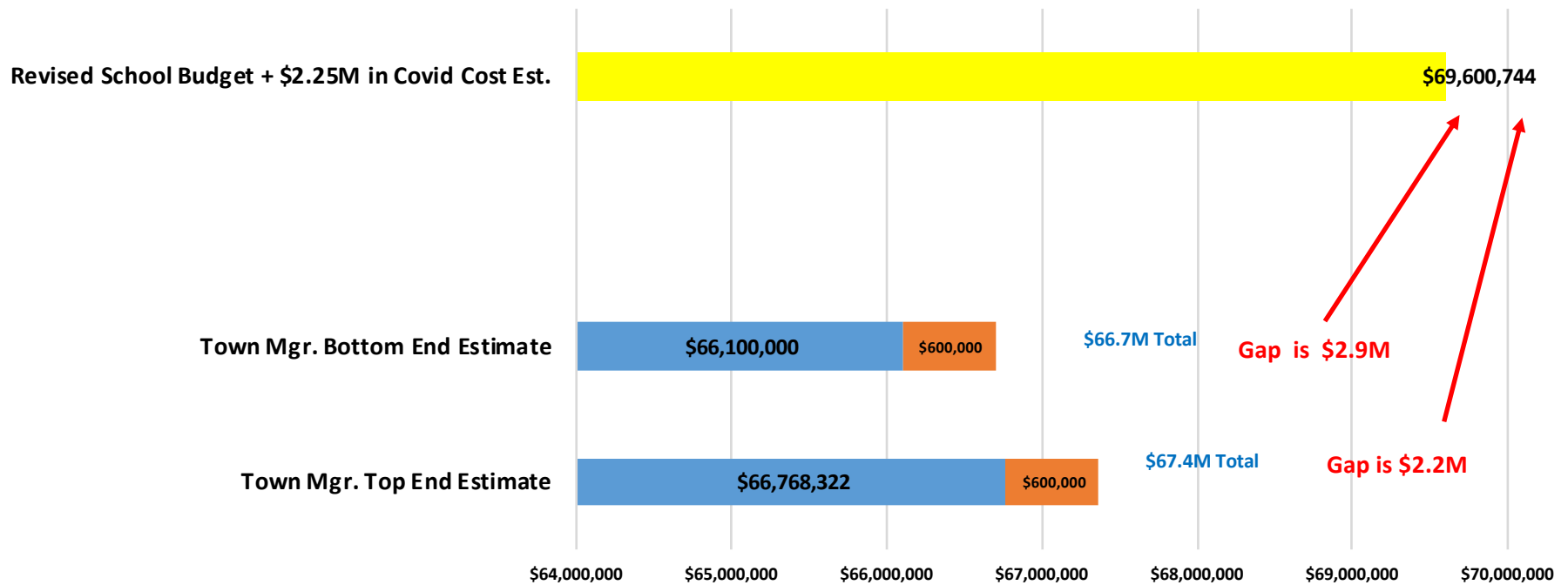
Only limited and "Initial Guidance" information is published about a return to school in the fall and subsequent cost implications.

Estimated staff loss equivalency factors:

	Gap-Low	FTE	Gap-High	FTE
Teachers at \$65,000 annual salary	\$ 2,832,422	44	\$ 3,500,744	54
Paraprofessionals at \$25,800 annual earnings	\$ 2,832,422	110	\$ 3,500,744	136

FY21 Budget Model #2

FY21 Budget Model #2 as of 6.25.2020



FY21 Budget Model #2

Major Assumptions:

Only some Covid-related costs get funded by federal stimulus funds [Town CARES funding: \$3.3M, DESE CvRF Fund est at \$1.4M, ESSER Grant \$133K]
\$2.25M in Covid-related costs have to be absorbed by Operating Budget due to nature of cost or incurred after Dec. 30., 2020.
See attached list of latest Covid-related cost estimating and potential funding sources.

Chapter 70 Aid final amount is modeled to show \$600K better than Town Manager current estimate. Likely won't know state aid amounts until late July or August.

Caveats:

The financial situation is subject to change. Covid-related costs are estimates with known information as of this date.
Only limited and "Initial Guidance" information is published about a return to school in the fall and subsequent cost implications.

Estimated staff loss equivalency factors:

	Gap-Low	FTE	Gap-High	FTE
Teachers at \$65,000 annual salary	\$ 2,232,422	34	\$ 2,900,744	45
Paraprofessionals at \$25,800 annual earnings	\$ 2,232,422	87	\$ 2,900,744	112

Update on Federal Stimulus Funds


- **The limitations of federal stimulus funds means they will not be the single solution to our FY21 budget gap.**
- **Time restricted:** funds available for expenditures incurred through December 30, 2020 only. Access to this funds ends on this date—“use it or lose it”
- **Use restricted:** funds must be for Covid-related costs only as specified in their grant/reimbursement documents.

Different “Buckets” of Federal Stimulus Funds

Name of Federal Stimulus Funds	Grantor	Notification Date	End Date of Availability	Receiver of Funds	Amount of Funding	Priority of Use
Covid Relief Fund	MA DESE	6/25/2020	Dec. 30, 2020	School Dept.	Estimated at \$1.4M based on \$225 per pupil	1
CARES Act [Municipal Funding]	State Executive Office of Admin. & Finance	6/23/2020	Dec. 30, 2020	Town Mgr.'s Office	\$3.3M townwide at \$90/capita	2
ESSER Grant	MA DESE	Early June	June 30, 2022	School Dept.	\$133,819	3

Federal Stimulus Priority of Use Plan

Name of Federal Stimulus Funds	End Date of Availability	Receiver of Funds	Amount of Funding	Priority of Use	Notes
Covid Relief Fund	Dec. 30, 2020	School Dept.	Estimated at \$1.4M based on \$225 per pupil	1	Applications and final allocations not yet published.
CARES Act [Municipal Funding]	Dec. 30, 2020	Town Mgr.'s Office	\$3.3M townwide at \$90/capita	2	To date the School Dept. accessed approx. \$458K of this fund. Town Mgr. wants us to now exhaust Covid Relief Funds first before accessing more CARES funding.
ESSER Grant	June 30, 2022	School Dept.	\$133,819	3	Recommend we hold in reserve for potential FY22 use for unexpected costs.

		FY21 School Operating Budget	Funding Source		
Potential Covid-19 Related Budget Additions	Cost Estimate	Town Appropriation	CARES-Town	CvRF DESE Grant	ESSER-DESE Grant
<p>Communication of funding dates: </p> <p>All below are best estimates subject to change up or down with new costs added each day as they become evident needs arising from planning or refined guidance/information from other sources</p>			Est. Funding Level per TM 6/23/20	Est. Funding Level-\$225/student per DESE 6/25/20	Est. Funding Level-per Title 1 early June 2020
		????	\$ 1,987,000	\$ 1,410,300	\$ 133,819
			above funding must be spent prior to Dec. 30, 2020	above funding must be spent prior to Dec. 30, 2020	above funding available thru 6/30/2022
Circuit Breaker decrease	\$ 465,000	\$ 465,000			
Additional LTS and Sick Time- 5% staff repl by LTS at \$250/day x 180 days	\$ 1,125,000	\$ 625,000	\$ 500,000		
Special Education Services- Make up missed services during Covid	\$ 150,000		\$ 150,000		
iPads for Grades 2-4	\$ 365,000		\$ 365,000		
Bus Fee Revenue decrease--75% Decrease in Revenue	\$ 562,500	\$ 562,500			
Decrease in Student Activity and Athletic Fees: 25%	\$ 114,250	\$ 114,250			
Decrease in FDK and Preschool Tuition: 25%	\$ 233,750	\$ 233,750			
Temporary Human Resources Staff	\$ 60,000			\$ 60,000	
Vocational tuition based on Assabet acceptances	\$ 153,387	\$ 153,387			
Covid Supplies [Masks, shields, dividers]	\$ 100,000		\$ 100,000		
Learning Platform Software	\$ 75,000		\$ 75,000		
Nursing/CNA support	\$ 136,080	\$ 75,600		\$ 60,480	
Student desks to replace tables [500 x \$350 + 500 x \$175]	\$ 262,500			\$ 262,500	
School furniture storage/moving services	\$ 35,000			\$ 35,000	
Food Service carts/equipment	\$ 45,000			\$ 45,000	
Re-Opening Task Force	\$ 75,000			\$ 75,000	
Director Nursing Per Diem Days--20	\$ 9,897	\$ 4,948	\$ 4,948		
Teacher Trng-Remote Teaching	\$ 6,000		\$ 6,000		
Officials fees- Anticipate Gate Fee Waiver	\$ 20,000	\$ 20,000			
Busing--4 new buses [????]	\$ 288,000	\$ -	\$ 288,000		
Reserve-Unexpected Costs: 2nd Half of Year: FY21	\$ 133,819				\$ 133,819
Preliminary Estimate	\$ 4,415,183	\$ 2,254,435	\$ 1,488,948	\$ 537,980	\$ 133,819
Grand Total					\$ 4,415,183

Revised FY21 Budget Schedule

- Tentative Annual Town Meeting Date: August 8th
- Present to approx. July 22nd: Finalize our plan and vote bottom line budget
- It's likely we'll have to adapt our process to include continued staff and program reduction plans and execution to occur after the Annual Town Meeting. This is far less than ideal for developing student schedules and potentially providing late notice of layoffs and/or furloughs to staff.

FY21 Budget Development Chronology

FY21 Budget Development: Chronology of Major Changes				
FY20 Approved School Dept. Budget	May 2019	\$ 66,302,041		
Original FY21 Budget Recommendation	January 22, 2020	\$ 70,579,913	\$ 4,277,872	
Town Manager Recommendation	February 7, 2020	\$ 67,668,322	\$ 1,366,281	
	Initial Gap	\$ 2,911,591		
MAJOR ACTIONS ON FY21 BUDGET				
Original FY21 Budget Recommendation	January 22, 2020	\$ 70,579,913		
Proposed Phase 1 Budget Reduction Plan <i>[not voted at that time]</i>	March 4, 2020	\$ (1,701,359)		
Additional Projected FY20 Positive Budget Variance	March 4, 2020	\$ (300,000)		
Athletic, Bus, and Activity Fee Increases Voted for FY21	March 18, 2020	\$ (55,500)		
Decrease FY21 FDK Tuition from \$2,400 to \$2,205 instead of original budget of \$1,200	April 1, 2020	\$ (200,000)		
Total of Reductions and Increases Fee/Tuition Revenue		\$ (2,256,859)		
Revised Interim Total	April 1, 2020	\$ 68,323,054		

FY21 Budget Development Chronology

			Top End Est.	Bottom End Est.
Town Manager-Revised Recommendation Range [Post Covid]	May 6, 2020	\$	66,333,322	\$ 65,738,322
Pre Covid Revised School Dept Budget w/ Gap Closing Measures [\$70.6M-\$2.3M]	April 1, 2020	\$	68,323,054	\$ 68,323,054
Revised Post Covid Gap Including School Budget Closing Measures		\$	1,989,732	\$ 2,584,732
Estimated New Covid-related School Budget Costs [Preliminary/Estimated]	May 20, 2020	\$	2,200,000	\$ 2,200,000
Revised Post Covid Gap	May 20, 2020	\$	4,189,732	\$ 4,784,732
Net Effect of Voting \$1.95M Reductions Instead of \$1.7M	June 24, 2020	\$	(251,120)	\$ (251,120)
Additional Projected Positive FY20 Budget Variance-Primarily Covid-related	June 24, 2020	\$	(725,625)	\$ (725,625)
Revised Post Covid Gap	June 24, 2020	\$	3,212,987	\$ 3,807,987



SHREWSBURY PUBLIC SCHOOLS SCHOOL COMMITTEE MEETING

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

MEETING DATE: **07/08/20**

B. Transportation Logistics and Fees for 2020-2021 School Year: Discussion

BACKGROUND INFORMATION:

In March 2020 the Committee voted to approve a bus fee rate increase from \$310 per student to \$320 per student to generate additional revenue in response to inflation in the daily bus rates connected to the SPS contract. This change was estimated to generate approximately \$24,000 in additional revenue. Since then the Coronavirus (COVID-19) worldwide pandemic has dramatically changed the landscape for public schools, with schools closing from mid-March through the end of the FY20 academic year, and uncertainty regarding how schools, and transportation of students, will look this fall. The Massachusetts Department of Elementary & Secondary Education has indicated that it will issue regulations and guidance regarding transportation for next school year in light of public health requirements, but as of this date these have not been issued.

Mr. Collins will present information for the School Committee to consider and discuss regarding issues related to transportation logistics for the coming school year and regarding possibilities for adapting the fee structure in response to these unprecedented conditions.

ACTION RECOMMENDED:

That the Committee engage in a discussion about transportation logistics and fees for the 2020-2021 school year.

STAFF AVAILABLE FOR PRESENTATION:

Dr. Joseph M. Sawyer, Superintendent of Schools

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

Considerations for School Transportation Services in the Covid-19 Environment 2020-2021

Patrick C. Collins

Asst. Superintendent for Finance and Operations

8 July 2020

Topics

- *Guidance versus Regulations* from the Massachusetts Department of Elementary and Secondary Education [MA DESE]
- School start and end times [aka Bell Times]
 - Parent drop off/pick up time traffic implications
- Timing of policy and protocol decisions: state and local
- Looking at service level and state minimum requirements
- Ridership forecasting
- Fiscal impacts
- Cleaning protocols for buses

MA DESE Initial Guidance: Excerpt

[June 25,2020]

Below is list of additional topics on which DESE intends to issue guidance:

- **Fall reopening checklist**, including operations, teaching and learning, student supports, training, and communications needs.
- **Process for handling a COVID-19 positive case in the school community**, including when a school or classroom would need to shut down.
- **Remote learning resources**. We are actively exploring how best to support districts and schools with improving remote learning.
- **Facilities and operations**, including entry and exit procedures, cleaning and ventilation, procurement, food distribution, and signage.
- **Transportation**, including bus scheduling options, addressing bus capacity, and alternative modes of transportation, and operational considerations.
- **Guidance for special programs and student supports**, including special education, English learner education, and other programs and supports.
- **Athletics, extracurriculars, and electives**.

School Start and End Times [aka Bell Times]

- As part of the school re-opening plan, we may need to adjust our school start and end times to:
 - Allow for more school bus debarkation time at school to maintain student physical distancing
 - Allow for more time at arrival and dismissal to regulate the flow of students into/out of our school buildings
 - Allow for more parent traffic that will surely result due to decreased school bus ridership
 - Allow more time for students to arrange personal belongings such as jackets/coats, backpacks, lunches etc... into their lockers or cubby spaces in a manner that provides appropriate physical distancing

Timing of Policy and Protocol Decisions: State and Local

- As of 7 July 2020, the state has not provided any written or definite guidance nor regulations regarding school transportation for the fall.
- We have not opened up bus registration, since we don't know if there will be ridership/capacity limitations.
- These the statewide decisions are unlikely to occur in a timeframe that allows us to subsequently communicate to parents, have them make a decision, and then provide information to our contractor for routing and accountability purposes.

Looking at Service Level and State Minimum Requirements

- If bus ridership limits are implemented, then we may need to reconsider our service levels given the fact that we have a fixed number of buses under contract for 20-21 and the likelihood of expanding that is very low due to unavailability of buses, licensed drivers, and budget resources to pay for more vehicles.
- Instead, we may need to cutback on whom we transport beyond state minimums and re-purpose those buses to meet demand for those we are required to transport; K-6 students who live 2 or more miles from school.

2019-2020 Ridership Data

	Under 2 Miles		2 or More Miles		
	Count	Percent	Count	Percent	Total
Beal	63	24%	200	76%	263
Coolidge	243	87%	37	13%	280
Floral	218	39%	346	61%	564
Paton	133	65%	71	35%	204
Spring	151	70%	66	30%	217
Sherwood	251	30%	584	70%	835
Oak	279	33%	566	67%	845
High School	84	7%	1140	93%	1224
Totals	1422	32%	3010	68%	4432

Fiscal Impact

Bus Fee: Potential Different Approach

- Given all of the uncertainties, the School Committee may want to consider waiving the bus fee at least for the time period between the start of school and the December Break.
- In an environment of potential individual or districtwide closure, possible hybrid schedules, and a period of full/in-person education it is much more difficult to manage a bus fee model that has traditionally had a one-time up-front payment and no refunds.
- We need to avoid the possibility of refunds next year as it takes a great deal of administrative/management time that we are not staffed to manage.

Fiscal Impact

Bus Fee: Potential Different Approach

- The budgeted total bus fee revenue for FY21 is \$750,000.
- We typically have had bus registration occur between April 1st and June 30th and then had the next six weeks [July to mid-August] to arrange bus routes and communicate back to parents.
- A final recommendation will be made next week for your consideration and incorporation into the FY21 overall budget plan.

Cleaning Protocols for Buses

- No guidance nor regulations have been published by the state on this topic.
- Our contractor has procured cleaning supplies and plans to implement a reasonable level of sanitizing to likely be done by drivers.
- However, if significant protocols are enacted that go beyond some threshold of time/effort or cost, then the contractor may be entitled to additional payment for such services as they were not incorporated into our original contract.

Next Steps

- We await guidance and/or regulations for school transportation
- We will make recommendation [possibly next week] about potential changes in the bus fee and/or ridership eligibility beyond state minimums



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: **VIII. Old Business**

MEETING DATE: **07/08/20**

BACKGROUND INFORMATION:

ACTION RECOMMENDED:

MEMBERS/STAFF AVAILABLE FOR PRESENTATION:



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: **IX. New Business**

MEETING DATE: **07/08/20**

BACKGROUND INFORMATION:

ACTION RECOMMENDED:

STAFF AVAILABLE FOR PRESENTATION:



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

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

MEETING DATE: **07/08/20**

BACKGROUND INFORMATION:

The minutes from the School Committee Meetings held on June 24, 2020 and July 6, 2020 are enclosed.

ACTION RECOMMENDED:

That the Committee accept the minutes from the School Committee Meetings held on June 24, 2020 and July 6, 2020.

STAFF AVAILABLE FOR PRESENTATION:

Ms. Sandra Fryc, Chairperson

Dr. B. Dale Magee, Secretary

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

MINUTES OF SCHOOL COMMITTEE MEETING

Wednesday, June 24, 2020

Present via virtual participation: Ms. Sandy Fryc, Chairperson; Mr. Jon Wensky, Vice Chairperson; Dr. B. Dale Magee, Secretary; Ms. Lynsey Heffernan; Mr. Jason Palitsch; Mr. Patrick Collins, Assistant Superintendent for Finance and Operations; Ms. Amy B. Clouter, Assistant Superintendent for Curriculum & Instruction; Dr. Jane Lizotte, Assistant Superintendent for Community Partnerships & Well-Being; 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 participation by the public, but was broadcast live on SELCO Channels 29 & 329 and streamed live on the Shrewsbury Media Connection website. A complete audio/video recording of this meeting is available on the Shrewsbury Public Schools website.

The meeting was convened by Ms. Fryc at 7:01 pm.

I. Public Participation

Ms. Fryc advised that public participation is possible at virtual meetings and advised anyone interested to reach out to the School Committee via email.

II. Chairperson's Report & Members' Reports

None.

III. Superintendent's Report

Dr. Sawyer reported that guidance regarding reopening of schools was expected the following day from Governor Baker and the Department of Elementary and Secondary Education (DESE), which would facilitate planning and communication in the district going forward. He added that as a result, Agenda Item IV. D., Update Regarding the School District's Response to the COVID-19 School Closure: Report, was cancelled since it would have been informed by the still-pending guidance.

IV. Time Scheduled Appointments:

A. Student Recognition: Speech & Debate State Champions

Mr. Todd Bazydlo, Shrewsbury High School (SHS) Principal, introduced Advisor Marc Rischitelli, who talked about the successful season - in both traditional and online competitions -

experienced by the team, including a second place overall finish at the Massachusetts State Speech Championships, being recognized as a School of Honor at the 2020 National Speech and Debate Tournament (top 50 ranked school out of over 1,400), and enjoying their 50th year having national qualifiers. Mr. Rischitelli introduced State Champions Sophia Peng (Informative Speaking), Haleema Siddiqui (Poetry Reading), and Pranav Vadlamudi (Play Reading); and Steve Asthana, the first SHS Speech and Debate team member to receive an invitation to attend the prestigious Montgomery Bell Academy Southern Bell Forum Extemporaneous Speaking Round Robin national event. The students had an opportunity to talk about their experiences, event topics, and preparation, and were congratulated by the Committee and Dr. Sawyer.

B. Student Recognition: SHS Senior Scholars

Mr. Bazydlo congratulated the students as a group, and Dr. Sawyer introduced (alphabetically) the ten SHS senior students with the highest grade point averages in their class by reading a brief biography of each. The students had an opportunity to speak and acknowledge family, friends, and educators who had an impact on their education and experiences at Shrewsbury Public Schools. Dr. Sawyer and the Committee congratulated the students. Dr. Magee expressed a desire to get feedback from this cohort of students again regarding their experiences at SPS once they have experienced college.

The students recognized (in alphabetical order) were: Stefanie Del Rosario, Hannah Huang, Sunny Huang, Brady McCue, Shawn Noronha, Jessica Peng, Sophia Peng, Lanna Wang, Vivian Weng, and Athena Wu.

C. Equity Audit: Report

Dr. Sawyer provided a timeline of SPS' partnership with the Assabet Valley Collaborative (AVC) to conduct a formal equity audit process, and introduced AVC auditors Dr. Cathy Cummins, Executive Director, and Ms. Kiesha E. Lamb, Educational Equity Specialist. Dr. Cummins and Ms. Lamb presented an overall summary of the report that included: information on AVC member districts; core tensions, co-designing priorities, and stakeholders; and a reference that the report contained recommendations regarding four areas: instructional practices; culture and climate; family and community engagement; and staffing and professional learning in the district. Dr. Sawyer requested that the audit authors provide details regarding the recommendations so that those watching the meeting could get this information. Steering Committee members Ms. Clouter and Dr. Lizotte provided brief remarks on addressing complex topics and engaging stakeholders. Committee members asked clarifying questions on prioritization and intersectionality of data, and high rates of chronic student absenteeism; noted the importance of hearing all voices and engaging in sustainable conversations; acknowledged the impact to staff and students from some language that is used in discussions regarding elementary schools in the district; and noted that issues of race/equity and budget (fees and fundraising) overlap and impact each other.

Next, noting he was following up on his earlier statement addressing racism and equity (June 3, 2020), Dr. Sawyer presented a summary of information from his memo (dated June 24, 2020) regarding initial steps SPS will be taking to combat and educate about racism in schools and move the district further toward its core value of equity.

D. Update Regarding the School District's Response to the COVID-19 School Closure: Report

As noted previously in the Superintendent's Report, this agenda item was canceled due to still-pending guidance regarding reopening of schools from Governor Baker and the Department of Elementary and Secondary Education (DESE).

V. Curriculum

None.

VI. Policy

None.

VII. Finance & Operations

A. Fiscal Year 2020 Budget: Report & Vote on Fund Transfers

Mr. Collins' report summarized the FY20 budget by operational category, highlighted variances across different accounts, and noted how a projected overall positive variance for FY20 could be applied to an anticipated FY21 budget gap; presented a preliminary list of anticipated COVID-19 costs; addressed estimated federal CARES funding and restrictions relative to its use; and noted factors relative to reopening schools that will impact the FY21 budget.

Committee members asked clarifying questions regarding the utilization of FY20 savings to address the FY21 budget gap. Mr. Collins noted that the pending vote for this agenda item would address making transfers within the FY20 budget to ensure that any deficit accounts were covered by positive variance accounts.

On a motion by Mr. Palitsch, seconded by Mr. Wensky, the Committee voted unanimously 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 FY20 appropriation by June 30, 2020 and balancing all accounts. Roll call votes were as follows: Dr. Magee, yes; Mr. Wensky, yes; Ms. Heffernan, yes; Mr. Palitsch, yes; and Ms. Fryc, yes.

B. Fiscal Year 2021 Recommended Budget Reductions: Vote

Dr. Sawyer summarized the updated recommended cost reductions for FY21 presented at the meeting on June 17, noting they were being presented for a formal vote this evening to bring some certainty to part of the budget process ("Phase 1"). Committee members noted existing structural funding issues in the district are being exacerbated by current pressures; acknowledged the potential for difficult decision-making and the importance of keeping teachers; and noted that the potential for the budget situation to change over time will necessitate an ongoing commitment from the community to maintain quality in the district.

On a motion by Ms. Heffernan, seconded by Mr. Wensky, the committee voted unanimously to approve the Fiscal Year 2021 Recommended “Phase 1” Budget Reductions as illustrated in the Superintendent’s memorandum. Roll call votes were as follows: Dr. Magee, yes; Mr. Wensky, yes; Mr. Palitsch, yes; Ms. Heffernan, yes; and Ms. Fryc, yes.

VIII. Old Business

None.

IX. New Business

A. Superintendent’s Contract Extension: Vote

Ms. Fryc noted that a vote of the School Committee is required to authorize the Chair to approve an updated employment agreement with the Superintendent of Schools.

On a motion by Mr. Palitsch, seconded by Mr. Wensky, the Committee voted unanimously to authorize the Chair to execute an updated employment agreement between the School Committee and Dr. Joseph M. Sawyer as Superintendent of Schools for the period commencing July 1, 2020 through June 30, 2025, with all other terms remaining unchanged. Roll call votes were as follows: Dr. Magee, yes; Mr. Wensky, yes; Ms. Heffernan, yes; Mr. Palitsch, yes; and Ms. Fryc, yes.

X. Approval of Minutes

Without objections from the Committee, the minutes from the School Committee Meeting held on June 17, 2020 were accepted as distributed.

XI. 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 Unit A; Shrewsbury Education Association Unit B; the Shrewsbury Paraprofessional Association; and/or the Shrewsbury Cafeteria Workers.

Ms. Fryc 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; and

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 Unit A; Shrewsbury Education Association Unit B; the Shrewsbury Paraprofessional Association; and/or the Shrewsbury Cafeteria Workers, 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. On a motion by Mr. Palitsch, seconded by Mr. Wensky, on a roll call vote: Dr. Magee, yes; Ms. Heffernan, yes; Mr. Palitsch, yes; Mr. Wensky, yes; and Ms. Fryc, yes, the School Committee voted to adjourn to executive session at 9:45 pm.

XII. Adjournment

On a motion by Mr. Wensky, seconded by Ms. Heffernan, the committee unanimously agreed to adjourn the meeting at 10:36 pm. Roll call votes were as follows: Mr. Palitsch: yes, Mr. Wensky: yes, Ms. Heffernan: yes, Dr. Magee: yes, and Ms. Fryc: yes.

Respectfully submitted,

Elizabeth McCollum, Clerk

Documents referenced:

1. 2020 SHS Senior Scholars Report
2. AVC Equity Audit
3. AVC Equity Audit Slide Presentation
4. Equity and Anti-Racism Planning Memo
5. FY20 Budget Status Report
6. FY20 Budget Slide Presentation
7. FY21 “Phase 1” Budget Reduction Memo
8. Set(s) of minutes as referenced above

**SHREWSBURY PUBLIC SCHOOLS
100 MAPLE AVENUE
SHREWSBURY, MASSACHUSETTS
MINUTES OF SCHOOL COMMITTEE REGULAR SESSION**

July 6, 2020

Videoconference

Regular School Committee meeting opened at 6:03 PM.

Present: Ms. Sandra Fryc, Chairperson; Mr. Jon Wensky, Assistant Chairperson; Dr. Dale Magee, Secretary; Ms. Lynsey Heffernan; Mr. Jason Palitsch; Dr. Joseph Sawyer, Superintendent of Schools; Mr. Patrick Collins, Assistant Superintendent for Finance and Operations; Ms. Barbara Malone, Executive Director of Human Resources.

Executive Session

Ms. Fryc 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”), and
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 Unit A; Shrewsbury Education Association Unit B; the Shrewsbury Paraprofessional Association; and/or the Shrewsbury Cafeteria Workers, 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.

On a motion by Ms. Heffernan, seconded by Dr. Magee, on a roll call vote: Ms. Heffernan, yes; Dr. Magee, yes; Mr. Palitsch, yes; Mr. Wensky, yes; and Ms. Fryc, yes, the Committee adjourned to Executive Session at 6:03PM

The meeting reconvened at 7:11PM for the sole purpose of adjourning the meeting.

Adjournment

Motion to adjourn by Ms. Heffernan, seconded by Dr. Magee, roll call vote: Ms. Heffernan, yes; Dr. Magee, yes; Mr. Palitsch, yes; Mr. Wensky, yes; and Ms. Fryc, yes, the regular meeting adjourned at 7:11PM.



SHREWSBURY PUBLIC SCHOOLS SCHOOL COMMITTEE MEETING

ITEM NO: **XI. Executive Session**

MEETING DATE: **07/08/20**

- 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 Unit A; Shrewsbury Education Association Unit B; the Shrewsbury Paraprofessional Association; and/or the Shrewsbury Cafeteria Workers.

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; and
- 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 Unit A; Shrewsbury Education Association Unit B; the Shrewsbury Paraprofessional Association; and/or the Shrewsbury Cafeteria Workers, 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



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: **XII. Adjournment**