

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

**MINUTES OF SCHOOL COMMITTEE EXECUTIVE SESSION
Principal's Conference Room
Shrewsbury High School
64 Holden Street
Shrewsbury, Massachusetts**

Wednesday, January 16, 2019

Present: Mr. Jason Palitsch, Chairperson; Ms. Erin Canzano, Vice Chairperson; Ms. Sandra Fryc, Secretary; Dr. Dale Magee; Mr. Jon Wensky; Dr. Joseph Sawyer, Superintendent of Schools; Ms. Amy Clouter, Assistant Superintendent for Curriculum, Instruction, & Assessment; Ms. Barbara Malone, Director of Human Resources; Mr. Patrick Collins, Assistant Superintendent for Finance and Operations; and Ms. Meg Belsito, Assistant Superintendent for Student Services

Executive Session was opened by Mr. Palitsch at 7:39 pm.

Topic I

Ms. Malone and Mr. Palitsch updated the group on the status of negotiations with the Cafeteria Workers Union SEIU Local 888.

Due to the passage of the Equal Pay Act of 2018, Ms. Malone had done prep work regarding current pay levels for the cafeteria workers.

At the first meeting with union representatives, the issue of pay disparity with the local janitors' union was discussed. Ms. Malone advised the group that she spoke to Counsel, Sarah Spatafore who advised that legally we need to show some progress and work to comply with the law.

Dr. Magee asked about the salary of the lowest paid cafeteria worker and Ms. Malone indicated it is \$12.42. The Equal Pay Act's minimum wage as of January 1, 2019 is \$ 12.00.

Ms. Malone stated she has discussed with Food Services Director, Beth Nichols, the need to look at the current pay disparity between the cafeteria workers and janitorial staff and see what is affordable to the district.

The issue faced by the district is that Food Services is a self-sustaining program. There may be a need to increase prices due to increases in food costs and negotiated wage increases.

Topic II

Dr. Sawyer, Ms. Malone, Mr. Wensky, Ms. Fryc and Shrewsbury Education Association (SEA) members Mr. Gary Chalmers, Ms. Lori Blasioli, Ms. Vickie McCarthy and Ms. Kelly Finneran

interviewed Ms. Lois Mason on January 11, 2019. The participants agreed to hire Ms. Mason to provide Interest Based Bargaining training on January 22, 2019.

The team representing the school district includes Ms. Fryc, Mr. Wensky, Ms. Malone, Dr. Sawyer, Ms. Clouter, Ms. Belsito, Mr. Collins and school principals, Mr. Todd Bazydlo, Dr. Ann Jones, and Ms. Lisa McCubrey. The district's legal counsel, Ms. Spatafore or Andrew Waugh will also participate in negotiations.

Adjournment

On a motion from Ms. Canzano, seconded by Dr. Magee, executive session was adjourned into open session at 8:08 pm. Roll call votes were as follows: Dr. Magee, yes; Ms. Canzano, yes; Mr. Wensky, yes; Ms. Fryc, yes; and Mr. Palitsch, yes.

Respectfully submitted,

Ms. Sandra Fryc, Secretary