



**School Committee
Meeting Book**

**September 12, 2018
7:00 pm**

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



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

AGENDA

**September 12, 2018 7:00pm
Town Hall—Selectmen's Meeting Room
100 Maple Avenue**

- | | | |
|-------|---|-------------|
| I. | Public Participation | 7:00 – 7:10 |
| II. | Chairperson's Report & Members' Reports | |
| III. | Superintendent's Report | |
| IV. | Time Scheduled Appointments: | |
| A. | Student Recognition: Destination Imagination Global Champions | 7:10 – 7:25 |
| B. | Collective Bargaining Agreement with the Shrewsbury Paraprofessionals Association: Vote to Ratify | 7:25 – 7:35 |
| C. | State Rep. Hannah Kane & State Sen. Michael Moore: Legislative Report | 7:35 – 8:00 |
| V. | Curriculum | |
| VI. | Policy | |
| A. | Adoption of Town Policies for Energy Reduction & Fuel Efficient Vehicles: Vote | 8:00 – 8:05 |
| VII. | Finance & Operations | |
| A. | Personnel Hiring for the 2018-2019 School Year: Report | 8:05 – 8:15 |
| B. | Beal Early Childhood Center Building Project: Update | 8:15 – 8:25 |
| VIII. | Old Business | |
| IX. | New Business | |
| A. | Appointment to the Board of Directors of Shrewsbury Media Connection, Inc.: Vote | 8:25 – 8:30 |
| X. | Approval of Minutes | 8:30 – 8:35 |
| XI. | Executive Session | 8:35 – 9:00 |
| A. | For the purpose of collective bargaining with the Shrewsbury Education Association | |
| B. | For the purpose of reviewing, approving, and/or releasing executive session minutes | |
| XII. | Adjournment | 9:00 |

Next regular meeting: September 26, 2018



SHREWSBURY PUBLIC SCHOOLS SCHOOL COMMITTEE MEETING

ITEM NO: I Public Participation

MEETING DATE: 9/12/18

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. Jason Palitsch, Chairperson
Ms. Erin Canzano, Vice Chairperson
Ms. Sandra Fryc, Secretary
Dr. B. Dale Magee, Committee Member
Mr. Jon Wensky, 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: **9/12/18**
A. Student Recognition: Destination Imagination Global Champions

BACKGROUND INFORMATION:

In May 2018, in Knoxville, Tennessee, 1400+ teams from countries and affiliates around the world participated in the world's largest celebration of creativity, Destination Imagination's Global Finals. Shrewsbury High School's secondary level team "Shrewsbury Iced Lattes" comprised of (then) freshmen Diyala Bera, Aabia Hasan, Divya Raghunathan, and Sneha Ramesh were awarded first place in the "Inside Impact" service learning project. The team will talk about the Destination Imagination program and their experience at the Global Finals competition.

ACTION RECOMMENDED:

That the School Committee hear the report and take whatever steps it deems necessary in the interests of the Shrewsbury Public Schools.

STAFF/STUDENTS AVAILABLE FOR PRESENTATION:

Eric Craft - Destination Imagination Coordinator
Amber Khan -Team Manager
Diyala Bera, SHS Class of 2021 - Team Member
Aabia Hasan, SHS Class of 2021 -Team Member
Divya Raghunathan, SHS Class of 2021 - Team Member
Sneha Ramesh, SHS Class of 2021 - Team Member

(Team Manager Mumtaz Hasan is unable to attend the meeting)



SHREWSBURY PUBLIC SCHOOLS SCHOOL COMMITTEE MEETING

ITEM NO: IV. Time Scheduled Appointments:

MEETING DATE: 9/12/18

**B. Collective Bargaining Agreement with the Shrewsbury Paraprofessionals Association:
Vote to Ratify**

BACKGROUND INFORMATION:

The collective bargaining negotiation between the Shrewsbury Paraprofessional Association (SPA), also known as “Unit D,” has concluded with a tentative agreement subject to ratification by the respective parties. SPA members will have voted whether to ratify the tentative agreement earlier in the week. Ms. Sandra Fryc and Mr. Jon Wensky were the School Committee representatives during this negotiation. A three-year contract was negotiated, starting with the current 2018-2019 school year and extending through the 2020-2021 school year.

Per state law, in addition to the members of the School Committee, the Town Manager also may vote on municipal school district collective bargaining agreements. It is expected that Mr. Kevin Mizikar, Shrewsbury Town Manager, will be in attendance and will also vote on the tentative agreement.

ACTION RECOMMENDED:

That the Committee vote to ratify the new Shrewsbury Paraprofessionals Association, Unit D contract per the terms outlined in the Memorandum of Agreement.

STAFF AVAILABLE FOR PRESENTATION:

Ms. Barbara Malone, Director of Human Resources

September 12, 2018

To: Shrewsbury School Committee
Mr. Kevin Mizikar, Town Manager
Re: Shrewsbury Paraprofessional Association Negotiations

The contract negotiation with the Shrewsbury Paraprofessional Association, Unit D has been concluded, and the SPA members will have voted earlier in the week whether to ratify the agreement. Ms. Sandra Fryc and Mr. Jon Wensky were the School Committee representatives during this negotiation.

We were able to negotiate a three-year contract, effective with the current 2018-2019 school year and extending through the 2020-2021 school year.

Contract changes from the previous contract include:

- All paraprofessional positions, with the exception of Applied Behavior Analysis (ABA) Technicians, received a cost of living increase of 2.00% for each of the three contract years
- ABA Technician positions received a cost of living increase of 2.50%, 2.25%, and 2.00% for each of the three contract years
- Media Aides, whose jobs have become increasingly more complex, will now be paid on the same compensation scale as Tutors
- Step progression where applicable
- More detailed language addressing the development and evaluation of paraprofessional staff
- Other language addressing administrative operational needs to best serve the students under our care

The total projected compensation cost for all paraprofessionals in FY 19 is \$7,283,300, which includes the agreed upon cost of living increase and all other financially related items, and is in close proximity to our FY 19 budget plan.

I am asking the School Committee and Mr. Mizikar to vote to approve the new contract. Please see the attached signed Memorandum of Agreement for more information.

Thank you for your continued support.

Barbara A. Malone, Director of Human Resources

MEMORANDUM OF AGREEMENT

The Negotiating Subcommittee of the Shrewsbury School Committee (hereinafter “the Committee”), acting subject to the ratification of this Memorandum of Agreement (hereinafter “the Agreement”), by the School Committee to whom the Subcommittee agrees to recommend acceptance, and the Negotiating Team of the Shrewsbury Paraprofessional Association (“the Association”), acting subject to ratification of this Agreement by the membership of the Association, to whom the Negotiating Team agrees to recommend acceptance, hereby mutually agree to the following terms and conditions of settlement for the successor collective bargaining agreement that will be in effect for the three-year period from August 27, 2018 through August 26, 2021.

1. All terms and provisions of the predecessor Collective Bargaining Agreement that was effective from August 31, 2015 to August 26, 2018 shall, except as modified by the terms of this Memorandum, be extended for a three-year period August 27, 2018 through August 26, 2021.
2. All references to dates in the successor Collective Bargaining Agreement shall be changes to reflect the terms of the successor Agreements unless otherwise provided for in this document.
3. Article II, Section C(8): Revise the language as follows:

“The COMMITTEE will vote to accept the provisions of G.L. Chapter 180, Section 171. ~~Employees may authorize the COMMITTEE to deduct from their salary a contribution to Voice of Teachers for Education of an amount which the employee shall specify in writing.~~ The COMMITTEE will certify on the payroll the amount to be deducted by the Treasurer. Such amounts shall be transmitted to the Massachusetts Teachers Association within thirty (30) days.”
4. Article III, Section B(2)(A): Revise language to read as follows:

5. All ABA Techs shall have one half hour daily of paid ~~uninterrupted preparation~~ **case management** time for the purpose of preparation and/or record keeping **to be scheduled by the ELC Coordinator or another administrator at the discretion of their ELC Coordinator or other administrator. This discretion shall not be applied arbitrarily and shall be used only in cases of student academic need, lack of coverage within the ELCs, and/or change in data collection requirement. In the instance where an ABA Tech is not given at least three (3) case management time periods per week and that ABA Tech is unable to complete their data collection that same week, they will not be disciplined for failure to complete data collection tasks that week.**

In addition, ABA Techs who miss their scheduled case management time due to tardiness, use of personal time, or use of sick or family sick time, or any other paid or unpaid time off shall not be eligible for case management time that day.

6. Article III, Section B(5): Delete the current language and replace with the following language:

Staff Meeting: Effective with the 2018-2019 school year paraprofessionals will be invited to attend a total of ninety (90) minutes of staff meeting time during the course of the school year. Attendance, while strongly encouraged, is not required. Each building will schedule the meetings either before and/or after school. The principal will consult with the paraprofessional building leadership before scheduling if the time will be before or after school. In some cases, the meeting(s) may coincide with the regular teacher faculty meeting. Time for attending the meeting will be paid time at the paraprofessional's regular rate of pay. If the paraprofessional does not attend the meeting the paraprofessional is still responsible for following up with another paraprofessional to be sure he/she is updated on the agenda items discussed at the meeting.

7. Article III, Section C(1): Revise first paragraph to read as follows:

The work year for all employees will consist of the student days, consistent with the school calendar, and the one (1) non-student day at the start of the school year **and one (1) mandatory professional development day, to be determined by the Director of Special Education.** Part-time staff will be required to work the full day on the non-student day at the start of the school year **and the one (1) professional development day.** Part-time staff will be paid for the additional time, if any, worked on this non-student day.

8. Article III, Section C(1): Revise second paragraph to read as follows:

ABA Technicians are required to work a summer program, the length of which is determined by the Director of Special Education **or designee. However, ABA Technician may request all or a portion of the summer off as unpaid and such requests will be granted at the sole discretion of the Director of Special Education or designee. Requests must be made in writing by May 1.**

9. Article III, Section C(2): Revise the language to read as follows:

Every effort will be made to notify ABA Technicians by April 15 as to the dates of the summer program. Every effort will be made to notify ABA Technicians by June 1 as to the hours and location of the summer program. **In the event that some ABA Technicians request and receive all or a portion of the summer off as unpaid at the sole discretion of the Director of Special Education or other special education administrator, remaining ABA Technicians will be assigned to students based on student needs. All ABA Technicians who wish a summer assignment will be assigned to one as either an ABA Technician or a Child Specific Aide at their current rate of pay, although their specific student/program assignment will be at the sole discretion of the Director of Special Education or designee.** In the event an ABA Technician is not assigned to the summer program due to the student's Individual Education Plan (IEP), the ABA Technician will be offered the opportunity to work the summer program as a Child Specific Aide or floater, while still receiving the pay and benefits of his/her role regular ABA Technician position. These assignments will be based on seniority. An ABA Technician who is not assigned to the summer program due to the student's IEP not providing a summer component, will have the option not to work the summer program for the specific year.

10. Article III, Section G(1): Revise language to read as follows:

When vacancies in bargaining unit positions occur, notice of said vacancies shall be posted as soon as district is made aware of the vacancy. Staff will be electronically notified by email of the posting on the District's website. The posting period will be seven (7) calendar days. Written notice of such vacancies shall also be given to the Association President at the same time. **If a Unit D paraprofessional who has requested a transfer into the posted position is selected to fill the position, the actual transfer will not occur until the start of the following school year,** unless mutually agreeable by both the receiving and sending principals, ~~the actual transfer will not occur until the start of the following school year.~~

11. Article III, Section G(4): Revise first paragraph to read as follows:

When there is a vacancy available, it will be filled by an appropriate candidate at the discretion of the hiring administrator. However, if the two strongest final candidates are both bargaining unit members with the same qualifications, the current ~~If more than one qualified bargaining unit member applies the employee may choose which bargaining unit member is selected for the vacancy, based on qualifications. In the event there are equal qualifications, the bargaining unit member who is most senior shall be awarded the position. Upon written request a Paraprofessional will be notified in writing as to the reason why s/he did not receive the requested transfer.~~

12. Article III, Section H: Delete section and renumber remaining sections

13. Article IV, Section B: Revise first paragraph of section as follows:
- Paraprofessionals will be provided one full day of mandatory training for all staff early in the school year. All staff hired after that date will be provided training as assessed by administration during the remainder of the year~~provided a "catch-up" mandatory full day of training dates once they have been scheduled on the calendar.~~
14. Article V, Section A(5): Revise the first sentence of the section to read as follows:
- "Personal days will be converted into hours, in proportion to the regular work schedule of the employee."
15. Article V, Section B(2): Revise the current language to read as follows:
- Up to five (5) school days at any one time in the event of death in the immediate family. Immediate family is construed to include only parent, parent-in-law, grandparent, grandchild, wife, husband, domestic partner, child, stepchild, brother or sister, or person residing in the immediate household as approved by the Superintendent of Schools. Three (3) days shall be provided in the event of death of a brother-in-law, sister-in-law. Two (2) days shall be provided in event of the death of a aunt, uncle, son-in-law or daughter-in-law. One (1) day shall be provided in the event of the death of an extended family member not listed above. In the event the funeral services are not held immediately after the death, the bereavement leave may be scheduled to better coincide with the funeral services.
16. Article V, Section B(4): Revise the final sentence of the section to read as follows:
- The paraprofessional will arrange for his/her own coverage in consultation with the Principal of that school for any scheduled duty assignment that will be missed as a result of such attendance.
17. Article V, Section C, first paragraph: Revise current language as follows:
- The purpose of paid sick time is to provide a continuation of income to Paraprofessional employees whose absences from work is necessitated by their personal illness or in the case of family illness, the illness of an immediate family member which requires the paraprofessional employee to provide direct care for this immediate family member. Sick leave provided by the district is to be used for the purposes intended. ~~Abuse of the sick leave privilege affects the students, other staff, the school, and the district as a whole. Even though an employee may have accrued sick leave, you should keep in mind that the use of this benefit is permissive and not a right of employment. Sometimes employees will remain at home simply because they do not feel well. Please be sure that you know the difference between sickness and not feeling well.~~
18. Article V, Section C(2)(b): Add the following sentence to the end of the section:

"In cases where the circumstances would qualify for FMLA Leave, an additional three (3) days may be utilized."

19. Article V, Section C(8): Revise current language as follows:

Use of sick leave time for medical appointments. Regularly scheduled medical appointments for wellness visits are an appropriate use of personal leave. These absences are not to be reported as sick leave or family sick leave. However, if, as a result of a wellness visit, the employee receives instructions from the physician that an additional time sensitive test/procedure/appointment is necessary, the time for this time-sensitive absence can be either sick time or personal time at the discretion of the employee. In cases where an employee reports to work when not feeling well but then, as the day progresses, the employee calls for a same day doctor appointment, it is appropriate to use either sick leave or personal leave, at the discretion of the employee. An employee who has been out of work for at leave five (5) consecutive school days due to illness and has a scheduled follow-up appointment with the physician within seven (7) work days after returning to work may utilize either sick leave or personal leave, at the discretion of the employee, for the follow-up appointment. ~~An absence where an employee needs to transport an immediate family member to a medical appointment is generally personal time. However, in cases where the transportation is necessitated by the medical appointment/procedure rendering the family member unable to drive, the employee may utilize either family sick time or personal leave, at the discretion of the employee.~~

Absences where an employee needs to transport an immediate family member to a medical appointment will be reported as personal time or family sick time, at the discretion of the employee.

20. Article VI: Delete current language and replace with the following language:

"Evaluation should be a continuous and cooperative process between the evaluator and the paraprofessional. The evaluation should place emphasis on assisting the paraprofessional in achieving growth that is consistent with the philosophy, goals, and objectives of the Shrewsbury School System. Each paraprofessional shall be given a copy of their evaluation and shall be afforded the opportunity to discuss the same with his/her supervisor. The paraprofessional shall be given the opportunity to prepare a written response, which shall be shared with the supervisor and forwarded to the Human Resources department for inclusion in the employee's personnel file. Evaluations will give paraprofessional staff timely notice of any serious complaints received about them from staff, students, or parents, and will provide the paraprofessional an opportunity to meet and discuss the concern with their evaluator to provide their own perspective on the complaint. If a complaint results in personnel action, the paraprofessional shall have the right to prepare a written response which shall be included in their personnel file. Evaluations can be completed during the school year anytime between January 2 and June 15. Paraprofessionals with three or more years of experience may be evaluated every other year, unless the paraprofessional changes positions or schools, as the evaluator's discretion."

21. Article VIII, Section B: Revise the section to read as follows:

A paraprofessional who upon the request of the principal/assistant principal/departement director, substitutes for a teacher shall receive a stipend of ~~\$2.75~~ **\$4.00** an hour ~~or period, after the first hour each week~~ **for substituting for a full hour or full period**, in addition to his/her regular pay. If the school operates on a certain number of periods, the stipend will be paid on a per period basis. The substitute time will be cumulative during the week. ~~Should an employee cover more than one hour or one period in a week, pay shall be retroactive through the first hour or period. Effective with the 2013/2014 school year the stipend will increase to \$3.00 per hour or period. Effective with the 2014/2015 school year the stipend will increase to \$3.25 per hour or period. Effective with the 2015/2016 school year, the stipend will increase to \$3.50 per hour or period. Effective with the 2016/2017 school year, the stipend will increase to \$3.75 per hour or period. Effective with the 2017/2018 school year, the stipend will increase to \$4.00 per hour or period.~~ A part-time paraprofessional who elects to serve as a substitute teacher on a scheduled non-work day will only receive his/her regular pay of a substitute teacher.

22. Appendix A: Eliminate the Media Aides salary scale and move all existing Media Aides to the Tutor Pay Scale.

23. Appendix A: Adjust the ABA Tech pay schedule each year as follows:

Year 1 (August 27, 2018 – August 26, 2019) Increase of 2.5% applied to steps and lanes in the ABA Tech pay schedule only.

Year 2 (August 27, 2019 – August 26, 2020): Increase of 2.25% applied to steps and lanes in the ABA Tech pay schedule only.

Year 3 (August 27, 2020 – August 26, 2021): Increase of 2% applied to steps and lanes in the ABA Tech pay schedule only.

24. Appendix A: Adjust all non-ABA Tech salary schedules each year as follows:

Year 1 (August 27, 2018 – August 26, 2019) Increase of 2% applied to steps and lanes in Appendix A.

Year 2 (August 27, 2019 – August 26, 2020): Increase of 2% applied to steps and lanes in Appendix A.

Year 3 (August 27, 2020 – August 26, 2021): Increase of 2% applied to steps and lanes in Appendix A.

25. The Superintendent agrees to meet with the Association prior to January 1, 2019 to discuss the previously agreed upon revised job descriptions.

For the Shrewsbury Education Association

Noreen Christie

David Long

August 20, 2018
Date

For the Shrewsbury School Committee

Sandra M. Faye

John Whig

8-20-18
Date

APPENDIX A
PARAPROFESSIONAL SALARY SCHEDULES
AGREEMENT FOR 2019 THROUGH 2021 (% COLA)

NC-3 Degreed & Non-Degreed Aides					
2018-2019		2019-2020		2020-2021	
2%		2%		2%	
Step	Rate	Step	Rate	Step	Rate
1	\$14.37	1	\$14.66	1	\$14.95
2	\$14.92	2	\$15.22	2	\$15.53
3	\$15.78	3	\$16.09	3	\$16.42
4	\$17.02	4	\$17.36	4	\$17.71
5	\$17.73	5	\$18.08	5	\$18.44
6	\$18.11	6	\$18.47	6	\$18.84

NC-6B Tutors					
2018-2019		2019-2020		2020-2021	
2%		2%		2%	
Step	Rate	Step	Rate	Step	Rate
1	\$19.45	1	\$19.84	1	\$20.24
2	\$20.36	2	\$20.77	2	\$21.18
3	\$21.33	3	\$21.75	3	\$22.19
4	\$22.31	4	\$22.75	4	\$23.21
5	\$23.33	5	\$23.79	5	\$24.27
6	\$23.80	6	\$24.27	6	\$24.76

NC-4 Media Aides					
2018-2019		2019-2020		2020-2021	
2%		2%		2%	
Step	Rate	Step	Rate	Step	Rate
1	\$19.45	1	\$19.84	1	\$20.24
2	\$20.36	2	\$20.77	2	\$21.18
3	\$21.33	3	\$21.75	3	\$22.19
4	\$22.31	4	\$22.75	4	\$23.21
5	\$23.33	5	\$23.79	5	\$24.27
6	\$23.80	6	\$24.27	6	\$24.76

NC-7 Speech Assistants					
2018-2019		2019-2020		2020-2021	
2%		2%		2%	
Step	Rate	Step	Rate	Step	Rate
1	\$23.31	1	\$23.77	1	\$24.25
2	\$24.23	2	\$24.71	2	\$25.20
3	\$25.93	3	\$26.45	3	\$26.98
4	\$26.74	4	\$27.28	4	\$27.82
5	\$27.90	5	\$28.45	5	\$29.02
6	\$28.44	6	\$29.01	6	\$29.59

NC-6A ABA Technicians					
2018-2019		2019-2020		2020-2021	
2.5%		2.25%		2%	
Step	Rate	Step	Rate	Step	Rate
1	\$19.70	1	\$20.14	1	\$20.55
2	\$20.62	2	\$21.09	2	\$21.51
3	\$21.59	3	\$22.07	3	\$22.51
4	\$22.57	4	\$23.08	4	\$23.54
5	\$23.61	5	\$24.14	5	\$24.62
6	\$24.07	6	\$24.61	6	\$25.10

NC-7A COTA					
2018-2019		2019-2020		2020-2021	
2%		2%		2%	
Step	Rate	Step	Rate	Step	Rate
1	\$23.82	1	\$24.29	1	\$24.78
2	\$24.74	2	\$25.23	2	\$25.73
3	\$25.55	3	\$26.06	3	\$26.58
4	\$27.30	4	\$27.84	4	\$28.40
5	\$28.50	5	\$29.07	5	\$29.65
6	\$29.08	6	\$29.66	6	\$30.26



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: IV. Time Scheduled Appointments: MEETING DATE: 9/12/18
C. State Rep. Hannah Kane & State Sen. Michael Moore: Legislative Report

BACKGROUND INFORMATION:

State Representative Hannah Kane and State Senator Michael Moore will present an update that will include developments at the state legislature relative to public education, and they will be available to answer questions from the Committee.

ACTION RECOMMENDED:

That the School Committee hear the report and take whatever steps it deems necessary in the interests of the Shrewsbury Public Schools.

STAFF AVAILABLE FOR PRESENTATION:

State Representative Hannah Kane
State Senator Michael Moore



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: **V. Curriculum**

MEETING DATE: **9/12/18**

BACKGROUND INFORMATION:

ACTION RECOMMENDED:

STAFF & STUDENTS AVAILABLE FOR PRESENTATION:



SHREWSBURY PUBLIC SCHOOLS SCHOOL COMMITTEE MEETING

ITEM NO: **VI. Policy**

MEETING DATE: **9/12/18**

A. Adoption of Town Policies for Energy Reduction & Fuel Efficient Vehicles: Vote

BACKGROUND INFORMATION:

The Town of Shrewsbury is pursuing designation as a “Green Community” through the Commonwealth of Massachusetts Green Community Designation & Grant Program, which will result in eligibility for grant funding for various initiatives related to saving energy, reducing emissions, etc. For a municipality to gain this designation, letters from the superintendent of its public school district must be provided to confirm that the school district has adopted the municipality’s Energy Reduction Plan and the municipality’s Fuel Efficient Vehicle Policy (which does not apply to school buses). At the School Committee meeting on August 29, 2018, Dr. Sawyer and Mr. Collins provided a summary of how the town’s Energy Reduction Plan and Fuel Efficient Vehicle Policy apply to the school district in advance of a vote this evening by the School Committee regarding adoption of the policies.

ACTION RECOMMENDED:

That the Committee vote to adopt the Town of Shrewsbury’s Energy Reduction Plan and the Town of Shrewsbury’s Fuel Efficient Vehicle Policy and authorize the Superintendent of Schools to sign all necessary documents noting said adoption regarding the Town’s application for Green Community status.

STAFF AVAILABLE FOR PRESENTATION:

Dr. Joseph M. Sawyer, Superintendent of Schools

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



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

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

MEETING DATE: **9/12/18**

A. Personnel Hiring for the 2018-2019 School Year: Report

BACKGROUND INFORMATION:

Ms. Malone will present a report describing the personnel changes in the district for the 2018-2019 school year (enclosed).

ACTION RECOMMENDED:

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

STAFF AVAILABLE FOR PRESENTATION:

Ms. Barbara A. Malone, Director of Human Resources



Report to the School Committee: 2018 Personnel Report

Barbara A. Malone
Director of Human Resources
September 12, 2018

Introduction

Shrewsbury Public Schools has successfully completed almost all of the hiring process to fill key positions within the District. These positions were hired to replace educators who had retired or resigned, or positions open due to changing organizational needs, and a very small number of non-renewals, in order to provide the best possible educational experience to students utilizing the resources available. A significant number of our positions were filled via transfer requests from our professional staff. One area of challenge for hiring this year is hiring licensed English as a Second Language (ESL) educators who meet our high standards for excellence to serve English Language Learners (ELLs), which is a challenge experienced by our colleagues in other area school districts as well.

We have appointed 36 staff to professional positions, 9 staff to transfer or promotional opportunities, including one Information Technology (IT) promotion, 27 staff to paraprofessional positions and three staff to other positions, such as school secretaries/administrative assistants or IT. We also continue to fill long-term substitute positions available due to maternity and paternity leaves or staff illnesses. The greatest area of challenge for long-term substitute teacher positions is in hiring licensed special educators.

New Hiring – Professional Staff

Included among the 36 professional staff hired is the new Director for Physical Education, Health, and Family Consumer Science, Jeff Lane. These 36 staff included a total of two hires for the district, including Mr. Lane, six hires for the high school, 15 hires for the middle level, 12 hires for the elementary level, and one hire for the preschool level.

The eight transfer or promotional opportunities included the following:

Professional Staff

- Kristin Kilgore, First Grade Teacher at Walter J. Paton, transferred to a 0.5 Full Time Equivalent (FTE) Kindergarten Teacher at the Beal Early Childhood Center
- David Lien's role was expanded to include teaching Music as well as Drama at Oak Middle School
- Heidi Marchand, Preschool Teacher at Parker Road Preschool, transferred to First Grade Teacher at the Walter J. Paton School
- Beth McInerny, ELE Teacher at Spring Street School, transferred to a Kindergarten Teacher at Spring Street School
- Ryan Middlesworth, Sixth Grade Math/Science Teacher at Sherwood Middle School, transferred to Seventh Grade Math Teacher at Oak Middle School
- Lindsey Borraccino-Morrissey transferred from a Third Grade Teacher at Floral Street School to a Fourth Grade Teacher at Walter J. Paton School
- Jeremy Mularella moved from an Eighth Grade Science Teacher at Oak Middle School to a STEM Design Lab Teacher at Oak Middle School (STEM = Science/Technology/Engineering/Math)

Information Technology

- Joe Sharry was promoted from a Tier I IT Support Specialist to a Tier II IT Support Specialist
- Mark Vaillancourt expanded his duties from an IT Operations Manager to a Network Manager for the district

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 high standards.

The process includes interviews with principals, department directors, curriculum coordinators/instructional coaches, teachers, parents and central office administrators. At the high school level, students also serve on the interview teams.

All teaching positions require a demonstration lesson in the classroom, which is a key ingredient in the selection and hiring process. All professional-level candidates recommended for hire are also required to interview with the Director of Human Resources and the Superintendent of Schools as the final step in the selection process, where the district's strategic priorities, Portrait of a Shrewsbury Graduate, and mission and core values are discussed individually with each finalist. This year the final interview also included viewing the student-produced "Leading the Nation" video. A thorough reference check is conducted on each new hire, including the "CORI" (Massachusetts background check) and the "SAFIS" (national fingerprint-based FBI background check).

We continue to use www.schoolspring.com as our primary sourcing tool, which netted 2313 applicants to our professional positions, including those ultimately filled by our own transfers or promotions. This means that 1.6% of those who applied to our professional positions ultimately received a position with us this year. Last year, for FY 18 that percentage was 1%; in FY 17 it was 1.46%; in FY16 it was 3.8%; in FY15 it was just under 2%.

Principals, Directors, and selection committees reviewed these application packets. Some applicants were selected for phone interviews, and then an even small number invited for face-to-face interviews with search committees and teaching demonstration lessons. References were contacted, which resulted in the finalist recommendations.

Our new professional educators completed two days of orientation on August 23 and August 24, led by Assistant Superintendent for Curriculum, Instruction and Assessment, Amy Clouter. Each educator has a mentor assigned for the upcoming school years and will also receive mentorship in their second and third years of employment, in addition to support from the evaluator.

As of September 4, 2018 we had hired two replacement secretarial positions and one Tier I IT position. These three positions netted 395 applicants, a hire rate of less than 1%.

As of September 4, 2018 we had hired 28 paraprofessional positions. These positions netted 399 applicants. This means we hired 7% of those who applied to our paraprofessional positions, compared to 8% in FY18, 6.2% in FY17, 4.3% in FY16, and 3.3% in FY15. 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.

Conclusion

We continue our long-standing excellent reputation as a collaborative and desirable district in which to work.

New Educators

District

Jeffrey Lane, Director of Physical Education, Health, and Family Consumer Science
Master of Education, Springfield College
Bachelor of Physical Education, Bridgewater State College

Brittany Zelesky, District Physical Therapist
Doctor of Physical Therapy, Massachusetts General Hospital Institute of Health Professions
Bachelor of Kinesiology, University of Massachusetts, Amherst

Shrewsbury High School

Sarai Dancy, Mathematics

Bachelor of Mathematics and Secondary Education, Emmanuel College

Samantha DiReda, Mathematics

Master of Education and Mathematics, Worcester State University

Bachelor of Education and Mathematics, Nichols College

Jay Fickes, Physics

Bachelor of Astronomy and English, Wellesley College

Alesia Raczelowski, Physical Education

Bachelor of Kinesiology and Health Professions, Liberty University

Kasey Teixeira, English

Master of English Language Arts Education, Boston University

Bachelor of English, Worcester State University

Susan Tokay, Special Education

Master of Education in Moderate Disabilities, Fitchburg State University

Master of Computer Science, Boston University

Master of Business Administration, University of Illinois at Urbana-Champaign

Bachelor of Political Science, University of Illinois at Urbana-Champaign

Oak Middle School

Kaitlin Davies, Eighth Grade Science

Bachelor of Biology, Worcester State University

Jing Fang, Seventh Grade Mathematics

Master of Chemistry, University of British Columbia

Bachelor of Chemistry, Nanjing University

Courtney Gilpin, Eighth Grade Science

Master of Education in Adolescent and Young Adult Life Science, Wright State University

Bachelor of Biological Sciences, Wright State University

Gabriel Hopkins, English as a Second Language

Post Baccalaureate Program, Initial Licensure in English as a Second Language, Worcester, State University

Bachelor of French and Arabic, University College London

Undergraduate Certificate of Arabic, University of Damascus Higher Language Institute

Kristi Menard, Special Education

Master of Special Education, Simmons College

Bachelor of Special Education, Westfield State University

Maureen Pellizzari, School Nurse

Bachelor of Nursing, George Mason University

Bachelor of International Studies, Allegheny College

Heather Ponte, Special Education

Bachelor of Early Childhood Education and Psychology

Sherwood Middle School

Hilary Clegg, Media Specialist

Post-Masters School Library Teacher Certificate

Master of Secondary Education, Tufts University

Bachelor of English, University of Texas, Austin

Daniel Cushing, Sixth Grade Mathematics/Science

Bachelor of Community Health, Florida Gulf Coast University

Bethany Jones, Special Education

Master of Special Education, Assumption College

Bachelor of History, University of New Hampshire

Christina Manos, English as a Second Language

Master of Spanish, Middlebury College

Bachelor of English and Spanish, Williams College

Blandine Posiadala, French

Teacher Certification Program, Miami-Dade Community College

Master of Foreign Trade, Ecole Supérieure du Commerce Extérieur

Bachelor of Foreign Trade, Ecole Supérieure du Commerce Extérieur

Amy Rensko, Advanced Mathematics Coach

Doctor of Jurisprudence, Boston College

Master of Education, Simmons College

Bachelor of Economics, Smith College

Hannah Rooney, Sixth Grade Mathematics/Science
Master of Curriculum, Leadership, and Inclusion, Lasell College
Bachelor of Elementary Education, Boston University

Melissa Williams, Fifth Grade, English Language Arts/Social Studies
Master of Elementary Education, Worcester State University

Beal Early Childhood Center

Jillian Falvo, Music (with Coolidge)
Master of Elementary Education, Anna Maria College (anticipated completion December 2018)
Bachelor of Music, University of Massachusetts, Amherst

Kristen LaVeck, Music
Master of Music Education, Boston Conservatory
Bachelor of Music Education, Houghton College

Kristin Pupecki, Special Education
Master of Special Education, Fitchburg State University
Bachelor of Elementary Education and Psychology, Worcester State University

Coolidge School

Jillian Falvo, Music (with Beal)
Master of Elementary Education, Anna Maria College (anticipated completion December 2018)
Bachelor of Music, University of Massachusetts, Amherst

Emily Gauthier, Second Grade
Bachelor of Elementary Education and Psychology, University of Rhode Island

Floral Street School

Melissa Allen, Third Grade
Bachelor of Elementary Education and Psychology, University of Rhode Island

Sarah Crump, Music (with Paton)
Bachelor Of Music Education, University of Massachusetts, Amherst

Rachael Grolman, Elementary Learning Center Coordinator
Master of Education, Simmons College
Bachelor of Communication Disorders, Worcester State University

Julie Hamilton, School Nurse
Bachelor of Nursing, University of Massachusetts, Amherst

Paton School

Sarah Crump, Music (with Floral)
Bachelor Of Music Education, University of Massachusetts, Amherst

Emily Walker, Fourth Grade
Bachelor of Elementary Education and Psychology, Worcester State University

Meghan White, First Grade
Master of Reading Education, Worcester State University
Bachelor of English, Assumption College

Spring Street School

Bethany Knight, Music
Bachelor of Music Education, Gordon College

Christine Zambenardi, Fourth Grade
Bachelor of Elementary Education and Psychology, Stonehill College

Parker Road Preschool at Wesleyan Terrace

Anne Heinen, Preschool
Master of Curriculum and Instruction, Lesley University
Bachelor of Early Childhood Education, Lesley University

New Secretarial and Information Technology Staff

Carol Lourie, Administrative Assistant/School Secretary, Shrewsbury High School
Alexandria Lucchese, Administrative Assistant/School Secretary, Coolidge Elementary School
Christopher Hardee, Tier I IT Support Specialist

New Paraprofessional Staff

Applied Behavior Analysis (ABA) Technicians

Danielle Allain
Melissa Breault
Celeste Fontaine

Tia Kasparian
Brittany Lund
Christine Marshall
Nichole Muller
Patrick O'Callahan
Erin Pelletier
Lisa Perna
Diana Pineau

Child Specific Aides

Caryn Gordon
Brittainy Jackson
Tatyana Mikhelashvili
Christopher Noble
Karen Olivier
Mahalakshmi Venirapragada

Special Education Aides

Janet Allen
Olga Fourcade
Kerri Kelly
Jigna Yajnik

Instructional Aides

Jesmin Aleem
Emily Joubert
Martha Kinback
Elizabeth Lombardi
Meghan Parisi
Jill Shah

Media Aides

Karen Geddes



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

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

MEETING DATE: **9/12/18**

B. Beal Early Childhood Center Building Project: Update

BACKGROUND INFORMATION:

Dr. Sawyer and Mr. Collins will present an update on the Beal Early Childhood Center Building Project.

ACTION RECOMMENDED:

That the School Committee accept 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



Beal Building Project Update

Dr. Joseph M. Sawyer, Superintendent

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

September 12, 2018

SCHEMATIC DESIGN



Topics

- Timeline & Our Progress to Date
- Current Beal Early Childhood Facility Condition
- Elementary School Space Needs across District
- State Funding Opportunity/Investment
- Site Identification and Acquisition
- Beal Project Capacity and Design
- Upcoming Decision Dates

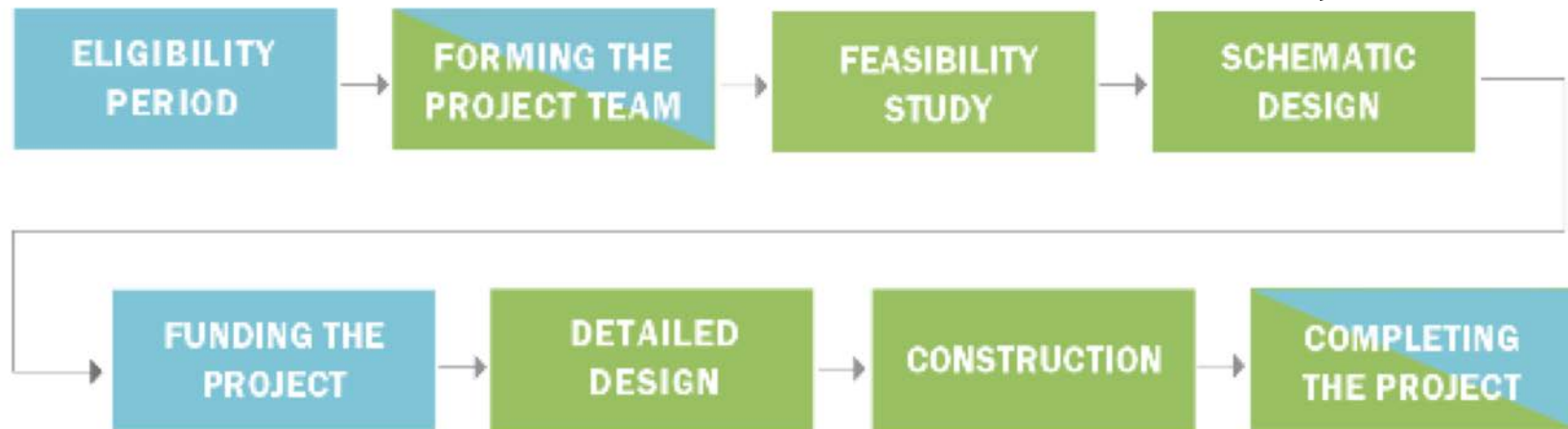
Timeline

MSBA Building Process

Steps primarily for:

Districts

Construction Professionals



Schematic Design
was just completed!

We are here.

Current Beal Early Childhood Center: Facility Condition

- 96 year-old facility
- Estimated cost of \$15.6 million to merely bring the existing building up to current building codes
- This would neither solve our current space problem nor our long-term needs



Current Beal Early Childhood Center: Facility Condition

- Has served us well but is beyond its useful life as a public school
- Occupancy beyond the next few years will require significant investment in an obsolete building

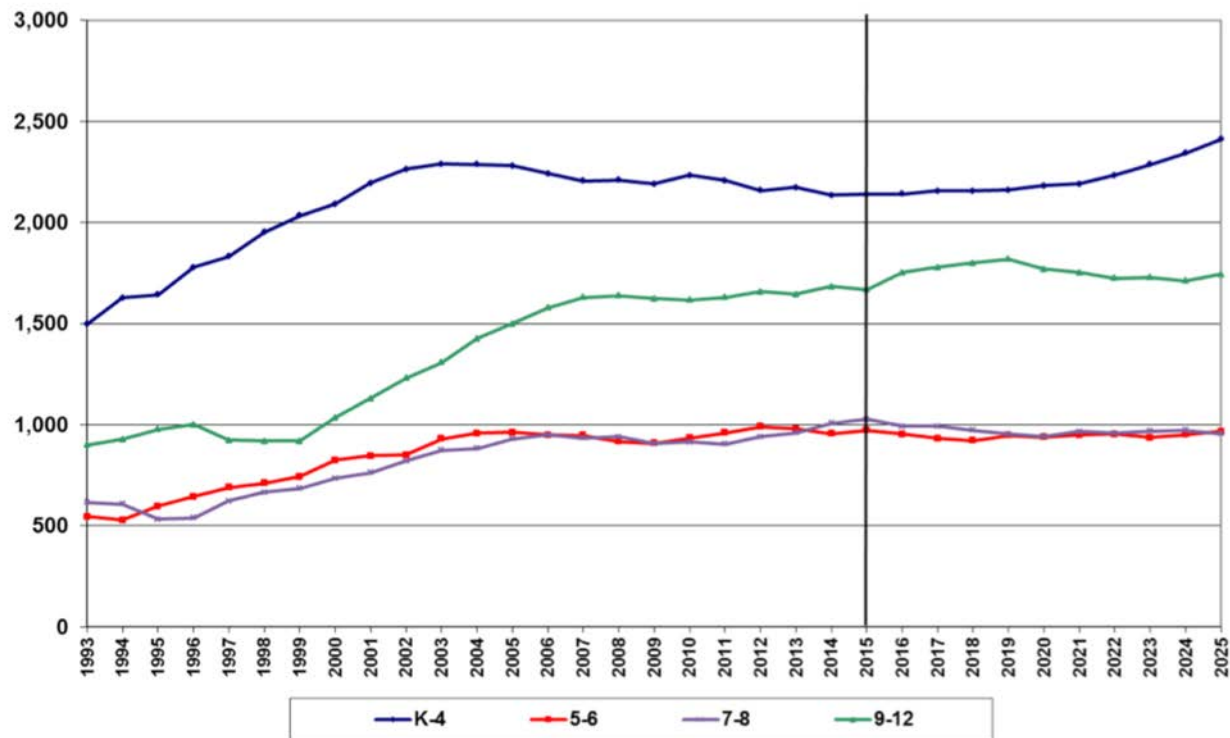


Elementary School Space Needs

Too many students, not enough space

MSBA Enrollment Projection – Shrewsbury

Enrollment by Grade Group



Elementary School Space Needs

Coolidge: No Music Room – Music Instruction “on a cart”



Elementary School Space Needs

Beal: Small Group Instruction & Office Area



Elementary School Space Needs

Beal: Undersized, Combined Music & Art Room



Elementary School Space Needs

Spring Street: No Music Room – Music Class on the Stage



State Funding

Opportunity/Investment: Limited Time



- The Beal Project was one of 26 projects from a pool of 97 applications selected by MSBA in their 2016 annual project selection cycle
- The MSBA is offering Shrewsbury a project subsidy/grant of 54.86% of all “eligible” project costs
- After the MSBA Board of Directors vote on October 31st, for a Project Scope and Budget Agreement, Shrewsbury will have 120 days to get affirmative vote on funding our share of the project cost

State Funding Opportunity/Investment

Category of State Reimbursement	Percent	Note
Base Reimbursement	50.16%	Based on community wealth factors. Same as rate on Sherwood Middle School Project.
Sustainable Design/"Green Building" Incentive Points	2.0%	Must adhere to strict regulations per LEED v.4 sustainable building design
Maintenance and Capital Planning Incentive Points	1.7%	Based upon MSBA review of our current operating and capital maintenance procedures and annual maintenance budgets
Construction Manager at Risk	1.0%	We are fortunate to receive this funding as it is no longer available to communities accepted after January 2016.
Total Reimbursement Rate	54.86%	Based on estimates of our project costs eligible for reimbursement, the net effective reimbursement rate is projected to be 36.08%.

Site Identification and Acquisition

- Special state legislation was approved by Governor Baker to convey the former Glavin Center parcel to the Town
- 32 potential sites were initially identified, rated, and eventually winnowed to the Glavin parcel as most advantageous
- Located just south of Route 9 and almost equidistant from the east and west town borders, it is well-suited to match our recent and future student growth



Beal Project Capacity and Design



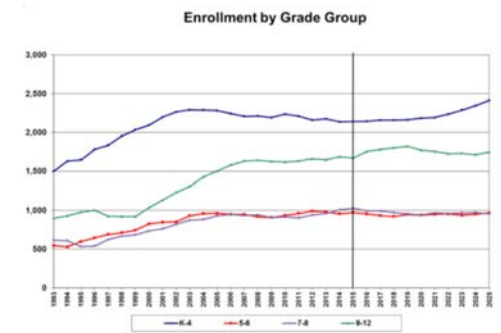
- Capacity for 790 students
- Kindergarten through Grade 4
- 40 classrooms, 8 sections of each grade level

Beal Project Capacity and Design



- Dedicated space for art, music, media, special education, and specialized instruction
- 141,600 sf
- Total estimated cost of \$92.8 million including re-alignment of Lake Street for safety

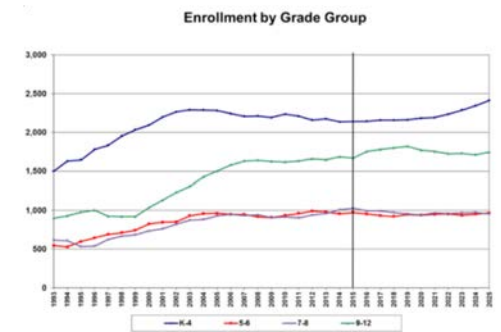
The Long-term K-4 Solution



Construction of the proposed Beal Project will:

- Alleviate overcrowding at all elementary schools
- Provide equitable educational spaces for all K-4 students across all elementary schools
- Have capacity for projected student growth

The Long-term K-4 Solution



Construction of the proposed Beal Project will:

- Be situated in a geographically favorable location in town
- Provide space for all Shrewsbury students to have full-day kindergarten
- Be the most cost-effective solution due to significant state reimbursement/project subsidy

Upcoming Decision Dates

DATE	EVENT	NOTES
October 22 nd	Special Town Meeting	A two-thirds affirmative vote is required for debt approval
October 31 st	Mass. School Building Authority- Board of Directors Vote on Project Scope and Budget	Allows us to enter into formal agreement and state funding commitment upon successful town-wide election
November 6 th	Town-wide Election on the Beal Project	Simple majority required to pass
Fall 2019	Beal Project Design Complete and Bid Solicitation	
Fall 2021	Open New Beal Elementary School	All elementary schools reconfigured to K-4

SCHEMATIC DESIGN





**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: **VIII. Old Business**

MEETING DATE: **9/12/18**

BACKGROUND INFORMATION:

ACTION RECOMMENDED:

MEMBERS/STAFF AVAILABLE FOR PRESENTATION:



SHREWSBURY PUBLIC SCHOOLS SCHOOL COMMITTEE MEETING

ITEM NO: **IX. New Business**

MEETING DATE: **9/12/18**

A. Appointment to the Board of Directors of Shrewsbury Media Connection, Inc.: Vote

BACKGROUND INFORMATION:

The Shrewsbury School Committee has been seeking one member to fill its appointment to the newly formed Shrewsbury Media Connection, Inc. Board of Directors, following the transition of Shrewsbury Media Connection to a nonprofit organization. The duties of the Board of Directors are to oversee the public access center, hire the Executive Director, approve the Annual Operating Budget, set Policies and Procedures for SMC Inc., and set and implement marketing and fundraising programs. The role starts on Oct. 1, 2018, for a three-year term to expire on Oct. 1, 2021. Superintendent Sawyer issued a request for applications and is making a recommendation to the School Committee regarding an appointment.

ACTION RECOMMENDED:

That the Committee vote to appoint Mr. Weichu (Brian) Xu as its appointed member to the Board of Directors of Shrewsbury Media Connection, Inc. for a three-year term from October 1, 2018 through October 1, 2021.

STAFF AVAILABLE FOR PRESENTATION:

Dr. Joseph M. Sawyer, Superintendent of Schools



Shrewsbury Public Schools

Joseph M. Sawyer, Ed.D.
Superintendent

September 12, 2018

To: School Committee
Re: Recommendation for appointment of board member of Shrewsbury Media Connection, Inc.

As you are aware, the Shrewsbury Media Connection is transitioning to a nonprofit organization that will have its own Board of Directors, and it has been determined that the School Committee will make the appointment of one of the board members given the strong connections between the respective missions of SMC and the School Department. The duties of the SMC, Inc. Board of Directors are to oversee the public access center, hire the Executive Director, approve the Annual Operating Budget, set Policies and Procedures for SMC Inc., and set and implement marketing and fundraising programs. This seat on the SMC, Inc. Board of Directors starts on Oct. 1, 2018, for a three-year term to expire on Oct. 1, 2021.

After publicizing this opportunity through district listserv emails and our website, I am pleased to recommend Dr. Weichu (Brian) Xu as the recommended candidate for the SMC, Inc. Board of Directors. Dr. Xu is an assistant professor of organic chemistry at Worcester State University who previously worked in the field of pharmaceutical research. He is a longtime resident of Shrewsbury who is well known for his leadership as the Principal and Chair of the Board of the Massachusetts Beijing Chinese Language School, Inc., which teaches Chinese language and culture during weekend sessions and hosts an outstanding annual celebration of the Chinese New Year at which SPS Mandarin Chinese classes perform each year.

Dr. Xu indicates that he strongly supports the mission of SMC, Inc., particularly as it relates to educational programming that benefits the community. He also has strong experience working with the SMC personnel regarding the recording and broadcast of the Chinese New Year event. Having interacted with Dr. Xu on many occasions and knowing his reputation, I am confident he will be an excellent member of the new SMC, Inc. Board of Directors, and I ask that you vote to appoint him to this important role.



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

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

MEETING DATE: **9/12/18**

BACKGROUND INFORMATION:

The minutes are enclosed.

ACTION RECOMMENDED:

That the Committee accept the minutes from the School Committee Meeting held on August 29, 2018.

STAFF AVAILABLE FOR PRESENTATION:

Mr. Jason Palitsch, Chairperson

Ms. Sandra Fryc, Secretary

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

MINUTES OF SCHOOL COMMITTEE MEETING

Wednesday, August 29, 2018

Present: Mr. Jason Palitsch, Chairperson; Ms. Erin Canzano, Vice Chairperson; Ms. Sandy Fryc, Secretary; Mr. Jon Wensky; Mr. Patrick Collins, Assistant Superintendent for Finance and Operations; Ms. Amy B. Clouter, Assistant Superintendent for Curriculum & Instruction; and Dr. Joseph Sawyer, Superintendent of Schools.

Not present: Dr. B. Dale Magee, School Committee Member; Ms. Barb Malone, Director of Human Resources.

A complete audio/visual recording of this meeting is available on the Shrewsbury Public Schools website.

The meeting was convened by Mr. Palitsch at 7:00 pm.

Special Opening

The Shrewsbury High School (SHS) A Cappella Choir, under the direction of Music Teacher Michael Lapomardo, performed “The Star Spangled Banner.” Dr. Sawyer congratulated Mr. Lapomardo on being recognized earlier in the week with a Superintendent’s Award at Opening Day for Staff at Shrewsbury Public Schools (SPS).

I. Public Participation

None.

II. Chairperson’s Report & Members’ Reports

None.

III. Superintendent’s Report

Dr. Sawyer recognized the other winners of Superintendent’s Awards at Opening Day for staff: Jennifer DiFrancesca, Director of Social Sciences, Shrewsbury High School (Jayne M. Wilkin Award); Chris Girardi, Principal, Beal Early Childhood Center (Thomas M. Kennedy Award); Robert Cox, Superintendent of Public Buildings, Town of Shrewsbury; Norma Chico, Physics Teacher, Shrewsbury High School; Greg Marceau, Video Technician/Telecommunications Specialist, Shrewsbury High School; Kelly Sutton, ABA Technician, Spring Street School; Kristen Minio, Adjustment Counselor, Oak Middle School; Bryant Clark, Music Teacher,

Sherwood and Oak Middle Schools; Karin Freeman, Secretary, Beal Early Childhood Center.

Dr. Sawyer announced that he received permission from the School Committee to rename Ms. Meg Belsito's position in the district to *Assistant Superintendent for Student Services* to better reflect the breadth, scope, and responsibilities of the role.

Dr. Sawyer advised that SPS enjoyed an outstanding opening to the start of the school year even while high heat and humidity made the physical environment difficult in the many classrooms and spaces in the district without climate control to address those conditions. Dr. Sawyer advised that, in addition to the new Beal Building Project, existing infrastructure over time needs to move to a place that will provide appropriate conditions during increasingly frequent, and dramatic, heat-related weather events.

IV. Time Scheduled Appointments:

A. Beal Early Childhood Center Building Project: Report & Discussion

Ms. Kathryn Crockett, President, Lamoureux Pagano Associates; Mr. Sean Brennan, Architect, Lamoureux Pagano Associates; and Mr. Paul Queeney, Owner's Project Manager, PMA Associates, gave a report to the Committee on the status of the Beal Early Childhood Center (BECC) project that incorporated an overview, history, cost information, next steps, and detailed information on the Schematic Design phase (size, design, layout). The team, Dr. Sawyer, and Mr. Collins addressed clarifying questions from the Committee on MSBA reimbursement, baseline costs, differences between proposed and MSBA gross square footage (GSF) and shared space usage.

Mr. Palitsch requested feedback on this phase of the project for Ms. Fryc (who represents the School Committee on the BECC Building Committee). Committee members noted the importance of "right-sizing" the new school and addressing issues at other schools; appreciated thoughtful use of green spaces; and felt cost information was thoroughly explained and were supportive of the schematic design as presented. Dr. Sawyer noted that he has received feedback that the Glavin Center site works well for a school and that the educational program plan for the building authored by Ms. Clouter was cited by the MSBA as one of the best they have received, and added that the new school was much needed and represented good value for the community.

V. Curriculum

None.

VI. Policy

A. Adoption of Town Policies for Energy Reduction & Fuel Efficient Vehicles: Discussion

Dr. Sawyer advised that in order for the Town of Shrewsbury to be designated a "Green Community" through the Commonwealth of Massachusetts Green Community Designation & Grant Program, the school district must adopt the town's Energy Reduction Plan and the Fuel Efficient Vehicle Policy. Dr. Sawyer and Mr. Collins noted that presently the fuel policy

only applies to one SPS vehicle since buses are not included, and advised that since SPS buildings are maintained by the Public Buildings Department, much of the energy reduction plan falls under their purview.

Mr. Palitsch noted he would be happy to see SPS participate, and advised that the Committee would vote at their September 12, 2018, meeting.

VII. Finance & Operations

A. SHS Athletic Facilities Project & Summer School Maintenance: Report

In his report, Mr. Collins provided an update on track and field construction, as well as related projects, at Shrewsbury High School; gave a budget status (noting that the athletic facility project is “on budget” as of August 20, 2018); described the impact of the project on athletic schedules; and discussed other summer facility projects at SPS. The Committee asked about the timeframes of related turf projects and thanked Mr. Collins and the fundraising team for their work on the Campaign for Shrewsbury Athletic Fields.

B. Campaign for Shrewsbury Athletic Fields: Vote to Accept Gifts

On a motion by Mr. Wensky, seconded by Ms. Fryc, the Committee voted unanimously to accept gifts of \$5,000 each from Flint Pond Village, Lamoreaux Pagano & Associates, Tom & Barbara Peters/Mid State Kitchens, and David & Andrea Lowy, for the Campaign for Shrewsbury Athletic Fields.

C. Fiscal Year 2019 State Aid: Report

Mr. Collins’s report compared prior estimates and charges for state aid for FY19 to actual amounts finalized in the state budget process. He listed General Fund (Town) receipts and charges by category, and School Department receipts by category, noting that actual FY19 state aid and charges amounts budgeted by the Town Manager and School Department were very close to the actuals/updated estimates published at the completion of the state budget process.

D. Fiscal Year 2019 Grants: Report & Vote to Accept

In his report, Mr. Collins listed federal and state grants for FY19, compared these to FY18 (SPS will receive \$183,056 less, primarily due to a reduction in Title I funding), and provided a five year history. It was noted that many entitlement grants are noncompetitive and based on need. In response to questioning from the Committee, Ms. Clouter provided additional information on Title I funding, and Dr. Sawyer noted the loss of Full Day Kindergarten (FDK) grant funding for the past three years due to the state discontinuing this grant as the vast majority of school districts in Massachusetts now offer full day kindergarten to all students, and that space limitations prevent Shrewsbury from offering it to all interested students.

On a motion by Mr. Wensky, seconded by Ms. Fryc, the Committee voted unanimously to accept all FY19 grant funds noted in the enclosed chart and use such funds for their intended purpose.

VIII. Old Business

None.

IX. New Business

None.

X. Approval of Minutes

Without objections from the Committee, the minutes from the School Committee Workshop held on August 22, 2018 were accepted as distributed.

XI. Executive Session

None.

XII. Adjournment

On a motion by Mr. Wensky, seconded by Ms. Fryc, the committee unanimously agreed to adjourn the meeting at 8:58 pm. Roll call votes were as follows: Mr. Wensky, yes; Ms. Fryc, yes; Ms. Canzano, yes; Mr. Palitsch, yes.

Respectfully submitted,

Elizabeth McCollum, Clerk

Documents referenced:

1. Beal Early Childhood Center Project Report
2. Town of Shrewsbury Fuel Efficient Vehicle Policy
3. Town of Shrewsbury Energy Reduction Plan Draft
4. FY19 State Aid Status Update Report
5. FY19 State Aid Status Update Slide Presentation
6. FY19 Grant Acceptances Report
7. Turf and Summer Project Update Slides
8. Set(s) of Minutes as Referenced Above



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: **XI. Executive Session**

MEETING DATE: **9/12/18**

A. For the purpose of collective bargaining with the Shrewsbury Education Association

B. For the purpose of reviewing, approving, and/or releasing executive session minutes

BACKGROUND INFORMATION:

Executive session is warranted for these purposes.

ACTION RECOMMENDED:

That the School Committee enter into executive session for the purpose of collective bargaining with the Shrewsbury Education Association, where deliberation in an open meeting may have a detrimental effect on the bargaining position of the public body, and for the purpose of reviewing, approving, and/or releasing executive session minutes.

STAFF AVAILABLE FOR PRESENTATION:

Ms. Barbara A. Malone, Director of Human Resources

Dr. Joseph M. Sawyer, Superintendent of Schools

ITEM NO: **XII. Adjournment**