

**School Committee
Meeting Book**

**October 6, 2021
7:00 pm**

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



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

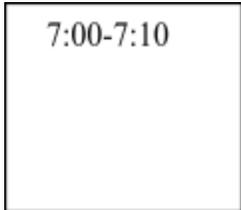
AGENDA

**October 6, 2021 7:00pm
Town Hall—Selectmen’s Meeting Room
100 Maple Avenue**

Items

Suggested time allotments

- | | |
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| I. Public Participation | |
| II. Chairperson’s Report & Members’ Reports | |
| III. Superintendent’s Report | |
| IV. Time Scheduled Appointments: | |
| A. District Response to the Pandemic: Report | 7:10 – 7:35 |
| B. School Resource Officer Program: Report | 7:35 – 8:00 |
| V. Curriculum | |
| VI. Policy | |
| A. Potential Policy on Mandatory Vaccination of Staff: Discussion | 8:00 – 8:15 |
| VII. Finance & Operations | |
| A. Fiscal Year 2022 Staffing: Report | 8:15 – 8:30 |
| VIII. Old Business | |
| IX. New Business | |
| X. Approval of Minutes | 8:30 – 8:35 |
| XI. Executive Session | 8:35 – 9:00 |
| 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. | |





**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

- 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 substitute teaching staff

XII. Adjournment

9:00

Next regular meeting: October 20, 2021



SHREWSBURY PUBLIC SCHOOLS SCHOOL COMMITTEE MEETING

ITEM NO: I Public Participation

MEETING DATE: 10/06/21

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: **10/06/21**
A. District Response to the Pandemic: Report

BACKGROUND INFORMATION:

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

ACTION RECOMMENDED:

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

STAFF AVAILABLE FOR PRESENTATION:

Dr. Joseph M. Sawyer, Superintendent of Schools
District Administrators



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: IV. Time Scheduled Appointments: MEETING DATE: **10/06/21**
B. School Resource Officer Program: Report

BACKGROUND INFORMATION:

The mission of the School Resource Officer (SRO) Program is to support and foster the safe and healthy development of all students in the District through strategic and appropriate use of law enforcement resources with the intent of achieving positive outcomes for youth and public safety. The partnership between the school district and the Police Department to implement an SRO program has been formalized in the enclosed MOU. Additional information is in the enclosed memorandum from Dr. Sawyer.

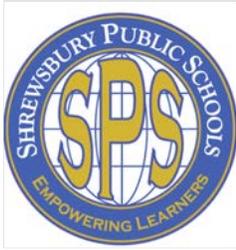
Tonight Dr. Sawyer, Chief Anderson, and Mr. Bazydlo will present information on the program's structure, governance, and impact.

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
Chief Kevin Anderson, Shrewsbury Police Department
Mr. Todd Bazydlo, Principal, Shrewsbury High School



Shrewsbury Public Schools

Joseph M. Sawyer, Ed.D.
Superintendent

October 4, 2021

To: School Committee
From: Joe Sawyer
Re: School Resource Officer program

The School Resource Officer (SRO) program is a partnership between the Shrewsbury Police Department and the Shrewsbury School Department. The SRO program began at Shrewsbury High School in 2001-2002, and was then put on hiatus due to Police Department budget and staffing issues in 2004. It was reinstated at SHS in 2007 under former Chief of Police James Hester, who also funded a second position for PreK-Grade 8 that began that year. Since that time, two School Resource Officers (“SROs”), who are employed by the Police Department, have worked in partnership with our schools. Officer Mark Hester is situated at Shrewsbury High School and is responsible for grades 9-12; he has been the sole SRO at SHS since 2007. The other, Officer Shawn Valliere, is responsible for grades PreK-8; he has served in this role since the beginning of the 2020-2021 school year, replacing retired Officer Scott Mentzer, who had served since the institution of the PreK-Grade 8 role. The SRO positions are funded through the Police Department budget, but the cost of the positions and program are calculated as part of our school district expenditures on the End of Year Report to the state.

Over the past few years, SRO programs have undergone scrutiny at a national level due to a variety of reasons, typically due to incidents where a school-based police officer’s actions become a news story, and also due to studies that suggest that the presence of an SRO is correlated with higher levels of suspension, especially for students of color, or are promoting what has been deemed the “school-to-prison pipeline.” Such national studies have been cited by the Public Safety Subcommittee of the town’s Diversity Equity and Inclusion (DEI) Task Force in its recommendation to eliminate the SRO program in Shrewsbury. Therefore, it is important that the School Committee and the community have an understanding about our local context regarding the SRO program.

The studies that critique the use of SROs reference situations where SROs have a high level of discretion regarding school disciplinary matters and take law enforcement actions against students for behaviors that would typically be handled by educators or school administrators, often in the absence of any formal agreement between the local police and school district (see links below). In Shrewsbury, this is not the case, as the SROs are not part of school discipline decisions, and the partnership is governed by a memorandum of understanding (MOU) between the departments. The MOU between the Shrewsbury Police and Shrewsbury Public Schools was recently updated to reflect some

elements of a recent Massachusetts state law, Chapter 71, Section 37P and is enclosed for your reference. You will see that our program has a variety of boundaries to prevent the kinds of concerning situations that may exist in other places where SRO programs are not administered the way we do in Shrewsbury and according to Massachusetts law. Additionally, the SROs in our program also receive extensive training in best practices (in fact, each SRO just completed an updated, week-long training program aligned with the new law).

There is a strong consensus among SPS school administrators that the SRO program is worthwhile and beneficial to our schools. When asked for feedback, general reasons included the following:

- Contributing to the safety and security of our schools by working with school administrators to address any threats of violence or general concerns regarding school safety
- Building relationships with students generally to make connections between them and the local police. Over the course of our program, relationships have been built that have prevented or solved crimes, and SROs have worked with students and their families to support them in difficult situations where a student may be a victim of a crime outside of school or involved in the court system in some way
- Working with school leadership on school safety and security plans and crisis response preparedness and readiness
- The relationship between the SROs and the school administration enables collaboration on issues as mundane as traffic to much more complex situations involving student well-being, such as cyberbullying
- SROs have a strong knowledge of our school environments, and this situational awareness enables a more proactive and productive partnership than what would exist if various police officers were only called upon when needs were heavy

At your meeting on October 6, Shrewsbury Chief of Police Kevin Anderson, SHS Principal Todd Bazydlo, and I will present additional information about the SRO program and will be available to answer any questions that you may have. We look forward to the opportunity to discuss the ways in which this partnership benefits our students, families, staff, and community.

Links to studies:

[Gottfredson, Crosse, Tang, Bauer, Harmon, Hagen, & Greene \(2020\)](#)

[Nance \(2015\)](#)

[Pigott \(2016\)](#)

Memorandum of Understanding
Between
Shrewsbury Public Schools
and
Shrewsbury Police Department

This agreement (the “Agreement”) is made by and between the Shrewsbury Public Schools school district (the “District”) and Shrewsbury Police Department (the “Police Department”) (collectively, the “Parties”). The Chief of Police of the Police Department (the “Chief”) and the Superintendent of the District (“the Superintendent”) are each a signatory to this Agreement. Please note that the provisions of this Agreement in **bold typeface** are specifically required by law under G.L. c. 71, § 37P.

I. Purpose

The purpose of this Agreement is to formalize and clarify the partnership between the District and the Police Department to implement a School Resource Officer (“SRO”) program (the “Program”) in order to promote school safety; help maintain a positive school climate for all students, families, and staff; enhance cultural understanding between students and law enforcement; promote school participation and completion by students; facilitate appropriate information-sharing; and inform the Parties’ collaborative relationship to best serve the school community.

This memorandum is not intended to, does not, and may not be relied upon to create any rights, substantive or procedural, enforceable by any person in any civil or criminal matter.

II. Mission Statement, Goals, and Objectives

The mission of the Program is to support and foster the safe and healthy development of all students in the District through strategic and appropriate use of law enforcement resources and with the mutual understanding that school participation and completion is indispensable to achieving positive outcomes for youth and public safety.

The Parties are guided by the following goals and objectives (the “Goals and Objectives”):

- To foster a safe and supportive school environment that allows all students to learn and flourish regardless of race, religion, national origin, immigration status, gender, disability, sexual orientation, gender identity, and socioeconomic status;
- To promote a strong partnership and lines of communication between school and police personnel and clearly delineate their roles and responsibilities;
- To ensure that school personnel and SROs have clearly defined roles in responding to student misbehavior and that school administrators are responsible for code of conduct and routine disciplinary violations; and
- To encourage relationship-building by the SRO such that students and community members see the SRO as a facilitator of needed supports as well as a source of protection

III. Structure and Governance

The Parties acknowledge the importance of clear structures and governance for the Program. The Parties agree that communicating these structures to the school community, including teachers and other school staff, students, and families, is important to the success of the Program.

A. Process for Selecting SRO

The Parties acknowledge that the selection of the SRO is a critical aspect of the Program and that it is important for the Parties and the school community to have a positive perception of and relationship with the SRO.

In accordance with state law, the Chief shall assign an officer whom the Chief believes would foster an optimal learning environment and educational community and shall give preference to officers who demonstrate the requisite personality and character to work in a school environment with children and educators and who have received specialized training in child and adolescent cognitive development, de-escalation techniques, and alternatives to arrest and diversion strategies. The Chief shall work collaboratively with the Superintendent in identifying officers who meet these criteria and in selecting the officer who is ultimately assigned as the SRO.

In endeavoring to assign an SRO who is compatible with the school community, the Chief shall receive and consider input gathered by the Superintendent from the school principal(s) and representative groups of teachers, parents, and students, in addition to the Superintendent. **In accordance with state law, the Chief shall not assign an SRO based solely on seniority.**

B. Supervision of SRO and Chain of Command

The SRO shall be a member of the Police Department and report to their supervising officer within the Police Department chain of command. To ensure clear and consistent lines of communication, the SRO shall meet at least monthly with the principal of their host school and any other school officials identified in Section V.A. The SRO shall ensure that the principal remains aware of material interactions and information involving the SRO's work, including, but not limited to, arrests and searches of students' persons and property, consistent with Section V.D.

C. Integrating the SRO

The Parties acknowledge that proper integration of the SRO can help build trust, relationships, and strong communication among the SRO, students, and school personnel.

The District shall be responsible for ensuring that the SRO is formally introduced to the school community, including students, parents, and staff. The introduction shall include

information about the SRO's background and experience, the SRO's role and responsibilities, what situations are appropriate for SRO involvement, and how the SRO and the school community can work together, including how and when the SRO is available for meetings and how and when the school community can submit questions, comments, and constructive feedback about the SRO's work.

The SRO shall participate in any District and school-based emergency management planning. The SRO shall also participate in the work of any school threat assessment team to the extent any information sharing is consistent with obligations imposed by the Family Educational Rights and Privacy Act ("FERPA") (20 U.S.C. § 1232g) (see further information in Section V).

D. Annual Review of the SRO and the SRO Program

In accordance with state law, the Chief and the Superintendent shall annually review the performance of the SRO and the success and effectiveness of the Program in meeting the Goals and Objectives. The review shall be conducted at the end of each school year in a meeting among the SRO, the Chief, and the Superintendent. A copy of the review shall be supplied to each attendee.

IV. Roles and Responsibilities of the SRO and School Administrators and Staff in Student Misbehavior

The Parties agree that school officials and the SRO play important and distinct roles in responding to student misbehavior to ensure school safety and promote a positive and supportive learning environment for all students.

Under state law, the SRO shall not serve as a school disciplinarian, as an enforcer of school regulations, or in place of school-based mental health providers, and the SRO shall not use police powers to address traditional school discipline issues, including non-violent disruptive behavior.

The principal or his or her designee shall be responsible for student code of conduct violations and routine disciplinary violations. The SRO shall be responsible for investigating and responding to criminal misconduct. The Parties acknowledge that many acts of student misbehavior that may contain all the necessary elements of a criminal offense are best handled through the school's disciplinary process. The SRO shall read and understand the student code of conduct for the school.

The principal (or his or her designee) and the SRO shall use their reasoned professional judgment and discretion to determine whether SRO involvement is appropriate for addressing student misbehavior. In such instances, the guiding principle is whether misbehavior rises to the level of criminal conduct that poses (1) real and substantial harm or threat of harm to the

physical or psychological well-being of other students, school personnel, or members of the community or (2) real and substantial harm or threat of harm to the property of the school.

For student misbehavior that requires immediate intervention to maintain safety (whether or not the misbehavior involves criminal conduct), the SRO may act to deescalate the immediate situation and to protect the physical safety of members of the school community. To this end, school personnel may request the presence of the SRO when they have a reasonable fear for their safety or the safety of students or other personnel.

When the SRO or other Police Department employees have opened a criminal investigation, school personnel shall not interfere with such investigation or act as agents of law enforcement. To protect their roles as educators, school personnel shall only assist in a criminal investigation as witnesses or to otherwise share information consistent with Section V, except in cases of emergency. Nothing in this paragraph shall preclude the principal or his or her designee from undertaking parallel disciplinary or administrative measures that do not interfere with a criminal investigation.

A student shall only be arrested on school property or at a school-related event as a last resort or when a warrant requires such an arrest. The principal or his or her designee shall be consulted prior to an arrest whenever practicable, and the student's parent or guardian shall be notified as soon as practicable after an arrest. In the event of an investigation by the SRO that leads to custodial questioning of a juvenile student, the SRO shall notify the student's parent or guardian in advance and offer them the opportunity to be present during the interview.

In accordance with state law, the SRO shall not take enforcement action against students for Disturbing a School Assembly (G.L. c. 272, § 40) or for Disorderly Conduct or Disturbing the Peace (G.L. c. 272, § 53) within school buildings, on school grounds, or in the course of school-related events.

V. Information Sharing Between SROs, School Administrators and Staff, and Other Stakeholders

The Parties acknowledge the benefit of appropriate information sharing for improving the health and safety of students but also the importance of limits on the sharing of certain types of student information by school personnel. The Parties also acknowledge that there is a distinction between student information shared for law enforcement purposes and student information shared to support students and connect them with necessary mental health, community-based, and related services.

A. Points of Contact for Sharing Student Information

In order to facilitate prompt and clear communications, the Parties acknowledge that the principal (or his or her designee) and the SRO are the primary points of contact for sharing student information in accordance with this Agreement. The Parties also acknowledge that, in some instances, other school officials or Police Department

employees may serve as key points of contact for sharing information. Such Police Department employees are considered a part of the District's "Law Enforcement Unit" as defined in the Family Educational Rights and Privacy Act ("FERPA") (20 U.S.C. § 1232g).

B. Compliance with FERPA and Other Confidentiality Requirements

At all times, school officials must comply with FERPA. This federal statute permits disclosures of personally identifiable information about students contained in educational records ("Student PII"), without consent, only under specific circumstances.

FERPA does not apply to communications or conversations about what school staff have observed or to information derived from sources other than education records.

In addition to FERPA, the Parties agree to comply with all other state and federal laws and regulations regarding confidentiality, including the Health Insurance Portability and Accountability Act of 1996 (HIPAA) and state student record regulations at 603 C.M.R. 23.00. The Parties agree to collect only that student information necessary and relevant to fulfilling their respective roles, to share such information with each other only where required or allowed under this Agreement, and not to share such information beyond the sharing contemplated in this Agreement unless required to be shared by state or federal law. The Parties shall not collect or share information on a student's immigration status except as required by law.

C. Information Sharing by School Personnel

1. For Law Enforcement Purposes

Where the principal or his or her designee learns of misconduct by a student for which a law enforcement response may be appropriate (as described in Section IV), he or she should inform the SRO. If a teacher has information related to such misconduct, he or she may communicate this information directly to the SRO but should also communicate such information to the principal or his or her designee. The Parties agree that the sharing of such information shall not and should not necessarily require a law enforcement response on the part of the SRO but shall and should instead prompt a careful consideration of whether the misconduct is best addressed by law enforcement action, by a school disciplinary response, or by some combination of the two.

Notwithstanding the foregoing, if student information is obtained solely during a communication with school staff deemed privileged or confidential due to the staff member's professional licensure, such communication shall only be disclosed with proper consent or if the communication is subject to the limits and exceptions to confidentiality and is required to be disclosed (e.g., mandatory reporting, immediate threats of harm to self or others). Additionally, if such student information is gathered

as part of a “Verbal Screening Tool for Substance Abuse Disorders,” such information shall only be disclosed pursuant to the requirements of G.L. c. 71, § 97.

The Parties acknowledge that there may be circumstances in which parents consent to the disclosure of student information for law enforcement purposes (e.g., as part of a diversion program agreement) and that the sharing of information under such circumstances does not violate this Agreement.

The Parties also acknowledge that, from time to time, an emergency situation may arise that poses a real, substantial, and immediate threat to human safety or to property with the risk of substantial damage. School personnel having knowledge of any such emergency situation should immediately notify or cause to be notified both the Police Department (or the SRO if appropriate to facilitate a response) and the principal or his or her designee. This requirement is in addition to any procedures outlined in the school’s student handbook, administrative manual, and/or School Committee policy manual.

D. Information Sharing by the SRO

Subject to applicable statutes and regulations governing confidentiality, the SRO shall inform the principal or his or her designee of any arrest of a student, the issuance of a criminal or delinquency complaint application against a student, or a student’s voluntary participation in any diversion or restorative justice program if:

- The activity involves criminal conduct that poses a (present or future) threat of harm to the physical or psychological well-being of the student, other students or school personnel, or to school property;
- The making of such a report would facilitate supportive intervention by school personnel on behalf of the student (e.g., because of the Police Department’s involvement with a student’s family, the student may need or benefit from supportive services in school); or
- The activity involves actual or possible truancy.

The SRO shall provide such information whether the activity takes place in or out of school, consistent with the requirements of G.L. c. 12, § 32 (Community Based Justice information-sharing programs) and G.L. c. 71, § 37H (setting forth potential disciplinary consequences for violations of criminal law).

When the SRO observes or learns of student misconduct in school for which a law enforcement response is appropriate (as described in Section IV), the SRO shall convey to the principal or his or her designee as soon as reasonably possible the fact of that misconduct and the nature of the intended law enforcement response, and when the SRO observes or learns of student misconduct that does not merit a law enforcement response, but that appears to violate school rules, the SRO shall report the misconduct whenever such reporting would be required for school personnel.

VI. SRO Training

In accordance with state law, the SRO shall receive ongoing professional development in:

- (1) child and adolescent development,**
- (2) conflict resolution, and**
- (3) diversion strategies.**

The SRO shall also receive certified basic SRO training on how to mentor and counsel students, work collaboratively with administrators and staff, adhere to ethical standards around interactions with students and others, manage time in a school environment, and comply with juvenile justice and privacy laws, to the extent that such training is available.

The SRO shall attend a minimum of 12 hours of training per year.

Where practicable, the District shall also encourage school administrators working with SROs to undergo training alongside SROs to enhance their understanding of the SRO's role and the issues encountered by the SRO.

VII. Effective Date, Duration, and Modification of Agreement

This Agreement shall be effective as of the date of signing.

This Agreement shall be reviewed annually prior to the start of the school year. This Agreement remains in full force and effect until amended or until such time as either of the Parties withdraws from this Agreement by delivering written notification to the other Party.

Upon execution of this Agreement by the Parties, a copy of the Agreement shall be placed on file in the offices of the Chief and the Superintendent. The Parties shall also share copies of this Agreement with the SRO, any principals in schools where the SRO will work, and any other individuals whom they deem relevant or who request it.

Joseph M. Sawyer, Ed.D.
Superintendent of Schools
Date: _____, 2021

Kevin Anderson
Chief of Police
Date: _____, 2021



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: **V. Curriculum**

MEETING DATE: **10/06/21**

BACKGROUND INFORMATION:

ACTION RECOMMENDED:

STAFF & STUDENTS AVAILABLE FOR PRESENTATION:



SHREWSBURY PUBLIC SCHOOLS SCHOOL COMMITTEE MEETING

ITEM NO: **VI. Policy**

MEETING DATE: **10/06/21**

A. Potential Policy on Mandatory Vaccination of Staff: Discussion

BACKGROUND INFORMATION:

Many organizations, including public school districts in some places, have implemented policies regarding the mandatory vaccination of employees with a COVID-19 vaccine. The School Committee will discuss whether such a policy should be implemented for school district employees.

The school district has not formally requested proof of vaccination status of employees to date. Anonymous polling of staff indicate that approximately 94% were fully vaccinated as of the beginning of the school year.

School districts and other employers who are requiring employees to receive the COVID-19 vaccine have cited the enhanced health and safety of those in the organization as the primary motivator to implement such a policy. In adopting a policy, exemptions for documented health reasons or to accommodate a sincere religious belief must be considered. Any such policy adoption would be subject to impact bargaining with employee associations regarding how it is to be administered, including timelines, documentation requirements, etc.

ACTION RECOMMENDED:

That the School Committee discuss this topic and provide guidance to the administration regarding any desired future action.

COMMITTEE MEMBERS/STAFF AVAILABLE FOR PRESENTATION:

Mr. Jon Wensky, Chair

Dr. Joseph M. Sawyer, Superintendent of Schools

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



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

**ITEM NO: VII. Finance & Operations
A. Fiscal Year 2022 Staffing: Report**

MEETING DATE: 10/06/21

BACKGROUND INFORMATION:

Ms. Malone will present a report describing personnel changes in the district for the 2021-2022 school year. The report is enclosed, and Ms. Malone will make a brief presentation and will be available to answer questions from the Committee.

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:

Ms. Barbara Malone, Executive Director of Human Resources

Report to the School Committee 2021-2022 Personnel Report

Barbara A. Malone
Executive Director of Human Resources
October 6, 2021

Introduction

Shrewsbury Public Schools has completed most hiring to fill key positions within the District. During this hiring season we experienced a lack of applicants compared to other years, especially in hard to fill positions such as Speech Language Pathologists, School Nurses, School Psychologists, and Special Education Teachers. We worked to increase the diversity of our applicant pools and on staffing for the newly opened Howard W. Beal Elementary School, with appreciation to the citizens of Shrewsbury for approving the override that allowed us to adequately staff our elementary program. As always, positions are hired to replace educators who have resigned or retired, and for emergent needs as the year is progressing, including several long-term substitute positions.

We have appointed or promoted 11 staff to district leadership positions, 40 staff to professional positions such as teachers and specialists, 54 staff to paraprofessional positions, 5 staff to administrative assistant positions. In total, we have hired 110 people for the upcoming school year.

We have the following positions open:

- Speech Language Pathologists
- School Nurses
- Long-Term Substitute Teachers and Specialists
- Special Education Administrative Assistant
- ABA Technicians

New Hiring/Promotion-District Leadership Team

The following leadership finalists were selected for the 2021-2022 school year. 63.6% (7/11) were promotions from within:

Ken Almeida, from Interim Director to Director of World Languages
Angie Flynn, Director of School Counseling, Shrewsbury High School

Ashley Gallagher, Instructional Coach/Curriculum Coordinator, Paton
Shelley Hoey, Assistant Principal, Howard W. Beal Elementary School
Nga Huynh, Assistant Principal, Shrewsbury High School
Jeff Lane, Assistant Principal, Shrewsbury High School
Christina Manos, Interim Director of English Language Learning, District
Sarah Matthews, Instructional Coach/Curriculum Coordinator, Floral
Bridget Nichols, from Interim Director to Director of Parker Road Preschool
Erica Pratt, Director of Physical Education, Health, and Family Consumer Science
April Yu, Assistant Finance and Operations Manager, District

New Hiring-Professional Staff

The 40 professional staff includes 12 hires for the high school, 6 hires for the middle level, and 22 hires for the preschool/elementary level. Please note that the balance of the positions to open the Howard W. Beal Elementary School were filled by teachers who were hired to temporary positions last year due to the pandemic and continued forward into this year in more permanent positions.

As the School Committee has long known, the teacher selection process in Shrewsbury is rigorous, and through the hard work of our District Leadership Team, as well as educators, parents and students who volunteered to be part of selection meetings or demonstration lessons, we have adhered to our standards.

The process includes phone, remote, or in-person interviews with principals, department directors, curriculum coordinators/instructional coaches, teachers, parents and central office administrators, and sometimes students, depending on the level. It also includes thorough background checks and demonstration lessons.

We continue to use www.schoolspring.com as our primary sourcing tool. However, this year we also advertised positions through www.IMDiversity.com and asked applicants to apply via schoolspring if they were interested. We had a total of 1621 applicants to our professional positions. This means that 2.47% of those who applied to our professional positions ultimately received a position with us for FY 22. Last year, for FY 21 it was 3.92%, for FY 20 it was 2.16%; in FY 19 it was 1.6%; in FY 18 it was 1%.

New Hiring-Paraprofessional Staff

To date we have hired 54 staff to paraprofessional positions. Para positions netted 353 applicants. This means we hired 15.3% of those who applied to our paraprofessional positions for FY 22, compared to 11.7% in FY 21, 8.85% in FY 20, 7% in FY 19, 8% in FY 18.

New Hiring-Administrative Assistant Positions

This year we have hired 5 administrative assistant positions due to retirements or resignations and additional support for the new Beal. Administrative assistant positions brought in 367 applicants. We hired 1.36% of applicants to these roles.

New Educators

Shrewsbury High School

David Belbin, Social Science Teacher
Justin Bleier, Music Teacher
Matthew Braz, Social Science Teacher
Leo DeOrsey, Science Teacher
Sandra Domenikos, World Language Teacher
Grace Hunter, Special Education Teacher
Nicholas Krefting, Science Teacher
Curtis O'Dell, Special Education Teacher
Sean Russell, School Counselor
Jazmin Santos, School Psychologist
Danielle Watkins, English Teacher
Tammy Yeung, School Counselor

Oak Middle School

Emilee Bates, Speech Language Pathologist
Kayleigh Eldridge, Grade 8 Teacher
Kevin Holm, World Language Teacher

Sherwood Middle School

John Egan, Special Education Teacher
Mubashra Munawar, Grade 5 Teacher
Carly Williams, Grade 5 Teacher

Elementary and Preschool

Skyler Acconcio, Music Teacher
Whitney Archambeault, Art Teacher
Sarah Badry, Grade 3 Teacher
Yudit Bolotovskaya, Speech Language Pathologist
Aimee Bunn, Special Education Teacher
Matthew Carter, School Psychologist
Samantha El Saddik, Grade 3 Teacher

Johanna Evans, Art Teacher
Robyn Gaines, Grade 1 Teacher
Sarah Gerlt, Special Education Team Chair
Allyson Hoffman, Grade 1 Teacher
Patricia Hollyer, Grade 4 Teacher
Alycia Hudson, Special Education Teacher
Danielle Jusseaume, School Nurse
Alison Kimball, Special Education Team Chair and Structured Reading Teacher
Jordan Lyons, Kindergarten Teacher
Stephanie Martin, School Psychologist
Jaclyn Pierce, Special Education Teacher
Audreanna Sauro, Grade 4 Teacher
Karyn Savell, School Adjustment Counselor
Sarah Williams, Kindergarten Teacher
Michelle Zimmerman, Media Specialist

New Paraprofessional Staff

ABA Technicians

Jody Davini
Eleni Athanasiou
Sunitha Kondabathini
Kevin Maldonado
Jeanette Vasquez
Krishnaveni Balasubramanian
Jasmin Correa
Kayla George
Julia Hoffman
Jacqueline Borella
Tiffany Catino
Adina Vgili
Viola Nabuwambo
Christian Nieves
Caroline Reid
Eldira Simarano
Gabriella Sodano
Lindsey Chamber
Anthony Delgado
Amanda Molina

Child Specific Aides

Brianna Dodd

Timothy Jansson

Allison O'Neill

Rita Reidy

Jennifer Christainsen

Vineetha Krishnan Kurumanghat

Sarah Kowaleski

Manila Noori

Kathleen Proulx

Julie Santiago

Christine Morris

Fabiola Rodriguez-Silva

Special Education/Instructional Aides

Afsheen Rao

Laura Berg

Mahalakshmi Durai

Juliana Howry

Angela Morgan

Lucinda Orne

Fatema Shariff

Mallory Caruso

Shaivi Divatia

Anne Miller

Laxmi Mopidevi

Cori O'Rourke

Andre Pare

Vidyalakshmi Rajamani

Heidi Schoenfeldt

Oaj Shahid

Mikayla Sheehan

Candice McRae

Media Aides

Leah Eagle

Susan Shaughnessy

Anne Turner

Stephanie Fox

New Administrative Assistants

Elizabeth Lombardi, Howard W. Beal Elementary School

Nicole Nye, Parker Road Preschool

Elizabeth Todisco, Central Office

Nicole Turnblom, Calvin Coolidge School

Jennifer Williams, Shrewsbury High School



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: **VIII. Old Business**

MEETING DATE: **10/06/21**

BACKGROUND INFORMATION:

ACTION RECOMMENDED:

MEMBERS/STAFF AVAILABLE FOR PRESENTATION:



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: **IX. New Business**

MEETING DATE: **10/06/21**

BACKGROUND INFORMATION:

ACTION RECOMMENDED:

STAFF AVAILABLE FOR PRESENTATION:



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

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

MEETING DATE: **10/06/21**

BACKGROUND INFORMATION:

The minutes from the School Committee Meeting held on September 22, 2021 are enclosed.

ACTION RECOMMENDED:

That the Committee accept the minutes from the School Committee Meeting held on September 22, 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, September 22, 2021

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

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

None.

II. Chairperson's Report & Members' Reports

None.

III. Superintendent's Report

Dr. Sawyer reported that recently released MCAS scores were lower overall across the state, and that Shrewsbury scores reflected that trend, but to a lesser extent. He added that for younger students, math scores were more impacted than English Language Arts scores, and noted a detailed report would be presented at a future meeting. Dr. Sawyer advised that the district would continue to celebrate the opening of the new Maj. Howard W. Beal School with a Dedication Ceremony and an Open House planned for later in the week.

IV. Time Scheduled Appointments:

A. District Response to the Pandemic: Report

Dr. Sawyer noted the district's primary goal of providing full-time in-person instruction for students and described the approach being taken to support this goal, and provided current state, local, and district-specific data relative to the COVID-19 pandemic. Director of School Nursing Noelle Freeman described the Test and Stay protocol being utilized in the district and provided associated data collected so far, outlined the response to an elementary positive test as an exemplar, and discussed routine COVID-19 safety testing in the district.

Committee members asked clarifying questions about symptomatic students, situating the testing site for the long term, transportation for students utilizing the Test and Stay program, and municipal COVID-19 data.

V. Curriculum

A. Summer Programming: Report

Ms. Clouter noted that Summer Academy, Credit Recovery, and Bridge for Resilient Youth in Transition (BRYT) programs comprised the 2021 General Education Summer Programs offered in the district. She reported eligibility criteria for students, noted challenges relative to participation and staffing, supplied associated data, and cited program successes.

Committee members asked clarifying questions about gathering feedback from parents on the program; potentially coordinating with other entities to create a full-day hybrid experience; expanding eligibility; successful strategies for reluctant students; the relationship between language skills and student success in other academic areas; and the high school Credit Recovery program.

VI. Policy

None.

VII. Finance & Operations

A. American Rescue Plan Elementary and Secondary School Emergency Relief Fund:

Recommendations

Dr. Sawyer provided a brief overview of a third round of federal funding - the American Rescue Plan Elementary and Secondary School Emergency Relief (ARP ESSER), ESSER-3 - for the district, and noted that feedback from multiple stakeholders informed the recommendations being presented for use of the funds in areas including student mental health and well-being, academics, and summer/after school programming. Dr. Sawyer then provided detailed information on proposed use of funding for the next two years for staffing, programming, and transportation. In response to a question from Ms. Fryc, Ms. Belsito provided additional information on licensing requirements for school adjustment counselors, and noted overall capacity issues in the current environment relative to the provision of mental health services.

Committee members expressed support for the recommendations; suggested also exploring virtual technology opportunities; and proposed - as a longer term objective - revisiting extant school start times, homework policy, and standardized testing relative to stress levels and students' social-emotional health .

B. Fiscal Year 22 Federal Grant Acceptance: Vote

Mr. Collins presented information on Fiscal Year 2022 grants, noting the primary criteria for allocation amounts are district enrollment and demographics. He noted processes and requirements relative to utilizing the funds, provided recent historical data on funds received, and noted the impact of federal funding resulting from the COVID-19 pandemic. In response to questions from the Committee, Mr. Collins provided additional information on Title I funds (which increased at the federal level) and American Rescue Plan Act (ARPA) funds (which are multi-year funds).

On a motion by Mr. Palitsch, seconded by Dr. Magee, the Committee voted unanimously to accept all FY22 grant funds noted in the enclosed chart and use such funds for their intended purpose.

VIII. Old Business

None.

IX. New Business

A. Vote to Declare Former Beal Early Childhood Center Building as No Longer Necessary for School Purposes

Dr. Sawyer provided a brief history of processes and votes relative to the release of the former Beal Early Childhood Center for school purposes, and advised that the proposed vote would not have an impact on COVID-19 testing currently being conducted at the site.

On a motion by Mr. Wensky, seconded by Mr. Palitsch, the Committee voted unanimously to declare the property located at 1-7 Maple Avenue, known as the Beal School, originally acquired by the Town of Shrewsbury for school purposes by deed of William E. Rice, dated April 5, 1920 and recorded at the Worcester District Registry of Deeds in Book 2208, Page 524, and by an Order of Taking dated March 27, 1922 and recorded at said Registry of Deeds in Book 2264, Page 135, is no longer necessary for school purposes, and to instruct the Secretary to provide notice of this declaration to the Board of Selectmen.

X. Approval of Minutes

Without objections from the Committee, the minutes from the School Committee Meeting held on September 8, 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; 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 Units A and/or B, the Shrewsbury Paraprofessional Association, and/or the Cafeteria Workers Association, 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 Dr. Magee, on a roll call vote: Mr. Palitsch, yes; Dr. Magee, yes; Ms. Fryc, yes; Ms. Heffernan, yes; and Mr. Wensky, yes, the School Committee voted to adjourn to executive session at 8:50 pm.

XII. Adjournment

On a motion by Mr. Palitsch, seconded by Dr. Magee, the committee unanimously agreed to adjourn the meeting at 9:56 pm. Roll call votes were as follows: Mr. Palitsch, yes; Dr. Magee, yes; Ms. Heffernan, yes; Ms. Fryc, yes; and Mr. Wensky, yes.

Respectfully submitted,

Elizabeth McCollum, Clerk

Documents referenced:

1. Pandemic Response Slide Presentation
2. Summer Programming Report

3. Summer Programming Slide Presentation
4. ESSER-3 Federal Grant Funds Use Recommendation Memo
5. ESSER-3 Federal Grant Funds Use Spreadsheet
6. Survey Data - Federal Grant Funds Use
7. FY22 Federal Grant Report
8. Set(s) of minutes as referenced above



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: **XI. Executive Session**

MEETING DATE: **10/06/21**

- 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 substitute teaching staff**

BACKGROUND INFORMATION:

Executive Session is warranted for these purposes.

ACTION RECOMMENDED:

- 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 substitute teaching staff, 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**