



## **Report to the School Committee: 2020-2021 Personnel Report**

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Executive Director of Human Resources  
October 21, 2020

### **Introduction**

Shrewsbury Public Schools has successfully completed most hiring to fill key positions within the District, despite the very unusual circumstances presented in hiring for both a hybrid model and for those families who have chosen a full remote model, as well as to fill new roles created by the pandemic. Positions were also hired to replace educators who had retired or resigned, and we continue to fill long-term substitute positions available due to maternity and paternity leaves, staff illnesses, quarantine orders, or emergent needs as the school year progresses.

We have appointed 61 staff to professional positions, including internal transfers into a new role or new school, promotions, and long-term substitute teacher appointments. This does not mean that we added 61 new professional positions; rather, it illustrates the amount of movement that was needed in order to best meet the needs of all of our students, regardless of cohort. We have appointed 25 staff to paraprofessional positions and 17 staff to the newly created “Covid Operations Specialist” role. We have appointed 6 staff to office, crossing guard, or IT positions, which support the district as a whole. In total, we have hired 109 people for the upcoming school year.

We have the following positions still open:

- 1 Media Specialist (Oak Middle School summer retirement)
- 1 Math Teacher (Shrewsbury High School)
- 1 General Subjects Substitute Teacher (Oak Middle School)
- 1.3 FTE School Nurses (one-year long-term substitutes due to pandemic)
- 1 Administrative Assistant (Special Education summer retirement)
- 2 IT Support Specialists (recently added due to large increase in devices)
- 1 PT Adjustment Counselor (Oak Middle School – finalist identified)

- 10+ Substitute and Regular Child Specific Aides, ABA Technicians, Instructional or Special Education Aides

### **New Hiring – Professional Staff**

The 61 professional staff includes 1 hire at the district level (Kenneth Almeida, Interim Director of Foreign/World Languages), 24 hires for the high school, 16 hires for the middle level, and 20 hires for the preschool/elementary level.

As the School Committee is aware, 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. However, for a few roles, portions of the hiring process occurred out of order due to last minute needs and prevailing market pressures (competition from most other districts in the last two weeks of August and first two weeks of September) in order to fill teaching positions for the first day of school.

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](http://www.schoolspring.com) as our primary sourcing tool, which netted 1,558 applicants to our professional positions, including those ultimately filled by our own transfers or promotions. This means that 3.92% of those who applied to our professional positions ultimately received a position with us this year (FY 21). Last year, for FY 20 it was 2.16%; in FY 19 it was 1.6%; in FY 18 it was 1%; in FY 17 it was 1.46%; in FY16 it was 3.8%.

### **New Hiring-Paraprofessional Staff**

As of October 15, 2020 we had hired 25 paraprofessional positions. These positions have been the most difficult to fill as many of our strongest paraprofessionals as well as our strongest paraprofessional *applicants* ultimately accepted professional level positions for this school year. We continue to have a need to fill paraprofessional positions. Para positions netted 213 applicants. This means we hired 11.7% of those who applied to our paraprofessional positions in FY 21, compared to 8.85% in FY 20, 7% in FY 19, 8% in FY18, 6.2% in FY17, and 4.3% in FY16. These applicants also underwent a rigorous selection process, which included applicant packet screening, phone and face-to-face interviews, reference checks, and the CORI and SAFIS background checks.

### **New Hiring-Other Positions**

We hired 2 office support positions, 2 IT positions, 1 courier position, and 1 crossing guard and 17 COVID Operations Specialists.

### **Additional Comments**

As discussed over the summer we planned for an increased need for staff through posting Long-Term Substitute positions and in a handful of cases, these postings did assist us in filling positions. In other cases, our identified candidates were given either full-year or regular (rather than substitute) positions at nearby districts, and we lost 6 finalist candidates this way. We pivoted to offering full-year positions ourselves and that helped us close several offers with a positive outcome for Shrewsbury Public Schools.

We found that at the elementary level, when we realized the need for educators for more than 30 remote classrooms of students, that ultimately our best source for filling teaching positions was our paraprofessional staff, and that had a “downstream” impact on our ability to fill as many paraprofessional positions earlier in the school year as we’ve been able to do in previous years. We also found that remote cohorts needed to be a mix of students from different elementary schools assigned into the same remote classroom, in order to create the most efficiency possible for our hiring efforts.

### **New Educators/Transfers**

#### District/Leadership

Kenneth Almeida, Director of Foreign/World Languages, Grades 7-12

#### Shrewsbury High School

Ann Ambiel, Special Education

Matthew Braz, Social Sciences

Lauren Cacela, English

Robert Corazzini, Physical Education

Theresa Foley, Special Education

Christopher Garth, Social Sciences

Lynn Gracie-Rogers, Computer Science

Eva Grimm, English

Meaghan Hamond, Little Colonials

Mark Hannah, Science

Thomas Jacobsen, English

David Keating, Mathematics

Dr. Sandrine Kouassi, French

Debra Leavitt Herbert, TV Studio and Multimedia

Sarah Lin, Spanish

Michael Mazzu, Mathematics

Francesca Panarelli, Social Sciences

Sara Pragluski-Walsh, Science

Jonathan Shea, English

Julianna Young Ju, Mathematics

Rosanne Cataldo Enriquez, ESL  
Michelle Pasquale, School Counselor  
Evan Sooley, Spanish (transfer from Sherwood)  
Colleen O'Hara, Visual Arts

#### Oak Middle School

Stacey Fair, Science  
Julie Holzwasser, Speech Language Pathologist  
Erin McCullough, Special Education  
Margaret Pomerleau, English Language Arts  
Ashley Poulin, Special Education  
Jordan Proctor, Performing Arts  
Thomas Sutherland, Science  
Daniel Waite, Science  
Jennifer Cotie, English Language Arts (transfer from Sherwood)  
Payson Hendrix, Science

#### Sherwood Middle School

Thomas Angell, English Language Arts and Social Studies  
Brendon Connors, English Language Arts and Social Studies  
Jennifer Cosenza, Occupational Therapist  
Anne Dooley, English Language Arts and Social Studies  
Kimberly Spicer, Special Education  
Angela Walsh, Mathematics and Science

#### Elementary Level and Preschool

Leah Crossen, Classroom  
Kelly Delaney, Classroom  
Amanda de Zago, Visual Arts  
Kym Dufault, Classroom  
Erin Duffy, Classroom  
Leah Eagle, Classroom  
Karen Geddy, Classroom  
Gretchen Herdrich, Performing Arts  
Allyson Hoffman, Classroom  
Patricia Hollyer, Classroom  
Megan Kelly, Classroom  
Amanda Miville, ESL  
Sarah Monica, Classroom (transfer from SHS Little Colonials)  
Christina Moore, Classroom  
Hala Moustafah, School Nurse  
Casey O'Connell, Classroom  
Delani Savoy, Classroom

Susannah Speed, Classroom  
Rachael Tucker, School Nurse  
Christina Ty, Special Education

**New Paraprofessional Staff**

**ABA Technicians:**

Lidia Anaya  
Kelly Coutu  
Samantha Greenough  
Shannon Keith  
Nicole Kujala  
Emily Letendre  
Alyssa Marlborough  
Amanda Molina  
John McHugh  
Jessica Palermo  
Bryanna Sullivan-Massey

**Child Specific Aides:**

James Capuzziello  
Ryan Capuzziello  
Julia Duquette  
Jyoti Gulati  
Sarah Kasof  
Michelle Meyer  
Michael Pearlless  
Jennifer Thibodeau  
Joanne Tonelli

**Special Education or Instructional Aides:**

Mala Ganesan  
Cari O'Rourke  
Alyssa Ritaco  
Dorris Sullivan  
Pirro Tomco

**New Office and Other Roles**

Alex Cashman, Courier  
Sarah Frederick, SHS Special Education Administrative Assistant  
Barbara Mancini, Crossing Guard  
Chris Radkowski, IT Specialist  
Heather Sena, SHS Administrative Assistant  
Geoffrey Thayer, IT Specialist

**COVID Operations Specialists**

Erica Brassard

Jordan Brattlof

Joseph Gosselin

Arezoo Khoshdel

Patricia Kubilis

Theresa Lunt

Tanya Mongeon

Christine Morris

Allison O'Neill

Barbara Ostromecky

Andre Pare

Mary Pritchard

Rita Reidy

Maria Rydelek

Oaj Shahid

Cynthia Tozeski

Michelle Troy