



**School Committee
Meeting Book**

**April 24, 2019
7:00 pm**

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



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

AGENDA

**April 24, 2019 7:00pm
Town Hall—Selectmen's Meeting Room
100 Maple Avenue**

Items

Suggested time allotments

I.	Public Participation	
II.	Chairperson's Report & Members' Reports	
III.	Superintendent's Report	
IV.	Time Scheduled Appointments	
V.	Curriculum	
VI.	Policy	
	A. Update to Physical Restraint Policy: Second Reading & Vote	7:10 – 7:15
	B. Update to Bullying Policy: Second Reading & Vote	7:15 – 7:20
VII.	Finance & Operations	
	A. Fiscal Year 2020 School Department Appropriated Budget Recommendation: Presentation & Vote	7:20 – 7:45
VIII.	Old Business	
IX.	New Business	
	A. Evaluation of the Superintendent of Schools	7:45 – 8:05
	B. Superintendent's Contract: Vote	8:05 – 8:10
X.	Approval of Minutes	8:10 – 8:15
XI.	Farewell to Mrs. Canzano	8:15 – 8:30
XII.	Executive Session	
XIII.	Adjournment	8:30

Next regular meeting: May 8, 2019



SHREWSBURY PUBLIC SCHOOLS SCHOOL COMMITTEE MEETING

ITEM NO: I Public Participation

MEETING DATE: 4/24/19

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: **4/24/19**

BACKGROUND INFORMATION:

ACTION RECOMMENDED:

STAFF AVAILABLE FOR PRESENTATION:



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: **V. Curriculum**

MEETING DATE: **4/24/19**

BACKGROUND INFORMATION:

ACTION RECOMMENDED:

STAFF & STUDENTS AVAILABLE FOR PRESENTATION:



SHREWSBURY PUBLIC SCHOOLS SCHOOL COMMITTEE MEETING

ITEM NO: **VI. Policy**

MEETING DATE: **4/24/19**

A. Update to Physical Restraint Policy: Second Reading & Vote

BACKGROUND INFORMATION:

A first reading of the proposed updated Policy 325: Prevention of Physical Restraint and Requirements If Used, was held at the School Committee meeting on March 27, 2019. It was noted at the time that the policy was being updated to reflect language changes/additions required by the Department of Elementary and Secondary Education (DESE), and that further changes required by DESE needed to be made to the updated draft policy. Changes presented at the first reading are in red font; subsequent changes are noted in blue font.

ACTION RECOMMENDED:

That the Committee vote to approve updated Policy 325: Prevention of Physical Restraint and Requirements If Used.

COMMITTEE MEMBERS/STAFF AVAILABLE FOR PRESENTATION:

Ms. Erin Canzano, School Committee, Member of Policy Subcommittee
Mr. Jason Palitsch, School Committee, Member of Policy Subcommittee
Dr. Joseph M. Sawyer, Superintendent of Schools
Mr. Patrick C. Collins, Assistant Superintendent for Finance & Operations

POLICY FAMILY	Personnel – Responsibilities & Procedures	300
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Policy 325: Prevention of Physical Restraint and Requirements If Used

Adopted 3/6/02
Revised 3/25/15
Revised 11/16/16
Revised ??/??/19

The Shrewsbury Public Schools complies with the DOE restraint regulations, 603 CMR 46.00 et seq. ("Regulations"), to the extent required by law. According to their terms, the Regulations apply not only at school but also at school-sponsored events and activities, whether or not on school property. A brief overview of the Regulations is provided below.

Physical restraint, including prone restraint where permitted, shall be considered an emergency procedure of last resort except when a student's behavior poses a threat of assault, or imminent, serious, physical harm to self or others and the student is not responsive to verbal directives or other lawful and less intrusive behavior interventions, or such interventions are deemed to be inappropriate under the circumstances. **Physical restraint shall mean direct physical contact that prevents or significantly restricts a student's freedom of movement. Physical Restraint is used with extreme caution in order to prevent or minimize any harm to the student as a result of use of Physical Restraint. Physical restraint does not include: brief contact to promote student safety, providing physical guidance and prompting when teaching a skill, redirecting attention, providing comfort, or a physical escort.**

The district shall have procedures for restraint prevention and behavior supports regarding appropriate responses to student behavior that may require immediate intervention. These procedures will be reviewed annually and provided to program staff and made available to parents of enrolled students.

SPS has various methods for preventing student violence, self-injurious behavior, and suicide, including time-out and de-escalation of potentially dangerous behavior occurring among groups of students or with an individual student. Resources include:

1. Functional Behavior Assessment to hypothesize what environmental variables may be contributing to the identified behavior of concern.
2. Development of individualized behavior support plans.
3. The application of time out procedures (where appropriate) as part of the student's individualized behavior support plan.
4. Trainings for mental and behavioral health, such as "Mental Health First Aid".
5. Verbal de-escalation and restraint training, such as "Strategies of Limiting Violent Episodes (S.O.L.V.E.).
6. Access to district wide Clinical Coordinators and consulting Child Psychiatrist.

7. Early Intervening Team (EIT), Student Support Team (SST) are groups made up of district personnel who problem solve and implement procedures prior to the clinical team being called in.

Shrewsbury Public Schools provides alternatives to physical restraint and method of physical restraint in emergency situations. The “Strategies for Limiting Violent Episodes” (S.O.L.V.E.) curriculum teaches a variety of methodologies, including physical restraint, that highlight variables that an individual may need to control in an emergency situation (i.e. if a student’s behavior is escalating). In addition, the curriculum identifies a variety of verbal de-escalation strategies that include but are not limited to: Setting up/Perception/Invitation/Knowledge/Emotions with empathy/Strategy, aka S.P.I.K.E.S. model of effective communication; action responses (e.g., asking clarifying questions, etc.); and listening responses (e.g, body language, clarification, confirmation, etc.).

Physical restraint shall not be used:

- (a) As a means of discipline or punishment;
- (b) When the student cannot be safely restrained because it is medically contraindicated for reasons including but not limited to asthma, seizures, cardiac condition, obesity, bronchitis, communication-related disabilities, or risk of vomiting;
- (c) As a response to property destruction, disruption of school order, a student's refusal to comply with a program rule or staff directive, or verbal threats when those actions do not constitute a threat of assault, or imminent, serious, physical harm; or
- (d) As a standard response for any individual student. No written individual behavior plan or individualized education program (IEP) will include use of physical restraint as a standard response to any behavior. Physical restraint is an emergency procedure of last resort.

Shrewsbury Public Schools does not authorize the use of medication restraint, mechanical restraint, prone restraint (unless permitted pursuant to 603 CMR 46.03 (1)(b)), seclusion (as defined below) or the use of physical restraint in a manner inconsistent with 603 CMR 46.00.

Prone restraint shall be prohibited in public education except on an individual student basis, and only under the following circumstances:

1. The student has a documented history of repeatedly causing serious self-injuries and/or injuries to other students or staff;
2. All other forms of physical restraints have failed to ensure the safety of the student and/or the safety of others;
3. There are no medical contraindications as documented by a licensed physician;
4. There is psychological or behavioral justification for the use of prone restraint and there are no psychological or behavioral contraindications, as documented by a licensed mental health professional;

5. The program has obtained consent to use prone restraint in an emergency as set out in 603 CMR 46.03(1)(b), and such use has been approved in writing by the principal; and,

6. The program has documented 603 CMR 46.03(1)(b) 1 - 5 in advance of the use of prone restraint and maintains the documentation.

Physical restraint in a public education program shall be limited to the use of such reasonable force as is necessary to protect a student or another member of the school community from assault or imminent, serious, physical harm.

Seclusion means the involuntary confinement of a student alone in a room or area from which the student is physically prevented from leaving. Seclusion does not include a time-out as defined in 603 CMR 46.02.

Time-out is **not** prohibited

Time-out means a behavioral support strategy developed pursuant to 603 CMR 46.04(1) in which a student temporarily separates from the learning activity or the classroom, either by choice or by direction from staff, for the purpose of calming. During time-out, a student will be continuously observed by a staff member. Staff will be with the student or immediately available to the student at all times. The space used for time-out will be clean, safe, sanitary, and appropriate for the purpose of calming. Time-out will cease as soon as the student has calmed. If a student has not calmed and the time-out may need to exceed 30 minutes, the principal or designee must be contacted in order to approve extending the time-out beyond this timeframe.

There are two situations in which time out procedures may be used:

- 1.If it has been outlined in the student's individualized behavior support plan and consented to by their parent/guardian.
- 2.If the student's behavior requires the immediate removal from a classroom environment due to the student demonstrating an acute/aberrant behavior that creates an emergency situation. Time out should not last longer than 20 minutes before adults assisting the student attempt to verbally redirect the student and de-escalate the situation. Only in the presence of a building administrator or designee can the time out procedure be employed for longer than 20 minutes.

~~The Regulations do not prevent a teacher, employee or agent of the District from using reasonable force to protect students, other persons or themselves from assault or imminent serious harm or from restraining students as otherwise provided in the Regulations.~~

At the beginning of each school year, the principal of each building or his or her designee will identify program staff who are authorized to serve as a school-wide resource to assist in ensuring proper administration of physical restraint. These staff must have participated or will participate in in-depth training in the use of physical restraint.

Such training shall be competency-based and at least 16 hours in length, with a 6 hour refresher training occurring annually thereafter. The curriculum will teach a variety of methodologies that an individual may need to control in an emergency situation (i.e. if a student's behavior is escalating). ~~Also, the curriculum will identify a variety of de-escalation strategies (i.e. Action responses—ask clarifying questions; Listening responses—body language, confirmation).~~
Content of in-depth training. In-depth training in the proper administration of physical restraint shall include, but not be limited to:

- (a) Appropriate procedures for preventing the use of physical restraint, including the de-escalation of problematic behavior, relationship building and the use of alternatives to restraint;
- (b) A description and identification of specific dangerous behaviors on the part of students that may lead to the use of physical restraint and methods for evaluating the risk of harm in individual situations in order to determine whether the use of restraint is warranted;
- (c) The simulated experience of administering and receiving physical restraint, instruction regarding the effect(s) on the person restrained, including instruction on monitoring physical signs of distress and obtaining medical assistance;
- (d) Instruction regarding documentation and reporting requirements and investigation of injuries and complaints;
- (e) Demonstration by participants of proficiency in administering physical restraint; and,
- (f) Instruction regarding the impact of physical restraint on the student and family, recognizing the act of restraint has impact, including but not limited to psychological, physiological, and social-emotional effects.

Proper Administration of Physical Restraint

- (1) Trained personnel. Only public education program personnel who have received training pursuant to 603 CMR 46.04(2) or 603 CMR 46.04(3) shall administer physical restraint on students. Whenever possible, the administration of a restraint shall be witnessed by at least one adult who does not participate in the restraint. The training requirements contained in 603 CMR 46.00 shall not preclude a teacher, employee or agent of a public education program from using reasonable force to protect students, other persons or themselves from assault or imminent, serious, physical harm.
- (2) Use of force. A person administering a physical restraint shall use only the amount of force necessary to protect the student or others from physical injury or harm.
- (3) Safest method. A person administering physical restraint shall use the safest method available and appropriate to the situation subject to the safety requirements set forth in 603 CMR 46.05(5). Floor restraints, including prone restraints otherwise permitted under 603 CMR 46.03(1)(b), shall

be prohibited unless the staff members administering the restraint have received in-depth training according to the requirements of 603 CMR 46.043(3) and, in the judgment of the trained staff members, such method is required to provide safety for the student or others present.

(4) Duration of restraint. All physical restraint must be terminated as soon as the student is no longer an immediate danger to himself or others, or the student indicates that he or she cannot breathe, or if the student is observed to be in severe distress, such as having difficulty breathing, or sustained or prolonged crying or coughing.

(5) Safety requirements. Additional requirements for the use of physical restraint:

(a) No restraint shall be administered in such a way that the student is prevented from breathing or speaking. During the administration of a restraint, a staff member shall continuously monitor the physical status of the student, including skin temperature and color, and respiration.

(b) Restraint shall be administered in such a way so as to prevent or minimize physical harm. If, at any time during a physical restraint, the student expresses or demonstrates significant physical distress including, but not limited to, difficulty breathing, the student shall be released from the restraint immediately, and school staff shall take steps to seek medical assistance.

(c) If a student is restrained for a period longer than 20 minutes, program staff shall obtain the approval of the principal. The approval shall be based upon the student's continued agitation during the restraint justifying the need for continued restraint.

(d) Program staff shall review and consider any known medical or psychological limitations, known or suspected trauma history, and/or behavioral intervention plans regarding the use of physical restraint on an individual student.

(e) After the release of a student from a restraint, the public education program shall implement follow-up procedures. These procedures shall include reviewing the incident with the student to address the behavior that precipitated the restraint, reviewing the incident with the staff person(s) who administered the restraint to discuss whether proper restraint procedures were followed, and consideration of whether any follow-up is appropriate for students who witnessed the incident.

Methods for engaging parents in discussions about restraint prevention and the use of restraint solely as an emergency procedure:

1. Parent Strategies class is offered each year. Clinical Coordinators and Child Psychiatrist focus on prevention and understanding behavior and functions of behavior. Mental health issues and strategies are discussed as well.

2. Behavior plans are reviewed with parents as part of a school based team. Plans emphasize positive behavioral supports and methods to increase appropriate and/or alternative behavior. If it

is required for parents to understand emergency intervention, the team will meet with the parents to demonstrate what it looks like and feels like.

Reporting Requirements When a Restraint Occurs:

1. All physical restraints and/or time out procedures will be documented via the SPS Incident Report Form. In addition all physical restraints will be reported on an annual basis to DESE via the Restraint Reporting Form or as directed by the department.

(2) Informing the principal. The staff member who administered the restraint shall verbally inform the principal of the restraint as soon as possible, and by written report no later than the next school working day. The written report shall be provided to the principal for review of the use of the restraint. If the principal has administered the restraint, the principal shall prepare the report and submit it to an individual or team designated by the superintendent or board of trustees for review. The principal or director or his/her designee shall maintain an on-going record of all reported instances of physical restraint, which shall be made available for review by the parent or the Department upon request.

3. Informing parents. The principal or designee will make reasonable efforts to verbally inform the student's parents as soon as possible of the restraint, and no more than 24 hours following the event, and will also notify the parent by written report sent either within three school working days of the restraint to an email address provided by the parent for communications about the student, or by regular mail postmarked no later than three school working days of the restraint. If the parent of a student receives report cards and other necessary school-related information in a language other than English, the written restraint report will be provided to the parent or guardian in that language. The principal will provide the student and the parent an opportunity to comment orally and in writing on the use of the restraint and on information in the written report.

(4) Contents of report. The written report required by 603 CMR 46.06(2) and (3) shall include:

(a) The name of the student; the names and job titles of the staff who administered the restraint, and observers, if any; the date of the restraint; the time the restraint began and ended; and the name of the principal or designee who was verbally informed following the restraint; and, as applicable, the name of the principal or designee who approved continuation of the restraint beyond 20 minutes pursuant to 603 CMR 46.05(5)(c).

(b) A description of the activity in which the restrained student and other students and staff in the same room or vicinity were engaged immediately preceding the use of physical restraint; the behavior that prompted the restraint; the efforts made to prevent escalation of behavior, including the specific de-escalation strategies used; alternatives to restraint that were attempted; and the justification for initiating physical restraint.

(c) A description of the administration of the restraint including the holds used and reasons such holds were necessary; the student's behavior and reactions during the

restraint; how the restraint ended; and documentation of injury to the student and/or staff, if any, during the restraint and any medical care provided.

(d) Information regarding any further action(s) that the school has taken or may take, including any consequences that may be imposed on the student.

(e) Information regarding opportunities for the student's parents to discuss with school officials the administration of the restraint, any consequences that may be imposed on the student, and any other related matter.

5. Individual student review. The principal of the program will conduct a weekly review of restraint data in order to identify students who have been restrained multiple times during the week. If such students are identified, the principal shall convene one or more review teams as the principal deems appropriate to assess each student's progress and needs. The assessment shall include at least the following:

(a) review and discussion of the written reports submitted in accordance with 603 CMR 46.06 and any comments provided by the student and parent about such reports and the use of the restraints;

(b) analysis of the circumstances leading up to each restraint, including factors such as time of day, day of the week, antecedent events, and individuals involved;

(c) consideration of factors that may have contributed to escalation of behaviors, consideration of alternatives to restraint, including de-escalation techniques and possible interventions, and such other strategies and decisions as appropriate, with the goal of reducing or eliminating the use of restraint in the future;

(d) agreement on a written plan of action by the program.

6. Administrative review. The principal will conduct a monthly review of school-wide restraint data. This review shall consider patterns of use of restraints by similarities in the time of day, day of the week, or individuals involved; the number and duration of physical restraints school-wide and for individual students; the duration of restraints; and the number and type of injuries, if any, resulting from the use of restraint. The principal shall determine whether it is necessary or appropriate to modify the school's restraint prevention and management policy, conduct additional staff training on restraint reduction/prevention strategies, such as training on positive behavioral interventions and supports, or take such other action as necessary or appropriate to reduce or eliminate restraints.

7. Report all restraint-related injuries to the Department. When a physical restraint has resulted in an injury to a student or staff member, the principal will send a copy of the written report to the Department postmarked no later than three (3) school working days of the administration of the restraint. The principal will also send the Department a copy of the record of physical restraints maintained by the principal for the 30-day period prior to the date of the reported restraint. **Every program shall collect and annually report data to the Department regarding the use of physical restraints. Such data shall be reported in a manner and form directed by the Department.**

Complaints and investigations regarding restraint practices are covered by District Policy 132, Steps for Handling Complaints. At this time, if parents of a student have concerns/complaints about SPS policy and/or procedures regarding physical restraint and/or the use of time out procedures, they should contact the building administrator and the ~~Director of Special Education and Pupil Personnel Services~~ **Assistant Superintendent for Student Services** to file concerns/complaints and/or initiate an investigation on a particular student. **Investigations will include a review of the written incident report(s), staff interviews, consultation from district Board Certified Behavior Analyst and communication with families.**

The above procedures and guidelines will be reviewed annually with school personnel and shared with students and parents. During the first month of school, all staff review the revised restraint prevention and behavior support policy as part of the online district wide compliance training. Any new employee will, also, review the restraint prevention and behavior support policy within one month of their hire date. **Each principal or director shall determine a time and method to provide all program staff with training regarding the program's restraint prevention and behavior support policy and requirements when restraint is used. Such training shall occur within the first month of each school year and, for employees hired after the school year begins, within a month of their employment. Training shall include information on the following:**

- (a) The role of the student, family, and staff in preventing restraint;**
- (b) The program's restraint prevention and behavior support policy and procedures, including use of time-out as a behavior support strategy distinct from seclusion;**
- (c) Interventions that may preclude the need for restraint, including de-escalation of problematic behaviors and other alternatives to restraint in emergency circumstances;**
- (d) When behavior presents an emergency that requires physical restraint, the types of permitted physical restraints and related safety considerations, including information regarding the increased risk of injury to a student when any restraint is used, in particular a restraint of extended duration;**

(e) Administering physical restraint in accordance with medical or psychological limitations, known or suspected trauma history, and/or behavioral intervention plans applicable to an individual student; and

(f) Identification of program staff who have received in-depth training pursuant to 603 CMR 46.03(3) in the use of physical restraint.

All policies and procedures are available to parents through the district website, schools and department offices. A copy of the regulations can be obtained from the ~~Director of Special Education and Pupil Personnel Services~~ Assistant Superintendent for Student Services, who can be reached at (508) 841-8660.

A copy of the regulations of Department of Education may also be obtained at the following website: www.doe.edu/lawsregs/603cmr46.html

This policy will be reviewed within five years of its last revision.



SHREWSBURY PUBLIC SCHOOLS SCHOOL COMMITTEE MEETING

ITEM NO: **VI. Policy**

MEETING DATE: **4/24/19**

B. Update to Bullying Policy: Second Reading & Vote

BACKGROUND INFORMATION:

A first reading of the proposed updated Policy 712: Bullying Prevention and Intervention, was held at the School Committee meeting on March 27, 2019. It was noted at the time that the policy was being updated to reflect language changes/additions required by the Department of Elementary and Secondary Education (DESE), and that further changes required by DESE needed to be made to the updated draft policy. Changes presented at the first reading are in red font; subsequent changes are noted in blue font.

ACTION RECOMMENDED:

That the Committee vote to approve updated Policy 712: Bullying Prevention and Intervention.

COMMITTEE MEMBERS/STAFF AVAILABLE FOR PRESENTATION:

Ms. Erin Canzano, School Committee, Member of Policy Subcommittee
Mr. Jason Palitsch, School Committee, Member of Policy Subcommittee
Dr. Joseph M. Sawyer, Superintendent of Schools
Mr. Patrick C. Collins, Assistant Superintendent for Finance & Operations

POLICY FAMILY	Responsibilities & Discipline	700
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Policy 712: Bullying Prevention and Intervention

Adopted 12/8/10

Amended 10/23/13

Amended ??/??/19

The Shrewsbury Public Schools holds a core value of “respect and responsibility” and, as such, is committed to the continuous improvement of learning environments. In order to achieve these aspirations, the Shrewsbury Public Schools is committed to providing school environments where students are not subject to bullying and cyberbullying and the effects of such actions. Acts of bullying and cyberbullying are prohibited:

- (i) On school grounds; on property immediately adjacent to school grounds; at a school-sponsored or school-related activity, function or program whether on or off school grounds; at a school bus stop; on a school bus or other vehicle owned, leased or used by the school district; or through the use of technology, including use of the school district’s network for World Wide Web/internet/intranet access; use of a personal electronic device when present at the locations cited above; or use of an electronic device owned, leased or used by the school district, and
- (ii) At a location, activity, function or program that is not school-related, or through the use of technology, including through the World Wide Web/internet or use of an electronic device that is not owned, leased or used by the school district, if the acts create a hostile environment at school for the target, infringes on the rights of the target at school or materially and substantially disrupts the education process or the orderly operation of a school.

Retaliation against a person who reports bullying, or who provides information during an investigation of bullying, or who witnesses or has reliable information about bullying, also is prohibited.

Incidents of bullying may, in addition to being a violation of this policy, constitute a violation of civil rights laws including but not limited to Title II, Title VI, Title IX, and Section 504. Please see the anti-discrimination/harassment policies of the Shrewsbury Public Schools for further information.

A. Definitions

Aggressor is a student or a member of a school staff who engages in bullying, cyberbullying, or retaliation towards a student.

Bullying, as defined in M.G.L. c.71, s. 37O as amended, is the repeated use by one or more students or by a member of a school staff including, but not limited to, an educator, administrator, school nurse, cafeteria worker, custodian, bus driver, athletic coach, advisor to an extracurricular activity or paraprofessional, of a written, verbal, or electronic expression or a physical act or gesture or any combination thereof, directed at a target that:

- (i) Causes physical or emotional harm to the target or damage to the target's property;
- (ii) Places the target in reasonable fear of harm to himself or of damage to his property;
- (iii) Creates a hostile environment at school for the target;
- (iv) Infringes on the rights of the target at school; or
- (v) Materially and substantially disrupts the education process or the orderly operation of a school.

Bullying may include conduct such as physical intimidation or assault, including intimidating an individual into taking an action against his/her will; oral or written threats; teasing; putdowns; name-calling; stalking; threatening looks, gestures, or actions; cruel rumors; false accusations; and social isolation.

Cyberbullying, as defined in M.G.L. c.71, s. 37O is bullying through the use of technology or any electronic communication, which shall include, but not be limited to, any transfer of signs, signals, writing, images, sounds, data or intelligence of any nature transmitted in whole or in part by a wire, radio, electromagnetic, photo electronic or photo optical system, including, but not limited to, electronic mail, internet communications, instant messages or facsimile communications. Cyberbullying also includes:

- (i) The creation of a web page or blog in which the creator assumes the identity of another person;
- (ii) The knowing impersonation of another person as the author of posted content or messages, if the creation or impersonation creates any of the conditions enumerated above in clauses (i) to (v), inclusive, of the definition of bullying; and
- (iii) The distribution by electronic means of a communication to more than one person or the posting of material on an electronic medium that may be accessed by one or more persons, if the distribution or posting creates any of the conditions enumerated above in clauses (i) to (v), inclusive, of the definition of bullying.

Cyberbullying may include conduct such as sending derogatory, harassing or threatening email messages, instant messages, or text messages; creating websites or posting comments on websites that ridicule, humiliate, or intimidate others; and posting on websites or disseminating embarrassing or inappropriate pictures or images of others.

Hostile Environment, as defined in M.G.L. c. 71, s. 37O, is a situation in which bullying causes the school environment to be permeated with intimidation, ridicule, or insult that is sufficiently severe or pervasive to alter the conditions of a student's education.

Retaliation is any form of intimidation, reprisal, or harassment directed against a person who reports bullying, provides information during an investigation of bullying, or witnesses or has reliable information about bullying.

Target is a student against whom bullying, cyberbullying or retaliation has been perpetrated.

School Staff includes, but is not limited to, educators, administrators, counselors, school nurses, cafeteria workers, custodians, bus drivers, athletic coaches, advisors to extracurricular activities, support staff, or paraprofessionals.

B. Bullying and Retaliation Are Prohibited and Will Lead to Discipline

The Shrewsbury Public Schools absolutely prohibits bullying, cyberbullying and retaliation as defined above. Students **or staff** who engage in bullying or retaliation will be subject to disciplinary action; however, disciplinary action taken must balance the need for accountability with the need to teach appropriate behavior. The range of disciplinary action includes, but is not limited to, one or more of the following: verbal warnings, written warnings, reprimands, reflective writing assignments intended to educate the student aggressor, detentions, Saturday school, short-term or long-term suspensions, or expulsions from school as determined by the school administration, subject to applicable procedural requirements, **unpaid administrative leave (for staff members) or termination of employment (for staff members)**. Nothing in this policy is intended to prevent the school administration from taking disciplinary action against a student for conduct that does not meet the definition of bullying or cyberbullying, as defined above, but nevertheless is inappropriate for the school environment. Disciplinary actions will be in accordance with administrative disciplinary policies and applicable state and federal laws.

C. Reporting Obligations and Methods

Reporting by Staff: A member of school staff, including, but not limited to, an educator, administrator, school nurse, cafeteria worker, custodian, bus driver, athletic coach, and advisor to an extracurricular activity or paraprofessional, shall promptly report any instance of bullying or retaliation s/he has witnessed or become aware of to the school principal or designee. As with other situations requiring behavior management, staff members will intervene as needed to stop the problematic behavior and then communicate the behavior to the administration utilizing the process in place for reporting. **A member of school staff may be named the aggressor or perpetrator in a bullying report.** If a school staff member is an alleged aggressor, the principal or designee shall investigate; if the alleged aggressor is the principal, the superintendent or designee shall investigate; if the alleged aggressor is the superintendent, the School Committee or designee shall investigate.

Reporting by Students, Parents/Guardians, and Others: The district expects students, parents/guardians, and others who witness or become aware of an instance of bullying or retaliation involving a student to report it to the school principal or designee. An individual may make an anonymous report of bullying or retaliation; however, no disciplinary action may be taken against a student solely on the basis of an anonymous report. A student who knowingly makes a false accusation of bullying or retaliation shall be subject to disciplinary action. If a

school staff member is an alleged aggressor, the principal or designee shall investigate; if the alleged aggressor is the principal, the superintendent or designee shall investigate; if the alleged aggressor is the superintendent, the School Committee or designee shall investigate.

Reporting to Parents/Guardians: Upon determining that bullying or retaliation has occurred, the principal or designee will notify the parent/guardian of the target and of the student aggressor of this finding and of the school's procedures for responding to it. If the alleged target and alleged student aggressor attend different schools, the principal receiving the report shall inform the principal of the other student's school, and that principal or designee shall notify the student's parents of the report and procedures. See also section H below.

Reporting to Local Law Enforcement: At any point after receipt of a report of bullying or retaliation, or during or after an investigation, if the school principal or designee has a reasonable basis to believe that the incident may involve criminal conduct, the school principal or designee will notify the local law enforcement agency. In addition, if an incident of bullying or retaliation occurs on school grounds and involves a former student under the age of 21 who is no longer enrolled in a local school district, charter school, non-public school, approved private day or residential school or collaborative school, the Superintendent of the Shrewsbury Public Schools or designee will notify local law enforcement if s/he believes that criminal charges may be pursued. See also section H below.

Reporting to Administrator of Another School District or School: If an incident of bullying or retaliation involves students from more than one school district, charter school, non-public school, approved private day or residential school or collaborative school and the Shrewsbury Public Schools is the first to be informed of the bullying or retaliation, then the Superintendent of the Shrewsbury Public Schools or designee must, consistent with state and federal law, promptly notify the appropriate administrator of the other school district or school so that both may take appropriate action.

Reporting Methods: Each school shall have a reporting procedure in place for staff members to utilize. Each school shall communicate, through its handbook, the ways in which students and parents/guardians may report suspected bullying or cyberbullying, including anonymous reporting.

D. Investigation

The school principal or designee shall investigate promptly a report of bullying or retaliation giving consideration to all the circumstances at hand, including the nature of the allegations and the ages of the students involved. The following are general guidelines for responding to a report of bullying or retaliation. The guidelines will be adapted as necessary to respond appropriately to the complaint.

Pre-Investigation: Even before fully investigating allegations of bullying or retaliation, school personnel will consider whether there is a need to take immediate steps to support the alleged target and/or protect the alleged target from further potential incidents of concern. In taking any such action, however, the rights of both the alleged target and alleged student aggressor must be considered.

Written statement of the complaint: The investigator will seek to determine the basis of the complaint, gathering information from the complainant, including such matters as: what specifically happened, who committed the alleged acts, who was present or may have information about the events, when the events occurred (date, time of day), and where the events occurred.

It is helpful to have these facts in writing. If age appropriate, the complainant may be asked to put the complaint in writing and to sign and date it. If the complainant cannot or chooses not to write a complaint, the investigator will record the allegations, read them to the complainant to confirm accuracy, and ask the complainant to sign the document. If the complainant cannot or chooses not to sign, the investigator may sign and date the document her/himself.

Interviews: Once the allegations of the complainant are established, the investigator will gather other evidence, which may involve interviews of the alleged student **or staff** aggressor and/or other witnesses. If appropriate, the investigator should remind the alleged student **or staff** aggressor and witnesses that retaliation against persons whom they believe might have reported the incidents or cooperated with the investigation is strictly prohibited and will result in disciplinary action.

Confidentiality: The confidentiality of the complainant and the other witnesses will be maintained to the extent practicable given the school's obligation to investigate and address the matter.

E. Determination

School personnel must weigh all of the evidence objectively to determine whether the alleged events occurred and, if they did, whether the events constitute bullying or retaliation. The determination must be based upon all of the facts and circumstances and the perspective of a reasonable person. When applied to children, the "reasonable person" standard is generally "that of a reasonable person of like age, intelligence, and experience under like circumstances." See *Ellison v. Brady*, 924 F.2d 872 (9th Cir. 1991).

If bullying or retaliation is substantiated, the school will take steps reasonably calculated to prevent recurrence and ensure that the target is not restricted in participating in school or in benefiting from school activities. As with the investigation, the response will be individually tailored to all of the circumstances, including the nature of the conduct and the age of the students involved. In addition to taking disciplinary action, the following are examples of steps that may be taken to prevent the recurrence of bullying or retaliation:

- holding parent conferences;
- transferring student's classroom or school;
- limiting or denying student access to a part, or area, of a school;
- enhancing adult supervision on school premises;

- excluding from participation in school-sponsored or school-related functions, after-school programs, and/or extracurricular activities;
- providing relevant educational activities for individual students or groups of students (guidance counselors and others in the school setting who have been trained in working with students on interpersonal issues may be helpful in providing such programs);
- student action plan and directives for future conduct, including providing the target with a process for reporting any concerns about future conduct immediately (it is critical to involve the student in creating an action plan that involves a reporting process that works for that particular student);
- arranging for communication between the parties, if appropriate, to assist them in resolving issues which have arisen between them (such an approach will be used cautiously since communication can sometimes exacerbate, rather than alleviate, the target's concerns and since the conduct often involves an imbalance of power); and
- providing counseling (or other appropriate services) or referral to such services outside of school for the target and/or the student aggressor and/or for appropriate family members of said students. The cost of outside counseling or other social services will not be the responsibility of the school district.

F. Closing the Complaint and Possible Follow-Up

If a complaint is substantiated, school staff will promptly provide notice to the parent/guardian of the target and the student aggressor. Notice will indicate what action is being taken to prevent any further acts of bullying or retaliation. Specific information about disciplinary action taken generally will not be released to the target's parents or guardians—unless it involves a “stay away” or other directive that the target must be aware of in order to report violations (see section H below).

If appropriate, within a reasonable time period following closure of the complaint, the administrative staff or designee will contact the target to determine whether there has been any recurrence of the prohibited conduct.

The district will retain a report of the complaint, containing the name of the complainant, the date of the complaint, investigator, school, a brief statement of the nature of the complaint, the outcome of the investigation, and the action taken.

G. Bullying Prevention Plan

Pursuant to M.G.L. c.71, s. 37O, the Shrewsbury Public Schools administration will develop a bullying prevention and intervention plan that will address the various provisions within the law. The plan will be developed in accordance with the requirements of the law and will be reviewed and updated if necessary at least biennially by the administration per the law. **The plan will be communicated to parents and students annually.** The plan will also include a provision for the ongoing professional development of all staff members, including, but not limited to, educators, administrators, school nurses, cafeteria workers, custodians, bus drivers, athletic coaches, advisors to an extracurricular activity, and paraprofessionals, to prevent, identify, and respond to bullying.

The principal is responsible for the implementation and oversight of the bullying prevention and intervention plan within his or her school.

H. Communication

The principal or a designee will communicate findings to the parents/guardians of both the target and the student aggressor when an investigation determines that bullying or retaliation has occurred; communication of a complaint and investigation may occur prior to the investigation/determination if, in the principal or designee's judgment, such communication is in the best interests of the students and the school. All communications related to bullying complaints, investigations, and findings will take into consideration individual privacy concerns as well as state and federal law related to confidentiality of student records.

Pursuant to Department of Elementary and Secondary regulations (603 CMR 49.00) related to M.G.L. c. 71, s. 37O, pursuant to the Massachusetts Student Record Regulations (603 CMR 23.00), and pursuant to the Federal Family Educational Rights and Privacy Act regulations (34 CFR Part 99) school personnel may not disclose information from a student record to a parent except for the parent/guardian's own child. Therefore, specific information regarding disciplinary actions that become part of the aggressor's record may not be shared with the target or the parents/guardians of the target, unless it involves a "stay away" or other directive that the target must be aware of in order to report violations. School personnel may, however, share information with the family of the target regarding the process that was followed to investigate and determine whether bullying occurred; what general measures are being taken to protect the target from further acts of bullying or retaliation; and what is being done to ensure that the target is reassured, receives help, and is provided with appropriate ways to communicate ongoing concerns.

The principal or designee will notify the Shrewsbury Police Department if he/she has a reasonable basis to believe that criminal charges may be pursued against the student aggressor. The principal or designee may consult with the school resource officer or any other individuals deemed appropriate in order to make such a determination. Notification of law enforcement is not required in situations where bullying and retaliation can be handled appropriately within the school.

If, in the principal or designee's judgment, there is an immediate threat to the health and/or safety of a student or other individuals, information in the student record may be disclosed to appropriate parties during the period of emergency.

I. Reporting

The superintendent or a designee shall report annually to the School Committee regarding the frequency of bullying behaviors during the prior school year and to update the Committee regarding steps being taken in the schools to minimize such behaviors while promoting the continuous improvement of learning environments.

J. Response to a report of bullying by school staff

M.G.L. c. 71, § 37O, as amended in 2013, indicates that a member of a school staff including, but not limited to, an educator, administrator, school nurse, cafeteria worker, custodian, bus driver, athletic coach, advisor to an extracurricular activity or paraprofessional, is prohibited from bullying a student. If a report of a school staff member allegedly bullying a student is received, it shall be investigated in a manner consistent with the human resources practices of the Shrewsbury Public Schools. [It should be noted the district will extend protections to students who are bullied by a member of school staff.](#) Investigations and responses to allegations of bullying of a student by a staff member shall respect the rights and responsibilities of staff members under all applicable laws, regulations, district policies, and/or collective bargaining agreements.

[This policy will be reviewed within five years of its last revision.](#)



SHREWSBURY PUBLIC SCHOOLS SCHOOL COMMITTEE MEETING

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

MEETING DATE: **4/24/19**

**A. Fiscal Year 2020 School Department Appropriated Budget
Recommendation: Presentation & Vote**

BACKGROUND INFORMATION:

Dr. Sawyer and Mr. Collins presented the Superintendent's initial recommendation for the Fiscal Year 2020 School Department Budget at the School Committee meeting on February 13, 2019, which included a "status quo" budget that carries the existing program forward, and separately presented additional needs due to mandated services as well as recommended "strategic investments" that are aligned with the district's four 2018-2022 Strategic Priorities. At the meeting on April 10, 2019, they presented an updated FY 2020 Budget Recommendation that noted new resources that could be included beyond the status quo budget that would still fall within the current level of recommended funding from the Town Manager. Dr. Sawyer also detailed his recommendations for additional resources, prioritized by tier and by associated district Strategic Priority, if more funding should become available.

Based on an updated budget projection from the Town Manager, updated cost projections from Mr. Collins, and new grant funding that will become available, Dr. Sawyer and Mr. Collins will provide an updated recommendation for a budget plan for the School Department Appropriated Budget for Fiscal Year 2020, which the School Committee will be asked to vote to recommend to Town Meeting.

ACTION RECOMMENDED:

That the School Committee vote to recommend a Fiscal Year 2020 Town-Appropriated School Department Budget of \$66,302,041 for Town Meeting approval.

STAFF AVAILABLE FOR PRESENTATION:

Dr. Joseph M. Sawyer, Superintendent of Schools
Mr. Patrick Collins, Assistant Superintendent for Finance & Operations

School Department FY20 Town Appropriated Budget Final Recommendation

Joseph M. Sawyer, Ed.D.
Superintendent
April 24, 2019

FY20 Town Appropriated Budget Superintendent's Recommendation

Total recommendation of \$66,302,041

\$2,164,434 *increase over FY19*

3.37% *increase over FY19*

Status

CURRENT FY20 BUDGET STATUS			
	FY20	\$\$ Difference from FY19	% Difference from FY19
Superintendent's Initial Recommendation- Status Quo	\$67,080,933	\$2,943,326	4.59%
Town Manager's Initial Recommendation [February]	\$66,250,416	\$2,112,809	3.29%
Town Manager's Final Recommendation [April]	\$66,302,041	\$2,164,434	3.37%
Town Manager Net Change	\$51,625	Due to Increased C.70 State Aid	
Difference btw Superintendent and Town Manager Final Recommendation	(\$778,892)		

Final Recommendation & Recent History

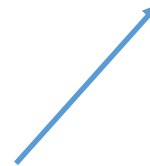
- Total recommendation of \$66,302,041
- *\$2,164,434 increase over current fiscal year*
- *3.37% increase*
 - *FY16 increase = 2.20%*
 - *FY17 increase = 3.34%*
 - *FY18 increase = 3.26%*
 - *FY19 increase = 2.83%*
 - *FY20 increase = 3.37%*
 - *Five-year annual average = 3.00%*

Gap Closing Measures

Gap Closing Measures			
1. Increase Fee levels	<i>Add'l Revenue</i>	<i>Rate</i>	<i>Percent</i>
Busing	\$23,500	\$300 to \$310	3.3% inc
Athletics	\$5,500	\$310 to \$315	1.6% inc
Preschool	\$17,250	\$2,743 to \$2,825	3.0% inc
	\$46,250		
2. Leverage FY19 Projected Positive Variance	\$732,642	Reduce FY20 OOD SPED tuitions in General Fund and pay out of Circuit Breaker Fund	
Total Changes to Meet TM Recom. for a Status Quo Budget	\$778,892		

New Resources Included Beyond Status Quo

Description	FTE	Budget		Notes	Strategic Priority
Sherwood Middle Adjustment Counselor	0.6	\$ 50,141		Add'l C.70 Aid	Enhanced Well-Being of All



The additional funding included in the Town Manager's revised recommendation for a School Dept. budget will fund this position.

New Resources Included Beyond Status Quo

Description	FTE	Budget	Notes	Strategic Priority
SHS Nursing Staff	0.7	\$ 45,500		Other Necessary Priorities
SHS Special Education teacher	1	\$ 65,000		Other Necessary Priorities
ELC Coordinator, PreK-4	1	\$ 65,000		Other Necessary Priorities
Partial Central Office Re-Org./Staffing Adjustments	1	\$ 50,000		Other Necessary Priorities
Elem. Adjustment Counselor/Clinical Coord.	2	\$ 130,000	Add'l 1.0 grant-funded	Enhanced Well-Being of All
SHS Science Teacher	1	\$ 65,000		Space and Resources
Eliminate shared staff between Middle Schools and High School	2	\$ 130,000	Move up from Tier 1	Space and Resources
SHS School [Guidance] Counselor	1	\$ 65,000	Move up from Tier 1	Space and Resources
SHS Adjustment Counselor	1	\$ 65,000	Move up from Tier 2	Enhanced Well-Being of All
Dashboard/tracking tool: High-Needs Students		\$ 25,000	Move up from Tier 2	Learning Environments
Science Curr. Materials: New Standards		\$ 20,000	Move up from Tier 2	Connected Learning
Reduced Budget for Vocational HS Tuition based on Gr. 8 acceptances		\$ (250,086)	Change in projected enrollment for grade 9 students	
Totals	10.7	\$ 475,414		

These new resources can be funded through the Town Appropriated Budget by leveraging the FY19 positive variance to fund a larger portion of out of district tuition via the Circuit Breaker Fund.

Strategic Priority Recommendations: If Additional Funding Becomes Available

Description	FTE	Budget	Strategic Priority
Partial Replacement [25%] SHS Classroom Projectors		\$ 50,000	Connected Learning for Complex World
Add'l Project-based Learning Materials		\$ 25,000	Connected Learning for Complex World
Add'l Social Emotional Learning Prof Dev.		\$ 14,500	Enhanced Well-Being of All
Add'l Social Emotional Learning Curr. Materials		\$ 12,500	Enhanced Well-Being of All
Add'l Inclusive Practice Prof Development		\$ 15,000	Learning Environments
Add'l Inclusive Practice Curr. Materials		\$ 5,000	Learning Environments
Transportation Consultant-New Start Times		\$ 15,000	Learning Environments
Add'l Cultural Proficiency Prof. Development		\$ 30,000	Learning Environments
Partial Central Office Re-Org./Staffing Adjustments	TBD	\$ 50,000	Other Necessary Priorities
Totals		\$ 217,000	

The order of items listed above does not represent a strict prioritization of need. If additional funding became available, we would re-visit these considerations in the context of evolving needs and the amount of funding available to make further recommendations.

Recent news on Competitive and Private Grant Funds

Expected Grant/Revolving Funding			
	FTE	Budget	
<i>Space and Resources to support effective learning</i>			
Pilot the Cleargov platform along with Town Manager's Office		\$ 15,000	State grant
PreK-12 space & capacity study		\$ 150,000	Beal Project
<i>Learning Environments where everyone's success matters</i>			
Cultural proficiency for staff-Professional Development		\$ 5,000	Colonial Fund-guest keynote speaker
<i>Enhance well-being of all</i>			
Sherwood Adjustment Counselor	1	\$ 65,000	Dept. of Public Health Grant-Awarded
Elementary level Adjustment Counselor	1	\$ 65,000	MA Dept. of Elementary and Secondary Educ. Mental Health Grant
<i>Connected learning for a complex world</i>			
Asst. Superintendent for Community partnerships and Well-being	1	\$ 145,000	Shrewsbury Federal Credit Union
Student Activity Van to support Colonial Connections		\$ 50,000	Shrewsbury Federal Credit Union
Project Lead the Way: Biomedical Studies Program		\$ 50,000	MA Stem Council & PLTW
AP Course Training: Chem., Bio, Spanish		\$ 15,000	AP Revolving fund
	3	\$ 560,000	

Staffing Additions for FY20

Grant Funded		
Description	FTE	Budget
Sherwood Adjustment Counselor	1	\$ 65,000
Elementary level Adjustment Counselor	1	\$ 65,000
Asst. Superintendent for Community Partnerships and Well-being	1	\$ 145,000
Sub-Total	3	\$ 275,000
General Fund- Town Appropriation School Dept. Budget		
Description	FTE	Budget
Sherwood Middle Adjustment Counselor	0.6	\$ 50,141
SHS Nursing Staff	0.7	\$ 45,500
SHS Special Education teacher	1	\$ 65,000
ELC Coordinator, PreK-4	1	\$ 65,000
Partial Central Office Re-Org./Staffing Adjustments	1	\$ 50,000
Elem. Adjustment Counselor/Clinical Coord.	2	\$ 130,000
SHS Science Teacher	1	\$ 65,000
Eliminate shared staff between Middle Schools and High School	2	\$ 130,000
SHS School [Guidance] Counselor	1	\$ 65,000
SHS Adjustment Counselor	1	\$ 65,000
Sub-Total	11.3	\$ 730,641
Grand Totals	14.3	\$1,005,641

Recent Actions & Upcoming Budget Events

- Board of Selectmen April 23rd --Update to be provided
- Finance Committee April 25th --Vote Recommendation on Budget
- May 20th—Annual Town Meeting

FY20 Town Appropriated Budget Superintendent's Recommendation

Total recommendation of \$66,302,041

\$2,164,434 *increase over FY19*

3.37% *increase over FY19*

SHREWSBURY PUBLIC SCHOOLS
FY20 BUDGET RECOMMENDATION
April 24, 2019

School Committee Recap Sheet	Description	FY17 Budget	FY18 Budget	FY19 Budget	FY20 Budget	FY19-FY20 Difference	%	Notes
A1	Administrative Central Office, Principals & Unit B	2,771,897	\$ 2,952,969	\$ 3,071,111	\$3,272,594	\$201,483	6.56%	In neg. for Unit B. Shifted Asst. SPED Dir. here for FY20
A2	Unit A (Teachers & Nurses)	36,398,880	\$ 38,242,595	\$ 39,793,145	\$41,624,140	\$1,830,995	4.60%	In neg. for Unit A. Added 11.3 FTE new positions
A3	Aides/ABA/Paraprofessionals	5,884,240	\$ 6,090,204	\$ 6,767,321	\$7,291,529	\$524,208	7.75%	Inc. 2% & 2.5% COLA for ABA Techs per contract
A4	Secretaries, Technology & Other Non-Represented	2,027,286	\$ 2,196,402	\$ 2,372,039	\$2,371,080	-\$959	-0.04%	Shifted Asst. SPED Dir. to Admin. Add 1.0 FTE
A5	Substitutes - Daily, Long Term & Sub Nurses	814,600	\$ 595,780	\$ 845,900	\$900,900	\$55,000	6.50%	Daily Sub. Rate Increase \$75 to \$90/day
A6	Other Wages (See Note 1)	769,282	\$ 696,547	\$ 739,382	\$784,500	\$45,118	6.10%	Increase summer SPED wages budget
A7	Employee Benefits	289,500	\$ 352,109	\$ 331,030	\$351,750	\$20,720	6.26%	Increase retiree sick leave budget
B1	Regular Education & Voke Transportation	1,973,667	\$ 2,037,865	\$ 2,066,380	\$2,528,985	\$462,605	22.39%	Contract rate increase, 2 more buses
B2	Special Education Transportation	343,365	\$ 480,113	\$ 585,000	\$706,300	\$121,300	20.74%	Bus monitor and contract rate increase
C1	Special Education Tuitions (See Note 2)	3,781,724	\$ 3,697,313	\$ 2,153,760	\$1,356,803	-\$796,957	-37.00%	Assumes FY20 CB rate of 72% for \$2.86M reim
C2	Vocational Tuitions	2,151,020	\$ 1,613,472	\$ 1,965,224	\$1,648,786	-\$316,438	-16.10%	Enrollment decrease projected from 118 to 97
D1	Administrative Contracted Services	515,961	\$ 485,665	\$ 553,401	\$611,833	\$58,432	10.56%	Add PowerSchool Reg. and DataTracking software
D2	Educational Contracted Services	700,760	\$ 430,783	\$ 693,970	\$679,910	-\$14,060	-2.03%	Modest decrease in some SPED contract svcs.
D3	Textbooks/Curriculum Materials	207,935	\$ 252,539	\$ 172,652	\$201,104	\$28,452	16.48%	Added 2% to all accounts plus new Science materials
D4	Professional Development	227,587	\$ 235,825	\$ 247,973	\$255,082	\$7,109	2.87%	Most accounts increased 2%
D5	Educational Supplies & Materials	239,368	\$ 262,910	\$ 269,034	\$273,689	\$4,655	1.73%	Most accounts increased 2%
D6	Other Miscellaneous (i.e. Off. Supp., Ref. Mat.)	633,194	\$ 1,025,225	\$ 660,812	\$786,716	\$125,904	19.05%	Must replace network IT switches- end of life
D7	Equipment	592,118	\$ 665,600	\$ 764,473	\$571,340	-\$193,133	-25.26%	Decreased annual iPad lease payments
D8	Utilities - Telephone Exp.	85,000	\$ 61,084	\$ 85,000	\$85,000	\$0	0.00%	Level funding
	Total:	60,407,384	62,375,000	64,137,607	66,302,041	2,164,434	3.37%	

Note 1 Other Wages includes custodian & police details, extra duty & mentoring stipends, Summer Special Education salaries, and crossing guards.

Note 2 SPED Tuition projection year ending is net Special Education Circuit Breaker Reimbursement funding.

SHREWSBURY PUBLIC SCHOOLS
FY20 BUDGET RECOMMENDATION: FINAL
24 April 2019

ORG	OBJ	PROJ	CHAR. CODE	ACCOUNT DESCRIPTION	FY19 Budget	FY20 Initial- February	FY20 Revised- April	Difference: Feb. v. April	Notes
11120199	510500		AI	Superintendent Salary	\$ 190,549	\$ 194,360	\$ 194,360	\$ -	
11141199	510510		AI	Bus & Fin Admin Salary	\$ 136,875	\$ 139,613	\$ 139,613	\$ -	.897 FTE from Approp, remainder from other source(s)
11142199	510510		AI	Human Resources Admin Salary	\$ 123,146	\$ 125,609	\$ 125,609	\$ -	.984 FTE from Approp remainder from other source(s)
12122199	510510		AI	Asst Superint Curr and Instruction	\$ 138,450	\$ 141,219	\$ 141,219	\$ -	.976 FTE from Approp, remainder from other source(s)
20210199	510500		AI	Dir of PupPers Salary SW	\$ 26,752	\$ 28,844	\$ 28,844	\$ -	.2 FTE for Asst Supt Student Services/Pupil Per
22145199	510510		AI	Info Tech Admin Salary	\$ 105,189	\$ 107,293	\$ 107,293	\$ -	
26123299	510500		AI	SPED Assist Dir Sal/Other Admin Sal	\$ -	\$ 112,883	\$ 112,883	\$ -	Required DESE Accounting Change
26210299	510500		AI	Dir of SPED Salary SW	\$ 107,008	\$ 115,569	\$ 115,569	\$ -	.8 FTE Asst Supt Student Services-title change
30220199	510501	6	AI	Principal Salary Oak	\$ 125,356	\$ 127,863	\$ 127,863	\$ -	
30220199	510510	6	AI	Asst Principal Salary Oak	\$ 227,646	\$ 233,138	\$ 233,138	\$ -	
35220199	510501	10	AI	Principal Salary Sherwood	\$ 128,731	\$ 131,306	\$ 131,306	\$ -	
35220199	510510	10	AI	Asst Principal Salary Sherwood	\$ 222,667	\$ 228,062	\$ 228,062	\$ -	
40220199	510501	7	AI	Principal Salary SHS	\$ 143,701	\$ 146,575	\$ 146,575	\$ -	
40220199	510510	7	AI	Asst Principal Salary SHS	\$ 471,585	\$ 489,413	\$ 489,413	\$ -	
51210199	510500		AI	Athletic Director Salary	\$ 111,116	\$ 112,783	\$ 112,783	\$ -	
60220199	510501	1	AI	Principal Salary Beal	\$ 90,924	\$ 92,742	\$ 92,742	\$ -	.7 FTE from Appropriation, remainder from other source(s)
62220199	510501	2	AI	Principal Salary Coolidge	\$ 100,350	\$ 102,357	\$ 102,357	\$ -	.89 FTE from Appropriation, remainder from other source(s)
64220199	510501	3	AI	Principal Salary Paton	\$ 107,972	\$ 110,132	\$ 110,132	\$ -	.88 FTE from Appropriation, remainder from other source(s)
68220199	510501	4	AI	Principal Salary Spring	\$ 110,655	\$ 112,869	\$ 112,869	\$ -	.88 FTE from Appropriation, remainder from other source(s)
69220199	510501		AI	Principal Salary Floral	\$ 118,761	\$ 121,136	\$ 121,136	\$ -	
69220199	510510	5	AI	Asst Principal Salary Floral	\$ 111,480	\$ 103,085	\$ 103,085	\$ -	
70210191	510501		AI	Principal Salary Parker Rd	\$ 58,252	\$ 59,417	\$ 59,417	\$ -	.57 FTE from Appropriation, remainder from other source(s)
99999999	999999		AI	Control Account	\$ 113,946	\$ 136,326	\$ 136,326	\$ -	
Sub-Total Administrative Central Office, Principals					\$ 3,071,111	\$ 3,272,594	\$ 3,272,594	\$ -	
20320199	510500	1	A2	Nurse Salary BS	\$ 27,295	\$ 31,247	\$ 31,247	\$ -	.5 FTE
20320199	510500	2	A2	Nurse Salary CS	\$ 84,544	\$ 85,807	\$ 85,807	\$ -	1.0 FTE
20320199	510500	3	A2	Nurse Salary PS	\$ 82,352	\$ 83,582	\$ 83,582	\$ -	1.0 FTE
20320199	510500	4	A2	Nurse Salary SS	\$ 73,976	\$ 78,735	\$ 78,735	\$ -	1.0 FTE
20320199	510500	5	A2	Nurse Salary FS	\$ 100,448	\$ 98,685	\$ 98,685	\$ -	1.3 FTE, Retirees replaced with New Hires
20320199	510500	6	A2	Nurse Salary OMS	\$ 90,424	\$ 100,592	\$ 100,592	\$ -	2.4 FTE, Increase FTE change & salary
20320199	510500	7	A2	Nurse Salary HS	\$ 164,329	\$ 166,788	\$ 212,288	\$ 45,500	Add .7 FTE to SHS
20320199	510500	8	A2	Nurse Salary PRD	\$ 38,785	\$ 41,603	\$ 41,603	\$ -	.5 FTE
20320199	510500	10	A2	Nurse Salary SMS	\$ 109,756	\$ 113,240	\$ 113,240	\$ -	1.4 FTE
20320199	510500		A2	Nurse Salary	\$ 91,091	\$ 93,430	\$ 93,430	\$ -	Dir Salary
21230199	510500	1	A2	Teacher Salary Phys Ed BS	\$ 87,642	\$ 88,945	\$ 88,945	\$ -	
21230199	510500	2	A2	Teacher Salary Phys Ed CS		\$ 88,570	\$ 88,570	\$ -	Phs Ed & health teachers reclassified by new Director
21230199	510500	3	A2	Teacher Salary Phys Ed PS	\$ 81,533	\$ 38,405	\$ 38,405	\$ -	Phs Ed & health teachers reclassified by new Director
21230199	510500	4	A2	Teacher Salary Phys Ed SS	\$ 44,823	\$ 45,495	\$ 45,495	\$ -	Phs Ed & health teachers reclassified by new Director
21230199	510500	5	A2	Teacher Salary Phys Ed FS	\$ 90,396	\$ 140,387	\$ 140,387	\$ -	Phs Ed & health teachers reclassified by new Director
21230199	510500	6	A2	Teacher Salary Phys Ed OMS	\$ 288,830	\$ 180,936	\$ 180,936	\$ -	Phs Ed & health teachers reclassified by new Director

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ORG	OBJ	PROJ	CHAR.	ACCOUNT DESCRIPTION	FY19 Budget	FY20 Initial-	FY20 Revised-	Difference:		Notes
			CODE			February	April	Feb. v. April		
21230199	510500	7	A2	Teacher Salary Phys Ed HS	\$ 468,776	\$ 475,525	\$ 475,525	\$ -	-	Phs Ed & health teachers reclassified by new Director
21230199	510500	10	A2	Teacher Salary Phy Ed SMS	\$ 156,803	\$ 238,144	\$ 238,144	\$ -	-	Phs Ed & health teachers reclassified by new Director
22145199	510500		A2	Instructional Technology Salary	\$ 104,712	\$ 106,282	\$ 106,282	\$ -	-	1.0 FTE
22210199	510500		A2	Dir of InsTech Salary SW	\$ 99,052	\$ 102,750	\$ 102,750	\$ -	-	1.0 FTE
23210199	510500		A2	Dir Performing Arts Sal	\$ 104,713	\$ 77,706	\$ 77,706	\$ -	-	Director pay & stipend change allocation
23230199	510500	1	A2	Teacher Salary Music BS	\$ 26,418	\$ 31,901	\$ 31,901	\$ -	-	.5 FTE
23230199	510500	2	A2	Teacher Salary Music CS	\$ 45,963	\$ 52,612	\$ 52,612	\$ -	-	.8 FTE
23230199	510500	3	A2	Teacher Salary Music PS	\$ 28,073	\$ 75,757	\$ 75,757	\$ -	-	1.0 FTE, Retirees replaced with New Hires
23230199	510500	4	A2	Teacher Salary Music SS	\$ 74,690	\$ 36,115	\$ 36,115	\$ -	-	.7 FTE, Retirees replaced with New Hires
23230199	510500	5	A2	Teacher Salary Music FS	\$ 90,021	\$ 91,741	\$ 91,741	\$ -	-	1.0 FTE
23230199	510500	6	A2	Teacher Salary Music OMS	\$ 242,676	\$ 223,092	\$ 288,092	\$ 65,000	-	Add 1.0 FTE to eliminate shared staff w/ SHS
23230199	510500	7	A2	Teacher Salary Music HS	\$ 222,343	\$ 254,433	\$ 254,433	\$ -	-	2.9 FTE, Retirees replaced with New Hires
23230199	510500	10	A2	Teacher Salary Music SMS	\$ 69,578	\$ 116,709	\$ 116,709	\$ -	-	1.4 FTE, Retirees replaced with New Hires
24210199	510500		A2	Dir of Art Salary SW	\$ 106,903	\$ 69,515	\$ 69,515	\$ -	-	Director stipend & pay allocation change
24230199	510500	1	A2	Teacher Salary Art BS	\$ 48,611	\$ 23,835	\$ 23,835	\$ -	-	.5 FTE less from prev, .4 FTE
24230199	510500	2	A2	Teacher Salary Art CS	\$ 26,132	\$ 54,791	\$ 54,791	\$ -	-	.5 FTE increase from prev,.8 FTE
24230199	510500	3	A2	Teacher Salary Art PS	\$ 40,486	\$ 44,146	\$ 44,146	\$ -	-	.6 FTE
24230199	510500	4	A2	Teacher Salary Art SS	\$ 36,710	\$ 39,929	\$ 39,929	\$ -	-	.7 FTE
24230199	510500	5	A2	Teacher Salary Art FS	\$ 120,116	\$ 125,433	\$ 125,433	\$ -	-	1.4 FTE
24230199	510500	6	A2	Teacher Salary Art OMS	\$ 89,761	\$ 66,309	\$ 66,309	\$ -	-	.5 FTE less from prev, 1.0 FTE
24230199	510500	7	A2	Teacher Salary Art HS	\$ 354,159	\$ 360,961	\$ 360,961	\$ -	-	4.4 FTE
24230199	510500	10	A2	Teacher Salary Art SMS	\$ 113,429	\$ 154,210	\$ 154,210	\$ -	-	2.0 FTE, Retirees replaced with New Hires
26123299	510500		A2	SPED Assist Dir Sal/Other Admin Sal	\$ -	\$ 206,071	\$ 206,071	\$ -	-	Required DESE Accounting Change
26230299	510500	1	A2	Teacher Salary SPED BS	\$ 379,106	\$ 317,456	\$ 317,456	\$ -	-	Required DESE Accounting Change
26230299	510500	2	A2	Teacher Salary SPED CS	\$ 640,115	\$ 404,637	\$ 404,637	\$ -	-	Required DESE Accounting Change
26230299	510500	3	A2	Teacher Salary SPED PS	\$ 428,389	\$ 354,336	\$ 354,336	\$ -	-	Required DESE Accounting Change
26230299	510500	4	A2	Teacher Salary SPED SS	\$ 716,758	\$ 368,691	\$ 368,691	\$ -	-	Required DESE Accounting Change
26230299	510500	5	A2	Teacher Salary SPED FS	\$ 581,036	\$ 581,722	\$ 581,722	\$ -	-	Required DESE Accounting Change
26230299	510500	6	A2	Teacher Salary SPED OMS	\$ 1,180,055	\$ 935,522	\$ 935,522	\$ -	-	Required DESE Accounting Change
26230299	510500	7	A2	Teacher Salary SPED HS	\$ 704,046	\$ 657,136	\$ 722,136	\$ 65,000	-	Add 1.0 FTE SPED Teacher to SHS
26230299	510500	8	A2	Professional Salaries PRP	\$ 602,963	\$ 189,394	\$ 254,394	\$ 65,000	-	Add 1.0 FTE Early Learning Ctr. Coordinator to Parker Rd.
26230299	510500	10	A2	Teacher Salary SPED SMS	\$ 1,329,996	\$ 1,221,383	\$ 1,221,383	\$ -	-	Required DESE Accounting Change
26230299	510500		A2	Teacher Salary SPED	\$ 195,304			\$ -	-	Required DESE Accounting Change
26232299	510500	1	A2	SPED Med/Thera Prof Sal BS		\$ 78,781	\$ 78,781	\$ -	-	Required DESE Accounting Change
26232299	510500	2	A2	SPED Med/Thera Prof Sal CS		\$ 189,697	\$ 189,697	\$ -	-	Required DESE Accounting Change
26232299	510500	3	A2	SPED Med/Thera Prof Sal PS		\$ 164,698	\$ 164,698	\$ -	-	Required DESE Accounting Change
26232299	510500	4	A2	SPED Med/Thera Prof Sal SS		\$ 209,489	\$ 209,489	\$ -	-	Required DESE Accounting Change
26232299	510500	5	A2	SPED Med/Thera Prof Sal FS		\$ 122,566	\$ 122,566	\$ -	-	Required DESE Accounting Change
26232299	510500	6	A2	SPED Med/Thera Prof Sal OMS		\$ 148,145	\$ 148,145	\$ -	-	Required DESE Accounting Change
26232299	510500	7	A2	SPED Med/Thera Prof Sal SHS		\$ 88,945	\$ 88,945	\$ -	-	Required DESE Accounting Change

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ORG	OBJ	PROJ	CHAR. CODE	ACCOUNT DESCRIPTION	FY19 Budget	FY20 Initial- February	FY20 Revised- April	Difference: Feb. v. April	Notes
26232299	510500	8	A2	SPED Med/Thera Prof Sal Pkr		\$ 434,861	\$ 434,861	\$ -	Required DESE Accounting Change
26232299	510500	10	A2	SPED Med/Thera Prof Sal SMS		\$ 182,712	\$ 182,712	\$ -	Required DESE Accounting Change
26232299	510500		A2	SPED Med/Thera Prof Sal SPED		\$ 352,423	\$ 417,423	\$ 65,000	Add 1.0 FTE Clinical Coord to Elementary Level
26232299	510800	2	A2	SPED Med/Thera Aide Sal CS		\$ 39,329	\$ 39,329	\$ -	Required DESE Accounting Change
26232299	510800	4	A2	SPED Med/Thera Aide Sal SS				\$ -	Required DESE Accounting Change
26280299	510500	1	A2	Psychologist Sal SPED BS	\$ 74,637	\$ 79,934	\$ 79,934	\$ -	1.0 FTE
26280299	510500	2	A2	Psychologist Sal SPED CS	\$ 62,822	\$ 65,218	\$ 65,218	\$ -	1.0 FTE
26280299	510500	3	A2	Psychologist Sal SPED PS	\$ 153,381	\$ 66,853	\$ 66,853	\$ -	1.0 FTE Less from prev, 1.0 FTE
26280299	510500	4	A2	Psychologist Sal SPED SS	\$ 91,630	\$ 97,477	\$ 97,477	\$ -	1.0 FTE
26280299	510500	5	A2	Psychologist Sal SPED FS	\$ 282,631	\$ 191,618	\$ 191,618	\$ -	1.0 FTE Less from prev, 2.0 FTE
26280299	510500	6	A2	Psychologist Sal SPED OMS	\$ 351,130	\$ 97,852	\$ 97,852	\$ -	Adjust Counsel/Psychologist job change, 1.0 FTE
26280299	510500	7	A2	Psychologist Sal SPED HS	\$ 285,822	\$ 160,971	\$ 160,971	\$ -	Adjust Counsel/Psychologist job change, 2.0 FTE
26280299	510500	8	A2	Psychologist Sal SPED PRP	\$ 78,750	\$ 86,754	\$ 86,754	\$ -	.89 FTE
26280299	510500	10	A2	Psychologist Sal SPED SMS	\$ 309,918	\$ 100,376	\$ 100,376	\$ -	Adjust Counsel/Psychologist job change, 1.0 FTE
27210199	510500		A2	Teacher Salary ESL	\$ 1,122,817	\$ 108,881	\$ 108,881	\$ -	Required DESE Accounting Change
27230199	510500	1	A2	Teacher Salary ESL BS		\$ 86,712	\$ 86,712	\$ -	Required DESE Accounting Change
27230199	510500	2	A2	Teacher Salary ESL CS		\$ 159,829	\$ 159,829	\$ -	Required DESE Accounting Change
27230199	510500	3	A2	Teacher Salary ESL PS		\$ 88,195	\$ 88,195	\$ -	Required DESE Accounting Change
27230199	510500	4	A2	Teacher Salary ESL SS		\$ -	\$ -	\$ -	Required DESE Accounting Change
27230199	510500	5	A2	Teacher Salary ESL FS		\$ 162,386	\$ 162,386	\$ -	Required DESE Accounting Change
27230199	510500	6	A2	Teacher Salary ESL OMS		\$ 146,189	\$ 146,189	\$ -	Required DESE Accounting Change
27230199	510500	7	A2	Teacher Salary ESL SHS		\$ 172,625	\$ 172,625	\$ -	Required DESE Accounting Change
27230199	510500	10	A2	Teacher Salary ESL SMS		\$ 128,804	\$ 128,804	\$ -	Required DESE Accounting Change
30212099	510500	6	A2	Curr/Coord Spec Salary OMS		\$ 220,405	\$ 220,405	\$ -	Required DESE Accounting Change
30230199	510500	6	A2	Teacher Salary OMS	\$ 3,265,618	\$ 3,195,557	\$ 3,195,557	\$ -	Required DESE Accounting Change, 40.0 FTE
30235299	510500	6	A2	Instr Coach Salary OMS		\$ 90,991	\$ 90,991	\$ -	Required DESE Accounting Change, 2.0 FTE
30250199	510500	6	A2	Librarian Salary OMS	\$ 87,759	\$ 93,004	\$ 93,004	\$ -	1.0 FTE
35212099	510500	10	A2	Curr/Coord Spec Salary SMS		\$ 215,363	\$ 215,363	\$ -	Required DESE Accounting Change, 2.0 FTE
35230199	510500	10	A2	Teacher Salary SMS	\$ 3,408,869	\$ 3,286,851	\$ 3,286,851	\$ -	Required DESE Accounting Change, 41.4 FTE
35250199	510500	10	A2	Librarian Salary SMS	\$ 23,805	\$ 70,669	\$ 70,669	\$ -	.5 FTE increase 1.0 FTE
40230199	510505	7	A2	Tech Special Salary HS	\$ 139,250	\$ 146,605	\$ 146,605	\$ -	2.0 FTE
40250199	510500	7	A2	Librarian Salary HS	\$ 86,892	\$ 88,195	\$ 88,195	\$ -	1.0 FTE
41230299	510500	7	A2	Teacher Salary SPED HS	\$ 526,866	\$ 427,843	\$ 427,843	\$ -	Required DESE Accounting Change, 5.0 FTE
41212299	510500	7	A2	HS SPED Dir Salary		\$ 113,934	\$ 113,934	\$ -	Required DESE Accounting Change, 1.0 FTE
42210199	510500	7	A2	Dir of Math Salary HS	\$ 66,078	\$ 67,069	\$ 67,069	\$ -	.6 FTE
									Retirees replaced with New Hires/.75 FTE allocated to other
42230199	510500	7	A2	Teacher Salary Math HS	\$ 1,543,383	\$ 1,422,659	\$ 1,422,659	\$ -	sources, 17.8 FTE
43210199	510500	7	A2	Dir of Science Salary HS	\$ 68,050	\$ 69,070	\$ 69,070	\$ -	.6 FTE
43230199	510500	7	A2	Teacher Salary Science HS	\$ 1,413,831	\$ 1,370,715	\$ 1,435,715	\$ 65,000	Add 1.0 FTE Science teacher to SHS
45210199	510500		A2	Dir of Health Salary SW	\$ 107,820	\$ 91,042	\$ 91,042	\$ -	Phs Ed & health teachers reclassified by new Director

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45230199	510500	2	A2	Teacher Salary Health CS	\$ 86,892	\$ -	\$ -	\$ -	Phs Ed & health teachers reclassified by new Director
45230199	510500	3	A2	Teacher Salary Health PS	\$ -	\$ -	\$ -	\$ -	Phs Ed & health teachers reclassified by new Director
45230199	510500	4	A2	Teacher Salary Health SS	\$ -	\$ -	\$ -	\$ -	Phs Ed & health teachers reclassified by new Director
45230199	510500	5	A2	Teacher Salary Health FS	\$ 92,750	\$ -	\$ -	\$ -	Phs Ed & health teachers reclassified by new Director
45230199	510500	6	A2	Teacher Salary Health OMS	\$ 90,021	\$ 127,336	\$ 127,336	\$ -	Phs Ed & health teachers reclassified by new Director
45230199	510500	7	A2	Teacher Salary Health HS	\$ 245,166	\$ 263,327	\$ 263,327	\$ -	Phs Ed & health teachers reclassified by new Director
45230199	510500	10	A2	Teacher Salary Health SMS	\$ 56,380	\$ 155,920	\$ 155,920	\$ -	Phs Ed & health teachers reclassified by new Director
46210199	510500	7	A2	Dir of Social Sci Salary HS	\$ 68,050	\$ 69,070	\$ 69,070	\$ -	.6 FTE
46230199	510500	7	A2	Teacher Salary Social Sci HS	\$ 1,301,092	\$ 1,357,621	\$ 1,357,621	\$ -	16.4 FTE
47210199	510500	7	A2	Dir of English Salary HS	\$ 64,216	\$ 65,179	\$ 65,179	\$ -	.6 FTE
47230199	510500	7	A2	Teacher Salary English HS	\$ 1,366,347	\$ 1,452,323	\$ 1,452,323	\$ -	17.4 FTE
48210199	510500		A2	Dir of Guidance SW	\$ 65,939	\$ 66,928	\$ 66,928	\$ -	.6 FTE
48270199	510500	7	A2	Guidance Salary HS	\$ 634,281	\$ 656,496	\$ 721,496	\$ 65,000	Add 1.0 FTE School [Guidance] Counselor
48271199	510500		A2	Adjust Counselor Elementary Schools	\$ -	\$ -	\$ 65,000	\$ 65,000	Add 1.0 FTE and 1.0 FTE Grant funded
48271199	510500	6	A2	Adjust Counselor Oak	\$ -	\$ 273,039	\$ 273,039	\$ -	Required DESE Accounting Change, 3.0 FTE
48271199	510500	7	A2	Adjust Counselor SHS	\$ -	\$ 94,140	\$ 159,140	\$ 65,000	Add 1.0 FTE Adjustment Counselor to SHS
48271199	510500	10	A2	Adjust Counselor SHERWOOD	\$ -	\$ 215,784	\$ 265,925	\$ 50,141	Add .6 FTE Adjustment Counselor to Sherwood
56230199	510500	7	A2	FCS Teacher Salary HS	\$ 280,527	\$ 251,962	\$ 251,962	\$ -	Retirees replaced with New Hires, 3.0 FTE
58210199	510500		A2	Dir of WLang Salary SW	\$ 83,770	\$ 68,181	\$ 68,181	\$ -	.6 FTE
58230199	510500	6	A2	Teacher Salary WLang OMS	\$ 545,207	\$ 627,524	\$ 627,524	\$ -	7.37 FTE
58230199	510500	7	A2	Teacher Salary WLang HS	\$ 1,091,904	\$ 1,116,840	\$ 1,181,840	\$ 65,000	Add 1.0 FTE to eliminate shared staff w/ Oak
58230199	510500	10	A2	Teacher Salary WLang SMS	\$ 238,366	\$ 154,512	\$ 154,512	\$ -	2.6 FTE
59230199	510500	7	A2	Teacher Salary TechEd HS	\$ 86,892	\$ 88,195	\$ 88,195	\$ -	1.0 FTE
59230199	510500		A2	Teacher Salary TechEd	\$ 70,340	\$ 95,628	\$ 95,628	\$ -	1.0 FTE, New hire FY19 at highest salary
60230199	510500	1	A2	Teacher Salary BS	\$ 875,809	\$ 714,445	\$ 714,445	\$ -	9.7 FTE from appropriation, remainder for other source(s)
60250199	510500	1	A2	Librarian Salary BS	\$ 17,929	\$ 18,198	\$ 18,198	\$ -	.2 FTE
62230199	510500	2	A2	Teacher Salary CS	\$ 1,466,068	\$ 1,447,659	\$ 1,447,659	\$ -	18.5 FTE
62235299	510500	2	A2	Instr Coach Salary CS	\$ -	\$ 79,206	\$ 79,206	\$ -	Required DESE Accounting Change, 1.0 FTE
62250199	510500	2	A2	Librarian Salary CS	\$ 17,929	\$ 18,198	\$ 18,198	\$ -	.2 FTE
64230199	510500	3	A2	Teacher Salary PS	\$ 1,291,336	\$ 1,220,083	\$ 1,220,083	\$ -	16.0 FTE from appropriation, remainder for other source(s)
64235299	510500	3	A2	Instr Coach Salary PS	\$ -	\$ 99,816	\$ 99,816	\$ -	Required DESE Accounting Change, 1.0 FTE
64250199	510500	3	A2	Librarian Salary PS	\$ 17,929	\$ 18,198	\$ 18,198	\$ -	.2 FTE
68230199	510500	4	A2	Teacher Salary SS	\$ 1,453,534	\$ 1,415,190	\$ 1,415,190	\$ -	16.0 FTE from appropriation, remainder for other source(s)
68235299	510500	4	A2	Instr Coach Salary SS	\$ -	\$ 97,181	\$ 97,181	\$ -	Required DESE Accounting Change, 1.0 FTE
68250199	510500	4	A2	Librarian Salary SS	\$ 17,929	\$ 18,198	\$ 18,198	\$ -	.2 FTE
69230199	510500	5	A2	Teacher Salary FS	\$ 3,034,099	\$ 2,739,855	\$ 2,739,855	\$ -	32.15 FTE from appropriation, remainder for other source(s)
69235299	510500	5	A2	Instr Coach Salary FS	\$ -	\$ 171,957	\$ 171,957	\$ -	Required DESE Accounting Change, 2.0 FTE
69250199	510500	5	A2	Librarian Salary FS	\$ 17,929	\$ 18,198	\$ 18,198	\$ -	.2 FTE
70230199	510500	8	A2	Teacher Salary - Preschool	\$ 487,087	\$ 461,597	\$ 444,347	\$ (17,250)	Increase Preschool Tuition Rates by 3%
70235299	510500	8	A2	Instr Coach Salary PRP	\$ -	\$ 99,441	\$ 99,441	\$ -	Required DESE Accounting Change, 1.0 FTE

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ORG	OBJ	PROJ	CHAR. CODE	ACCOUNT DESCRIPTION	FY19 Budget	FY20 Initial- February	FY20 Revised- April	Difference: Feb. v. April	Notes
99999999	999999		A2	Control Account	\$ 191,551	\$ 606,341	\$ 606,341	\$ -	
Sub-Total Unit A (Teachers & Nurses)					\$ 39,793,145	\$ 40,960,749	\$ 41,624,140	\$ 663,391	
26230299	510800	1	A3	Ins Aide Salary SPED BS	\$ 355,843	\$ 505,135	\$ 505,135	\$ -	24.5 FTE
26230299	510800	2	A3	Ins Aide Salary SPED CS	\$ 370,650	\$ 440,189	\$ 440,189	\$ -	13.5 FTE
26230299	510800	3	A3	Ins Aide Salary SPED PS	\$ 454,035	\$ 495,549	\$ 495,549	\$ -	17 FTE
26230299	510800	4	A3	Ins Aide Salary SPED SS	\$ 360,287	\$ 384,585	\$ 384,585	\$ -	12 FTE
26230299	510800	5	A3	Ins Aide Salary SPED FS	\$ 573,980	\$ 679,221	\$ 679,221	\$ -	23 FTE
26230299	510800	6	A3	Ins Aide Salary SPED OMS	\$ 799,948	\$ 993,962	\$ 993,962	\$ -	39.65 FTE
26230299	510800	7	A3	Ins Aide Salary SPED HS	\$ 841,789	\$ 850,339	\$ 850,339	\$ -	34 FTE
26230299	510800	8	A3	Aides/Tutors Salaries	\$ 805,991	\$ 761,059	\$ 761,059	\$ -	27.22 FTE
26230299	510800	10	A3	Ins Aide Salary SPED SMS	\$ 878,047	\$ 793,257	\$ 793,257	\$ -	28.8 FTE
26230299	510800		A3	Ins Aide Salary SPED	\$ 204,857			\$ -	
27230199	510800		A3	Aides/Tutors Salaries	\$ 18,371	\$ 18,268	\$ 18,268	\$ -	.65 FTE
30230199	510800	6	A3	Aide & Tutor Salary OMS	\$ 32,149	\$ 51,383	\$ 51,383	\$ -	2.0 FTE
30250199	510800	6	A3	Librarian Aide Salary OMS	\$ -			\$ -	
35250199	510800	10	A3	Librarian/Tutor Aide Salary SMS	\$ 13,034	\$ 22,546	\$ 22,546	\$ -	.85 FTE
35340199	510800	10	A3	Tutor Salary SMS	\$ 17,911			\$ -	
40230199	510800	7	A3	Ins Aide Salary HS	\$ -			\$ -	
58230199	510800	7	A3	Aides/Tutors Salaries	\$ 27,556	\$ 28,105	\$ 28,105	\$ -	1.0 FTE
60230192	510800	1	A3	Kinder Ins Aide Salary BS	\$ 151,003	\$ 241,069	\$ 241,069	\$ -	11.01 FTE
60230192	510800	1	A3	Tutor Salary BS	\$ 18,371			\$ -	
60250199	510800	1	A3	Librarian Aide Salary BS	\$ 26,727	\$ 32,789	\$ 32,789	\$ -	1.0 FTE
62230199	510800	2	A3	Ins Aide Salary CS	\$ 124,365	\$ 145,463	\$ 145,463	\$ -	7.42 FTE
62230199	510801	2	A3	Tutor Salary CS	\$ 18,370	\$ 18,268	\$ 18,268	\$ -	.65 FTE
62250199	510800	2	A3	Librarian Aide Salary CS	\$ 26,727	\$ 32,789	\$ 32,789	\$ -	1.0 FTE
64230199	510800	3	A3	Ins Aide Salary PS	\$ 106,371	\$ 122,432	\$ 122,432	\$ -	7.3 FTE
64230199	510801	3	A3	Tutor Salary PS	\$ 17,452	\$ 36,068	\$ 36,068	\$ -	1.3 FTE
64250199	510800	3	A3	Librarian Aide Salary PS	\$ 26,727	\$ 32,789	\$ 32,789	\$ -	1.0 FTE
68230199	510800	4	A3	Ins Aide Salary SS	\$ 99,974	\$ 121,263	\$ 121,263	\$ -	6.87 FTE
68230199	510800	4	A3	Tutor Salary SS	\$ 16,075	\$ 33,538	\$ 33,538	\$ -	1.3 FTE
68250199	510800	4	A3	Librarian Aide Salary SS	\$ 26,727	\$ 32,789	\$ 32,789	\$ -	1.0 FTE
69230199	510800	5	A3	Ins Aide Salary FS	\$ 177,916	\$ 195,881	\$ 195,881	\$ -	11.5 FTE
69230199	510801	5	A3	Tutor Salary FS	\$ 24,800	\$ 64,902	\$ 64,902	\$ -	1.67 FTE
69250199	510800	5	A3	Librarian Aide Salary FS	\$ 41,624	\$ 51,155	\$ 51,155	\$ -	1.0 FTE
70230191	510800	8	A3	Ins Aide Salary PRP	\$ 20,678	\$ 85,348	\$ 85,348	\$ -	4.0 FTE
70230199	510800	7	A3	Aides/Tutors Salaries	\$ 20,966	\$ 21,388	\$ 21,388	\$ -	1.0 FTE
99999999	999999		A3	Control Account	\$ 68,000	\$ -	\$ -	\$ -	
Sub-Total					\$ 6,767,321	\$ 7,291,529	\$ 7,291,529	\$ -	
10140199	510600		A4	System Wide Courier	\$ 55,000	\$ 55,000	\$ 55,000	\$ -	
10310199	510600		A4	Census Taker	\$ 43,312	\$ 43,822	\$ 43,822	\$ -	

SHREWSBURY PUBLIC SCHOOLS
FY20 BUDGET RECOMMENDATION: FINAL
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ORG	OBJ	PROJ	CHAR. CODE	ACCOUNT DESCRIPTION	FY19 Budget	FY20 Initial- February	FY20 Revised- April	Difference: Feb. v. April	Notes
11120199	510140		A4	Stipends	\$ 4,000	\$ -	\$ -	\$ -	
11120199	510520		A4	Admin Support	\$ 58,796	\$ 59,971	\$ 59,971	\$ -	
11141199	510520		A4	Bus & Fin Admin Support Salary	\$ 61,200	\$ 62,424	\$ 62,424	\$ -	
11141199	510600		A4	Bus & Fin Clerical Salaries	\$ 113,126	\$ 115,382	\$ 165,382	\$ 50,000	Add 1.0 FTE admin. Support to Central Office
11142199	510520		A4	Human Resources Admin Support	\$ 107,406	\$ 109,554	\$ 109,554	\$ -	
12122199	510600		A4	Asst Superint Admin Salaries	\$ 22,905	\$ 23,357	\$ 23,357	\$ -	
20320199	510600		A4	PupPers Clerical Salary	\$ 38,595	\$ 39,370	\$ 39,370	\$ -	
22290199	510600	7	A4	ETS Video Tech Salary	\$ 73,842	\$ 80,812	\$ 80,812	\$ -	
22440199	510600		A4	Other IT Salaries	\$ 570,406	\$ 597,767	\$ 597,767	\$ -	
26210199	510600		A4	Clerical Salaries	\$ 178,525	\$ 182,167	\$ 182,167	\$ -	
26210299	510510		A4	SPED Assist Dir Sal	\$ 110,670			\$ -	
30220199	510600	6	A4	Secretary Salary OMS	\$ 152,344	\$ 155,379	\$ 155,379	\$ -	
35220199	510600	10	A4	Secretary Salary SMS	\$ 93,427	\$ 96,364	\$ 96,364	\$ -	
40220199	510600	7	A4	Secretary Salary HS	\$ 268,235	\$ 244,041	\$ 244,041	\$ -	
41210299	510600	7	A4	SHS SPED Secretary	\$ -	\$ 32,317	\$ 32,317	\$ -	
48210199	510600	7	A4	Guidance Secretary HS	\$ 112,986	\$ 115,638	\$ 115,638	\$ -	
51210199	510520	7	A4	Athletic Trainer Salary	\$ 58,140	\$ 59,303	\$ 59,303	\$ -	
60220199	510600	1	A4	Secretary Salary BS	\$ 23,350	\$ 23,796	\$ 23,796	\$ -	
62220199	510600	2	A4	Secretary Salary CS	\$ 38,188	\$ 33,580	\$ 33,580	\$ -	
64220199	510600	3	A4	Secretary Salary PS	\$ 44,248	\$ 45,120	\$ 45,120	\$ -	
68220199	510600	4	A4	Secretary Salary SS	\$ 44,248	\$ 45,120	\$ 45,120	\$ -	
69220199	510600	5	A4	Secretary Salary FS	\$ 86,590	\$ 88,296	\$ 88,296	\$ -	
99999999	999999		A4	Control Account	\$ 12,500	\$ 12,500	\$ 12,500	\$ -	
Sub-Total Secretaries, Technology & Other Non-R					\$ 2,372,039	\$ 2,321,080	\$ 2,371,080	\$ 50,000	
10230199	510700	1	A5	Subs Salary Daily BS	\$ 18,449	\$ 22,139	\$ 22,139	\$ -	
10230199	510700	2	A5	Subs Salary Daily CS	\$ 32,083	\$ 38,500	\$ 38,500	\$ -	
10230199	510700	3	A5	Subs Salary Daily PS	\$ 19,245	\$ 23,094	\$ 23,094	\$ -	
10230199	510700	4	A5	Subs Salary Daily SS	\$ 16,863	\$ 20,236	\$ 20,236	\$ -	
10230199	510700	5	A5	Subs Salary Daily FS	\$ 29,480	\$ 35,376	\$ 35,376	\$ -	
10230199	510700	6	A5	Subs Salary Daily OMS	\$ 38,506	\$ 46,207	\$ 46,207	\$ -	
10230199	510700	7	A5	Subs Salary Daily HS	\$ 57,325	\$ 68,790	\$ 68,790	\$ -	
10230199	510700	8	A5	Sub Salaries Daily PRD	\$ 13,929	\$ 16,715	\$ 16,715	\$ -	
10230199	510700	10	A5	Subs Salary Daily SMS	\$ 49,120	\$ 58,944	\$ 58,944	\$ -	
10230199	510700		A5	Subs Salary Daily				\$ -	
10230199	510705	1	A5	Long Term Subs Salary BS	\$ 41,366	\$ 41,366	\$ 41,366	\$ -	
10230199	510705	2	A5	Long Term Subs Salary CS	\$ 56,673	\$ 56,673	\$ 56,673	\$ -	
10230199	510705	3	A5	Long Term Subs Salary PS	\$ 38,764	\$ 38,764	\$ 38,764	\$ -	
10230199	510705	4	A5	Long Term Subs Salary SS	\$ 13,527	\$ 13,527	\$ 13,527	\$ -	
10230199	510705	5	A5	Long Term Subs Salary FS	\$ 60,884	\$ 60,884	\$ 60,884	\$ -	
10230199	510705	6	A5	Long Term Subs Salary OMS	\$ 88,909	\$ 88,909	\$ 88,909	\$ -	

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ORG	OBJ	PROJ	CHAR. CODE	ACCOUNT DESCRIPTION	FY19 Budget	FY20 Initial- February	FY20 Revised- April	Difference: Feb. v. April	Notes
10230199	510705	7	A5	Long Term Subs Salary HS	\$ 111,508	\$ 111,508	\$ 111,508	\$ -	
10230199	510705	8	A5	Long Term Sub Salary PRD	\$ 18,584	\$ 18,584	\$ 18,584	\$ -	
10230199	510705	10	A5	Long Term Subs Salary SMS	\$ 94,785	\$ 94,785	\$ 94,785	\$ -	
20320199	510700	1	A5	Nurse Subs Salary BS	\$ 5,100	\$ 5,100	\$ 5,100	\$ -	
20320199	510700	2	A5	Nurse Subs Salary CS	\$ 5,100	\$ 5,100	\$ 5,100	\$ -	
20320199	510700	3	A5	Nurse Subs Salary PS	\$ 5,100	\$ 5,100	\$ 5,100	\$ -	
20320199	510700	4	A5	Nurse Subs Salary SS	\$ 5,100	\$ 5,100	\$ 5,100	\$ -	
20320199	510700	5	A5	Nurse Subs Salary FS	\$ 5,100	\$ 5,100	\$ 5,100	\$ -	
20320199	510700	6	A5	Nurse Subs Salary OMS	\$ 5,100	\$ 5,100	\$ 5,100	\$ -	
20320199	510700	7	A5	Nurse Subs Salary HS	\$ 5,100	\$ 5,100	\$ 5,100	\$ -	
20320199	510700	10	A5	Nurse Subs Salary SMS	\$ 5,100	\$ 5,100	\$ 5,100	\$ -	
20320199	510700		A5	Nurse Subs Salary	\$ 5,100	\$ 5,100	\$ 5,100	\$ -	
Sub-Total Substitutes - Daily, Long Term & Sub Nu					\$ 845,900	\$ 900,900	\$ 900,900	\$ -	
10352199	510095		A6	Extra Duty Cont Salary	\$ 183,600	\$ 155,000	\$ 155,000	\$ -	
10352799	510090	1	A6	Cust/Police OT Salary BS				\$ -	
10352799	510090		A6	Cust/Police OT Salary	\$ 58,500	\$ 65,000	\$ 65,000	\$ -	
10550899	510502		A6	Crossing Guard Salaries	\$ 33,500	\$ 34,200	\$ 34,200	\$ -	
12235799	510140		A6	Mentoring Stipends SVW	\$ 30,000	\$ 30,000	\$ 30,000	\$ -	
20320199	510160		A6	Nurse Extra Duty - Summer	\$ 18,000	\$ 15,000	\$ 15,000	\$ -	
25230299	510500		A6	Teacher Salary SPEDSum	\$ 155,000	\$ 165,000	\$ 165,000	\$ -	
25230299	510800		A6	Ins Aide Salary SPEDSum	\$ 212,000	\$ 268,000	\$ 268,000	\$ -	
27230199	510600		A6	Clerical Support - Sum Coord	\$ 1,782	\$ 1,800	\$ 1,800	\$ -	
40230199	510500	7	A6	Professional Salaries	\$ 7,500	\$ 15,000	\$ 15,000	\$ -	
48270199	510160		A6	Guidance Extra Duty - Summer	\$ 27,000	\$ 23,000	\$ 23,000	\$ -	
99999999	999999		A6	Control Account	\$ 12,500	\$ 12,500	\$ 12,500	\$ -	
Sub-Total Other Wages					\$ 739,382	\$ 784,500	\$ 784,500	\$ -	
10230199	510920		A7	Employer Retirement Contributi	\$ 145,000	\$ 175,000	\$ 175,000	\$ -	
10235199	510900		A7	Tuition Reimbursement Staff	\$ 175,000	\$ 165,000	\$ 165,000	\$ -	
10520199	510395		A7	Long Term Disability Insurance	\$ 11,030	\$ 11,750	\$ 11,750	\$ -	
Sub-Total Employee Benefits					\$ 331,030	\$ 351,750	\$ 351,750	\$ -	
10330199	530310		B1	Pupil Transport RegDay	\$ 1,679,610	\$ 2,112,845	\$ 2,089,345	\$ (23,500)	Increase Bus Fee from \$300 to \$310
10330199	530312		B1	McKenny Vento - Trans	\$ 50,000	\$ 55,000	\$ 55,000	\$ -	
10330199	530313		B1	Foster Care Transportation	\$ -	\$ 12,000	\$ 12,000	\$ -	
10330199	530315		B1	Vocational Transportation	\$ 203,130	\$ 226,040	\$ 226,040	\$ -	
23352199	530310	7	B1	Student Activity Transport	\$ 5,000	\$ 5,500	\$ 5,500	\$ -	
40352799	530310	7	B1	StudAct Transport HS	\$ 11,000	\$ 11,000	\$ 11,000	\$ -	
51351199	530310	7	B1	Athletic Transportation HS	\$ 117,640	\$ 135,600	\$ 130,100	\$ (5,500)	Increase Athletic Fee from \$310 to \$315
Sub-Total Regular Education & Voke Transportatic					\$ 2,066,380	\$ 2,557,985	\$ 2,528,985	\$ (29,000)	
25330299	530310		B2	Summer SPED Transportation	\$ 82,500	\$ 75,000	\$ 75,000	\$ -	

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ORG	OBJ	PROJ	CHAR. CODE	ACCOUNT DESCRIPTION	FY19 Budget	FY20 Initial- February	FY20 Revised- April	Difference: Feb. v. April	Notes
26330299	530310		B2	Pupil Transport Service	\$ 192,500	\$ 261,000	\$ 261,000	\$ -	
26330299	530340		B2	Bus Monitor	\$ 310,000	\$ 370,300	\$ 370,300	\$ -	
Sub-Total Special Education Transportation					\$ 585,000	\$ 706,300	\$ 706,300	\$ -	
25930299	530220		C1	TuitNonPublic Summer	\$ 125,182	\$ 108,000	\$ 108,000	\$ -	
26910191	530250		C1	TuitPublic PreK				\$ -	
26920196	530240		C1	Tuition Out of State School	\$ 446,521	\$ 600,000	\$ 600,000	\$ -	
26930191	530220		C1	TuitNonPublic PreK-HS	\$ 421,128	\$ 612,000	\$ 81,445	\$ (530,555)	
26940194	530230		C1	TuitColl Admin Serv MS	\$ 1,160,929	\$ 1,300,000	\$ 567,358	\$ (732,642)	Leverage FY19 savings into Circuit Breaker for FY20
Sub-Total Special Education Tuitions					\$ 2,153,760	\$ 2,620,000	\$ 1,356,803	\$ (1,263,197)	
10910199	530210		C2	Occupational Day High School	\$ 1,943,224	\$ 1,887,872	\$ 1,637,786	\$ (250,086)	Decrease grade 9 projection from 34 to 20 based on acceptance
20910199	530220		C2	Tuition Recovery High School	\$ 22,000	\$ 11,000	\$ 11,000	\$ -	
Sub-Total Out of District Tuitions					\$ 1,965,224	\$ 1,898,872	\$ 1,648,786	\$ (250,086)	
10140199	520100		D1	Advertising	\$ 4,000	\$ 4,250	\$ 4,250	\$ -	
10140199	520820		D1	Medicaid	\$ 15,000	\$ 22,000	\$ 22,000	\$ 7,000	
10140199	520830		D1	E-Rate Charges	\$ 5,000	\$ 5,000	\$ 5,000	\$ -	
10360899	510620		D1	School Security	\$ 56,000	\$ 51,604	\$ 51,604	\$ (4,396)	
10411199	520095		D1	R&M - Vehicles	\$ 5,500	\$ 5,500	\$ 5,500	\$ -	
10423199	520080		D1	R&M Equipment ConServ SVV	\$ 14,000	\$ 14,000	\$ 14,000	\$ -	
10530199	520140		D1	Rental of Equipment	\$ 140,000	\$ 140,000	\$ 140,000	\$ -	
10620199	530580		D1	Meeting Support	\$ 4,500	\$ 4,500	\$ 4,500	\$ -	
11110199	520320		D1	Legal Services	\$ 25,000	\$ 25,000	\$ 25,000	\$ -	
11140199	520000		D1	Professional Services	\$ 13,000	\$ 13,000	\$ 13,000	\$ -	
11140199	520120		D1	Data Processing	\$ 136,000	\$ 158,000	\$ 183,000	\$ 25,000	Add Data Tracking Tool for High-Needs Students
20320199	520080		D1	R&M Equipment	\$ 750	\$ 750	\$ 750	\$ -	
21423199	520080		D1	R&M Equipment Phys Ed	\$ 5,218	\$ 5,322	\$ 5,322	\$ -	
22400199	520080		D1	R&M Equipment	\$ 61,520	\$ 61,520	\$ 61,520	\$ -	
23423199	520080		D1	R&M Equipment Music	\$ 1,428	\$ 1,457	\$ 1,457	\$ -	
24423199	520080		D1	R&M Equipment Art	\$ 765	\$ 780	\$ 780	\$ -	
26210299	520320		D1	SPED Legal Fees	\$ 32,000	\$ 32,000	\$ 32,000	\$ -	
26400199	520080		D1	R&M Equipment	\$ 3,500	\$ 3,500	\$ 3,500	\$ -	
26940299	520330		D1	Administrative Services	\$ 6,250	\$ 7,700	\$ 7,700	\$ -	
27210199	520354		D1	Translations ELL Interpreting		\$ 6,500	\$ 6,500	\$ -	
30220199	520390	6	D1	Speakers and Consultants OMS	\$ 204	\$ 208	\$ 208	\$ -	
35422199	520090	10	D1	R & M - Building ConServ SMS	\$ 2,040	\$ 2,081	\$ 2,081	\$ -	
35422199	540030	10	D1	R&M Buildings Supp SMS	\$ 2,040	\$ 2,081	\$ 2,081	\$ -	
40422199	520090	7	D1	R&M Buildings ConServ HS	\$ 2,040	\$ 2,081	\$ 2,081	\$ -	
43423199	520080	7	D1	R&M Equipment Science HS	\$ 510	\$ 520	\$ 520	\$ -	
51351199	520080		D1	R&M Equipment Athletics	\$ 15,300	\$ 15,606	\$ 15,606	\$ -	
56423199	520080		D1	R&M Equipment FCS	\$ 306	\$ 312	\$ 312	\$ -	

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ORG	OBJ	PROJ	CHAR. CODE	ACCOUNT DESCRIPTION	FY19 Budget	FY20 Initial- February	FY20 Revised- April	Difference: Feb. v. April	Notes
60423199	520080	1	D1	R&M Equipment ConServ BS	\$ 510	\$ 520	\$ 520	\$ -	
62422199	520090	2	D1	R&M Buildings ConServ CS	\$ 306	\$ 312	\$ 312	\$ -	
64423199	520080	3	D1	R&M Equipment ConServ PS	\$ 204	\$ 208	\$ 208	\$ -	
68422199	520090	4	D1	R&M Buildings ConServ SS	\$ 510	\$ 520	\$ 520	\$ -	
Sub-Total Administrative Contracted Services					\$ 553,401	\$ 586,833	\$ 611,833	\$ 25,000	
20230199	520370		D2	Health Services	\$ 20,400	\$ -	\$ -	\$ -	
20230199	520370		D2	Health Services 2	\$ 37,500	\$ -	\$ -	\$ -	
20320191	520354		D2	Translations	\$ 7,500	\$ 7,500	\$ 7,500	\$ -	
20320199	520000		D2	Nurse Contract Service	\$ 18,000	\$ 100,000	\$ 100,000	\$ -	
20320199	520330		D2	Physician Services	\$ 10,500	\$ 10,500	\$ 10,500	\$ -	
25232299	520590		D2	SPED Summer Therapy	\$ 7,500	\$ 5,000	\$ 5,000	\$ -	
26230199	520380		D2	Home/Hospital Tutoring	\$ 13,000	\$ 13,000	\$ 13,000	\$ -	
26230299	520350		D2	Educational Services	\$ 130,000	\$ 130,000	\$ 130,000	\$ -	
26230299	520354		D2	Translations	\$ 20,000	\$ 25,000	\$ 25,000	\$ -	
26232299	520352		D2	Evaluations	\$ 38,760	\$ 10,000	\$ 10,000	\$ -	
26232299	520610		D2	SPED Therapies	\$ 250,000	\$ 250,000	\$ 250,000	\$ -	
26280199	520360		D2	Psychological Services	\$ 79,000	\$ 50,000	\$ 50,000	\$ -	
30352164	570320		D2	Student Membership OMS	\$ 510	\$ 510	\$ 510	\$ -	
40352175	520400		D2	Graduation Excercise	\$ 17,500	\$ 32,500	\$ 32,500	\$ -	
51210199	520000		D2	Athletic Train ContServ	\$ -	\$ -	\$ -	\$ -	
51351199	530560	7	D2	Facility Rental HS	\$ 43,000	\$ 45,000	\$ 45,000	\$ -	
51351199	520375	7	D2	Doctor Fees HS	\$ 800	\$ 900	\$ 900	\$ -	
Sub-Total Educational Contracted Services					\$ 693,970	\$ 679,910	\$ 679,910	\$ -	
12240199	540180		D3	Textbooks	\$ 129,508	\$ 132,098	\$ 152,098	\$ 20,000	New Science materials for updated state curriculum standards
23240199	540180		D3	Texts/Ins Equip Music SVV	\$ 2,224	\$ 2,268	\$ 2,268	\$ -	
27240199	540180		D3	Texts/Ins Equip ESL SVV	\$ 2,084	\$ 2,126	\$ 2,126	\$ -	
30240199	540180	6	D3	Texts/Ins Equip OMS	\$ 4,080	\$ 4,162	\$ 4,162	\$ -	
35240199	540180	10	D3	Texts/Ins Equip SMS	\$ 4,830	\$ 4,927	\$ 4,927	\$ -	
40240199	540180	7	D3	Texts/Ins Equip HS	\$ 2,040	\$ 2,081	\$ 2,081	\$ -	
43240199	540180	7	D3	Texts/Ins Equip Science HS	\$ 5,875	\$ 5,993	\$ 5,993	\$ -	
46230199	540200	7	D3	Texts/Ins Equip Humanities	\$ 590	\$ 602	\$ 602	\$ -	
58240175	540180		D3	Textbooks	\$ 2,550	\$ 2,601	\$ 2,601	\$ -	
64240199	540180	3	D3	Texts/Ins Equip PS	\$ 4,080	\$ 4,162	\$ 4,162	\$ -	
68240199	540180	4	D3	Texts/Ins Equip SS	\$ 4,590	\$ 4,682	\$ 4,682	\$ -	
69240199	540180	5	D3	Texts/Ins Equip FS	\$ 10,200	\$ 10,404	\$ 10,404	\$ -	
Sub-Total Text books/Curriculum Materials					\$ 172,651	\$ 176,104	\$ 201,104	\$ 25,000	
11110199	570020		D4	Dues & Memberships	\$ 13,750	\$ 15,000	\$ 15,000	\$ -	
11110199	570060		D4	Conferences	\$ 3,750	\$ 5,000	\$ 5,000	\$ -	
11120199	570050		D4	In State Conference	\$ 4,600	\$ 4,692	\$ 4,692	\$ -	

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ORG	OBJ	PROJ	CHAR.	ACCOUNT DESCRIPTION	FY19 Budget	FY20 Initial-	FY20 Revised-	Difference:		Notes
			CODE			February	April	Feb. v. April		
12230199	570060		D4	Conference Registration	\$ 23,000	\$ 23,460	\$ 23,460	\$ -		
12235199	520330		D4	ProDev Contractual Services	\$ 80,500	\$ 82,110	\$ 82,110	\$ -		
12235199	570010		D4	Travel ProDev SW	\$ 2,500	\$ 2,550	\$ 2,550	\$ -		
12235199	570020		D4	Dues & Memberships	\$ 3,500	\$ 3,570	\$ 3,570	\$ -		
12235799	510095		D4	Curriculum Dev Stipends	\$ 55,000	\$ 56,100	\$ 56,100	\$ -		
12235799	510096		D4	Prof Dev Stipends	\$ 11,736	\$ 11,971	\$ 11,971	\$ -		
20235199	570060		D4	Conferences	\$ 510	\$ 520	\$ 520	\$ -		
21235199	570020		D4	Dues & Memberships Phys Ed	\$ 1,632	\$ 1,665	\$ 1,665	\$ -		
21235199	570060		D4	Conferences Phys Ed	\$ -	\$ -	\$ -	\$ -		
22235199	570020		D4	Dues & Memberships	\$ 450	\$ 459	\$ 459	\$ -		
22235199	570060		D4	Conferences	\$ 4,000	\$ 4,080	\$ 4,080	\$ -		
23235199	570020		D4	Dues & Memberships Music	\$ 1,428	\$ 1,457	\$ 1,457	\$ -		
23235199	570060		D4	Conferences Music	\$ 1,224	\$ 1,248	\$ 1,248	\$ -		
24235199	570020		D4	Dues & Memberships Art	\$ 357	\$ 364	\$ 364	\$ -		
24235199	570060	7	D4	Conference Registration	\$ -	\$ -	\$ -	\$ -		
26210199	570060		D4	Conferences	\$ 1,750	\$ 1,785	\$ 1,785	\$ -		
26235199	570020		D4	Dues & Memberships	\$ 630	\$ 643	\$ 643	\$ -		
27235199	570020		D4	Dues & Memberships ESL	\$ 285	\$ 291	\$ 291	\$ -		
27235199	570060		D4	Conferences ESL	\$ 735	\$ 750	\$ 750	\$ -		
30235199	570020	6	D4	Dues & Memberships OMS	\$ 1,020	\$ 1,040	\$ 1,040	\$ -		
30235199	570060	6	D4	Conferences ProDev OMS	\$ 3,060	\$ 3,121	\$ 3,121	\$ -		
35235199	570020	10	D4	Dues & Memberships SMS	\$ 1,020	\$ 1,040	\$ 1,040	\$ -		
35235199	570060	10	D4	Conferences ProDec SMS	\$ 2,550	\$ 2,601	\$ 2,601	\$ -		
40235199	570020	7	D4	Dues & Memberships HS	\$ 5,256	\$ 5,361	\$ 5,361	\$ -		
41235299	570020	7	D4	Dues & Memberships SPED HS	\$ 1,500	\$ 1,530	\$ 1,530	\$ -		
42235199	570020	7	D4	Dues & Memberships Math HS	\$ 408	\$ 416	\$ 416	\$ -		
45210199	570020		D4	Dues & Memberships	\$ 255	\$ 260	\$ 260	\$ -		
45235199	570060		D4	Conferences Health	\$ 255	\$ 260	\$ 260	\$ -		
46230199	570020	7	D4	Dues & Memberships Social ScHS	\$ 204	\$ 208	\$ 208	\$ -		
46235199	570060	7	D4	Conferences Social Sci HS	\$ 204	\$ 208	\$ 208	\$ -		
47235199	570060	7	D4	Conferences English HS	\$ 816	\$ 832	\$ 832	\$ -		
47235199	570020	7	D4	Dues & Memberships English HS	\$ 306	\$ 312	\$ 312	\$ -		
48235199	570020		D4	Dues & Memberships Guidance	\$ 510	\$ 520	\$ 520	\$ -		
51235199	570060	7	D4	Conferences HS	\$ 1,372	\$ 1,399	\$ 1,399	\$ -		
51351199	570020		D4	Dues & Memberships	\$ 12,750	\$ 13,005	\$ 13,005	\$ -		
56235199	570020		D4	Dues & Memberships FCS	\$ 204	\$ 208	\$ 208	\$ -		
56235199	570060		D4	Conferences FCS	\$ 204	\$ 208	\$ 208	\$ -		
58235199	570060		D4	Conferences WLang	\$ 1,020	\$ 1,040	\$ 1,040	\$ -		
60235199	570060	1	D4	Conferences ProDev BS	\$ 1,020	\$ 1,040	\$ 1,040	\$ -		
62235199	570060	2	D4	Conferences ProDev CS	\$ 510	\$ 520	\$ 520	\$ -		

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68235199	570010	4	D4	Dues & Memberships SS	\$ 204	\$ 208	\$ 208	\$ -	
68235199	570020	4	D4	Conferences ProDev SS	\$ 714	\$ 728	\$ 728	\$ -	
69235199	570020	5	D4	Dues & Memberships FS	\$ 1,274	\$ 1,299	\$ 1,299	\$ -	
Sub-Total Professional Development					\$ 247,973	\$ 255,082	\$ 255,082	\$ -	
12230199	540200		D5	Educational Supplies - MCAS	\$ 2,500	\$ 2,550	\$ 2,550	\$ -	
20320199	540000		D5	PupPers Supplies SVV	\$ 15,300	\$ 15,606	\$ 15,606	\$ -	
21230199	540200	1	D5	Phys Ed Supplies BS	\$ 322	\$ 328	\$ 328	\$ -	
21230199	540200	2	D5	Phys Ed Supplies CS	\$ 322	\$ 328	\$ 328	\$ -	
21230199	540200	3	D5	Phys Ed Supplies PS	\$ 322	\$ 328	\$ 328	\$ -	
21230199	540200	4	D5	Phys Ed Supplies SS	\$ 322	\$ 328	\$ 328	\$ -	
21230199	540200	5	D5	Phys Ed Supplies FS	\$ 322	\$ 328	\$ 328	\$ -	
21230199	540200	6	D5	Phys Ed Supplies OMS/SMS	\$ 322	\$ 328	\$ 328	\$ -	
21230199	540200	7	D5	Phys Ed Supplies HS	\$ 321	\$ 327	\$ 327	\$ -	
22260199	540000		D5	AV Supplies SVV	\$ 7,069	\$ 7,210	\$ 7,210	\$ -	
22260199	580600		D5	AV Equipment SW	\$ 36,316	\$ 36,316	\$ 36,316	\$ -	
23230199	540200		D5	Ins Materials Music SW	\$ 1,690	\$ 1,724	\$ 1,724	\$ -	
24230199	540200		D5	Ins Materials Art SW	\$ 18,409	\$ 18,777	\$ 18,777	\$ -	
26230199	540300		D5	Testing Supplies	\$ 30,000	\$ 30,600	\$ 30,600	\$ -	
26232299	540200		D5	Educational Supplies	\$ 50,000	\$ 51,000	\$ 51,000	\$ -	
27230199	540200		D5	Ins Materials ESL SW	\$ 270	\$ 275	\$ 275	\$ -	
30230164	540200		D5	Educational Supplies OMS	\$ 10,199	\$ 10,403	\$ 10,403	\$ -	
35230164	540200		D5	Educational Supplies	\$ 10,010	\$ 10,210	\$ 10,210	\$ -	
40230199	540200	7	D5	Ins Materials HS	\$ 5,610	\$ 5,722	\$ 5,722	\$ -	
41230299	540200	7	D5	Ins Materials SPED HS	\$ 1,224	\$ 1,248	\$ 1,248	\$ -	
42230199	540200	7	D5	Ins Materials Math HS	\$ 1,479	\$ 1,509	\$ 1,509	\$ -	
43230199	540200	7	D5	Ins Materials Science HS	\$ 7,956	\$ 8,115	\$ 8,115	\$ -	
45230199	540200	2	D5	Ins Materials Health CS	\$ 360	\$ 367	\$ 367	\$ -	
45230199	540200	3	D5	Ins Materials Health PS	\$ 360	\$ 367	\$ 367	\$ -	
45230199	540200	4	D5	Ins Materials Health SS	\$ 360	\$ 367	\$ 367	\$ -	
45230199	540200	5	D5	Ins Materials Health FS	\$ 360	\$ 367	\$ 367	\$ -	
45230199	540200	6	D5	Ins Materials Health OMS	\$ 360	\$ 367	\$ 367	\$ -	
45230199	540200	7	D5	Ins Materials Health HS	\$ 414	\$ 422	\$ 422	\$ -	
45230199	540200	10	D5	Ins Materials Health SMS	\$ 360	\$ 367	\$ 367	\$ -	
46230199	540200		D5	Educational Supplies	\$ 591	\$ 603	\$ 603	\$ -	
47230199	540200	7	D5	Ins Materials English HS	\$ 765	\$ 780	\$ 780	\$ -	
51351199	540130	7	D5	Athletic Uforms & Equip HS	\$ 14,362	\$ 14,649	\$ 14,649	\$ -	
56230199	540200	7	D5	Ins Materials FCS HS	\$ 11,032	\$ 11,253	\$ 11,253	\$ -	
58230199	540200		D5	Ins Materials WLang SVV	\$ 3,129	\$ 3,192	\$ 3,192	\$ -	
59230199	540180	7	D5	Ins Materials TechEd HS	\$ 3,876	\$ 3,954	\$ 3,954	\$ -	
59230199	540200	7	D5	Ins Materials TechEd HS	\$ 3,947	\$ 4,026	\$ 4,026	\$ -	

SHREWSBURY PUBLIC SCHOOLS
FY20 BUDGET RECOMMENDATION: FINAL
24 April 2019

ORG	OBJ	PROJ	CHAR. CODE	ACCOUNT DESCRIPTION	FY19 Budget	FY20 Initial- February	FY20 Revised- April	Difference: Feb. v. April	Notes
60230199	540200	1	D5	Ins Materials PhysEd BS	\$ 5,841	\$ 5,958	\$ 5,958	\$ -	
60250199	540170	1	D5	Library Supplies BS	\$ 204	\$ 208	\$ 208	\$ -	
62230199	540200	2	D5	Ins Materials CS	\$ 7,715	\$ 7,869	\$ 7,869	\$ -	
64230199	540200	3	D5	Ins Materials PS	\$ 5,100	\$ 5,202	\$ 5,202	\$ -	
64250199	540270	3	D5	Library Supplies PS	\$ 204	\$ 208	\$ 208	\$ -	
68230143	540200		D5	Educational Supplies	\$ 1,224	\$ 1,249	\$ 1,249	\$ -	
69230199	540200	5	D5	Ins Materials FS	\$ 7,878	\$ 8,036	\$ 8,036	\$ -	
69250199	540270	5	D5	Library Supplies FS	\$ 306	\$ 313	\$ 313	\$ -	
Sub-Total Educational Sullpies & Materials					\$ 269,034	\$ 273,689	\$ 273,689	\$ -	
10140199	540150		D6	Postage	\$ 30,000	\$ 30,000	\$ 30,000	\$ -	
10210899	540280		D6	Copier Supplies	\$ 110,000	\$ 110,000	\$ 110,000	\$ -	
10230199	570200		D6	Control Account	\$ -			\$ -	
10235199	570010		D6	Car Allowance/Mileage	\$ 18,000	\$ 18,000	\$ 18,000	\$ -	
10340199	570000		D6	Other Charges & Expend	\$ 5,000	\$ 15,000	\$ 15,000	\$ -	
10411199	540190		D6	Custodial Supplies	\$ 79,448	\$ 88,000	\$ 88,000	\$ -	
10411199	570170		D6	Other - Moving Expenses	\$ 3,750	\$ 10,000	\$ 10,000	\$ -	
11110199	540140		D6	Reference Materials	\$ 250	\$ 255	\$ 255	\$ -	
11120199	570010		D6	Car Allowance/Mileage	\$ 8,700	\$ 9,000	\$ 9,000	\$ -	
11140199	540220		D6	Office Supplies	\$ 12,500	\$ 12,750	\$ 12,750	\$ -	
11145199	580700		D6	Admin Tech Hardware SW	\$ 3,500	\$ 3,500	\$ 3,500	\$ -	
22245199	540250		D6	Ins Technology Supp SW	\$ 19,000	\$ 19,380	\$ 19,380	\$ -	
22245199	570070		D6	Ins Tech Network Infrs & Main	\$ 42,000	\$ 136,000	\$ 136,000	\$ -	
22245199	580800		D6	Ins Technology SW SW	\$ 100,000	\$ 103,000	\$ 103,000	\$ -	
22245199	580900		D6	Ins Technology NW	\$ 133,000	\$ 133,000	\$ 133,000	\$ -	
22250199	540140		D6	Books Periodicals Subs SW	\$ 14,687	\$ 14,981	\$ 14,981	\$ -	
22250199	540270		D6	Library Supplies SW	\$ 1,040	\$ 1,061	\$ 1,061	\$ -	
23210199	540140		D6	Reference Materials	\$ 102	\$ 104	\$ 104	\$ -	
23210199	540220		D6	Office Supplies	\$ 408	\$ 416	\$ 416	\$ -	
24210199	540220		D6	Office Supplies	\$ 102	\$ 104	\$ 104	\$ -	
26210199	540220		D6	Office Supplies	\$ 1,000	\$ 1,020	\$ 1,020	\$ -	
26210299	570010		D6	Car Allowance/Mileage	\$ 5,200	\$ 5,200	\$ 5,200	\$ -	
30220199	540150	6	D6	Printing OMS	\$ 4,080	\$ 4,162	\$ 4,162	\$ -	
30220199	540220	6	D6	Office Supplies OMS	\$ 2,550	\$ 2,601	\$ 2,601	\$ -	
30235199	540000	6	D6	Supplies ProDev OMS	\$ 1,020	\$ 1,040	\$ 1,040	\$ -	
30245199	540250	6	D6	Ins Technology Supplies OMS	\$ 2,550	\$ 2,601	\$ 2,601	\$ -	
30245199	580800	6	D6	Ins Technology SW OMS	\$ 2,550	\$ 2,601	\$ 2,601	\$ -	
30250199	540140	6	D6	Books Periodicals Subs OMS	\$ 2,040	\$ 2,081	\$ 2,081	\$ -	
30250199	540270	6	D6	Library Supplies OMS	\$ 510	\$ 520	\$ 520	\$ -	
30423199	540240	6	D6	R&M Equipment Supp OMS	\$ 2,040	\$ 2,081	\$ 2,081	\$ -	
35220199	540150	10	D6	Printing SMS	\$ 3,060	\$ 3,121	\$ 3,121	\$ -	

SHREWSBURY PUBLIC SCHOOLS
FY20 BUDGET RECOMMENDATION: FINAL
24 April 2019

ORG	OBJ	PROJ	CHAR. CODE	ACCOUNT DESCRIPTION	FY19 Budget	FY20 Initial- February	FY20 Revised- April	Difference: Feb. v. April	Notes
35220199	540220	10	D6	Office Supplies SMS	\$ 6,120	\$ 6,242	\$ 6,242	\$ -	
35235199	540000	10	D6	Supplies ProDev SMS	\$ 1,020	\$ 1,040	\$ 1,040	\$ -	
35250199	540140	10	D6	Books Periodicals Subs SMS	\$ 918	\$ 936	\$ 936	\$ -	
35250199	540270	10	D6	Library Supplies SMS	\$ 204	\$ 208	\$ 208	\$ -	
35423199	520080	10	D6	R&M Equipment ConServ SMS	\$ 510	\$ 520	\$ 520	\$ -	
35423199	520240	10	D6	R&M Equipment Supp SMS	\$ 510	\$ 520	\$ 520	\$ -	
40220199	540220	7	D6	Office Supplies HS	\$ 3,240	\$ 3,305	\$ 3,305	\$ -	
40250199	540140	7	D6	Books Periodicals Subs HS	\$ 4,080	\$ 4,162	\$ 4,162	\$ -	
48210199	540220		D6	Office Supplies	\$ 510	\$ 520	\$ 520	\$ -	
48210199	540140		D6	Reference Materials	\$ 1,530	\$ 1,561	\$ 1,561	\$ -	
51351199	510090	7	D6	Police Details HS	\$ 3,500	\$ 5,000	\$ 5,000	\$ -	
51351199	540310	7	D6	Athletic Supp & Awards HS	\$ 8,322	\$ 8,488	\$ 8,488	\$ -	
51526199	570280	7	D6	Athletic Insurance HS	\$ 3,607	\$ 3,607	\$ 3,607	\$ -	
56210199	540220		D6	Office Supplies	\$ 204	\$ 208	\$ 208	\$ -	
58210199	540140		D6	Reference Materials	\$ 153	\$ 156	\$ 156	\$ -	
58210199	540220		D6	Office Supplies	\$ 204	\$ 208	\$ 208	\$ -	
60220199	540220	1	D6	Office Supplies BS	\$ 2,040	\$ 2,081	\$ 2,081	\$ -	
60245199	540250	1	D6	Ins Technology HW BS	\$ 204	\$ 208	\$ 208	\$ -	
60250199	540140	1	D6	Books Periodicals Subs BS	\$ 204	\$ 208	\$ 208	\$ -	
62220199	540220	2	D6	Office Supplies CS	\$ 1,428	\$ 1,457	\$ 1,457	\$ -	
62235199	540000	2	D6	Supplies ProDev CS	\$ 816	\$ 832	\$ 832	\$ -	
62423199	540240	2	D6	R&M Equipment Supp CS	\$ 1,020	\$ 1,040	\$ 1,040	\$ -	
62730199	540140	2	D6	Capital Equipment CS	\$ 204	\$ 208	\$ 208	\$ -	
64220199	540220	3	D6	Office Supplies PS	\$ 1,153	\$ 1,176	\$ 1,176	\$ -	
64235199	540000	3	D6	Supplies ProDev PS	\$ 204	\$ 208	\$ 208	\$ -	
64250199	540140	3	D6	Books Periodicals Subs PS	\$ 1,020	\$ 1,040	\$ 1,040	\$ -	
68220199	540220	4	D6	Office Supplies SS	\$ 3,060	\$ 3,121	\$ 3,121	\$ -	
68235199	540000	4	D6	Supplies ProDev SS	\$ 365	\$ 372	\$ 372	\$ -	
68250199	540000	4	D6	Books Periodicals Subs SS	\$ 510	\$ 520	\$ 520	\$ -	
69220199	540150	5	D6	Office Supplies FS	\$ 1,275	\$ 1,301	\$ 1,301	\$ -	
69235199	540000	5	D6	Supplies ProDev FS	\$ 1,275	\$ 1,301	\$ 1,301	\$ -	
69250199	540140	5	D6	Books Periodicals Subs FS	\$ 2,040	\$ 2,081	\$ 2,081	\$ -	
69422199	540030	5	D6	R&M Buildings Supp FS	\$ 510	\$ 520	\$ 520	\$ -	
69423199	540240	5	D6	R&M Equipment Supp FS	\$ 765	\$ 780	\$ 780	\$ -	
Sub-Total Other Miscellaneous (i.e. Off. Supp., Ref)					\$ 660,812	\$ 786,716	\$ 786,716	\$ -	
22245199	580700		D7	Ins Technology HW SW	\$ 753,355	\$ 560,000	\$ 560,000	\$ -	iPad program leasing cost reduction
23245899	580700		D7	Technology Hardware	\$ 306	\$ 312	\$ 312	\$ -	
23245899	580800		D7	Technology Software	\$ 306	\$ 312	\$ 312	\$ -	
27245899	580800		D7	Technology Software	\$ 816	\$ 832	\$ 832	\$ -	
30225199	580700	6	D7	Principal Tech HW OMS	\$ 1,020	\$ 1,040	\$ 1,040	\$ -	

SHREWSBURY PUBLIC SCHOOLS
FY20 BUDGET RECOMMENDATION: FINAL
24 April 2019

ORG	OBJ	PROJ	CHAR. CODE	ACCOUNT DESCRIPTION	FY19 Budget	FY20 Initial- February	FY20 Revised- April	Difference: Feb. v. April	Notes
35225199	580700	10	D7	Principal Tech HW SMS	\$ 3,570	\$ 3,641	\$ 3,641	\$ -	
35225199	580800	10	D7	Principal Tech SW SMS	\$ 1,020	\$ 1,040	\$ 1,040	\$ -	
48245175	580800		D7	Technology Software	\$ 4,080	\$ 4,162	\$ 4,162	\$ -	
Sub-Total Equipment					\$ 764,473	\$ 571,340	\$ 571,340	\$ -	
10413199	520040		D8	Utility-Telephone	\$ 85,000	\$ 85,000	\$ 85,000	\$ -	
Sub-Total Utility-Telephone Exp.					\$ 85,000	\$ 85,000	\$ 85,000	\$ -	

FY19 Budget	FY20 Initial- February	FY20 Revised- April	FY20 Difference: Initial v. Revised
\$ 64,137,607	\$ 67,080,933	\$ 66,302,041	\$ (778,892)
Net Increase Over FY19		\$ 2,164,434	3.37%



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: **VIII. Old Business**

MEETING DATE: **4/24/19**

BACKGROUND INFORMATION:

ACTION RECOMMENDED:

MEMBERS/STAFF AVAILABLE FOR PRESENTATION:



SHREWSBURY PUBLIC SCHOOLS SCHOOL COMMITTEE MEETING

ITEM NO: **IX. New Business**

MEETING DATE: **4/24/19**

A. Evaluation of the Superintendent of Schools

BACKGROUND INFORMATION:

The Superintendent's performance evaluation provides feedback on Dr. Sawyer's performance from January 2018 through the present. Mr. Palitsch, as Committee Chair, has written a composite evaluation (under separate cover) based on information provided by Dr. Sawyer as well as input from the other members, which he will summarize at the meeting. School Committee members are also encouraged to add commentary as they see fit.

ACTION RECOMMENDED:

That the Committee provide a summary and comments regarding the evaluation of the Superintendent of Schools, and that the Committee vote to approve the formal evaluation document created by the Chair.

MEMBERS AVAILABLE FOR PRESENTATION:

Mr. Jason Palitsch, School Committee Chair



SHREWSBURY PUBLIC SCHOOLS SCHOOL COMMITTEE MEETING

ITEM NO: **IX. New Business**
B. Superintendent's Contract: Vote

MEETING DATE: **4/24/19**

BACKGROUND INFORMATION:

A vote of the School Committee is required to authorize the Chair to approve an updated employment agreement with the Superintendent of Schools. The updated contract will be for five years, from July 1, 2019 to June 30, 2024, which will include a 2.0% salary increase to \$198,247, with all other terms remaining unchanged.

ACTION RECOMMENDED:

That the Committee vote to authorize the Chair to execute an updated employment agreement between the School Committee and Dr. Joseph M. Sawyer as Superintendent of Schools for a period commencing July 1, 2019 through June 30, 2024, which will include a 2.0% salary increase to \$198,247, with all other terms remaining unchanged.

STAFF AVAILABLE FOR PRESENTATION:

Mr. Jason Palitsch, Chair, School Committee
Dr. Joseph Sawyer, Superintendent of Schools



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

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

MEETING DATE: **4/24/19**

BACKGROUND INFORMATION:

The minutes are enclosed.

ACTION RECOMMENDED:

That the Committee vote to approve the minutes from the School Committee Workshop held on April 3, 2019, and the School Committee Meeting held on April 10, 2019.

STAFF AVAILABLE FOR PRESENTATION:

Mr. Jason Palitsch, Chairperson

Ms. Sandra Fryc, Secretary

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

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

Wednesday, April 3, 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; Mr. Patrick Collins, Assistant Superintendent of Finance & Operations; Ms. Barbara Malone, Director of Human Resources; and Ms. Meg Belsito, Assistant Superintendent for Student Services

Workshop was opened by Mr. Palitsch at 5:33 PM.

Dr. Sawyer and Mr. Collins provided the group with an updated Fiscal Year 2020 Budget projections. The gap between Dr. Sawyer's initial budget recommendation and the Town Manager's initial budget recommendation remains at \$ 830,517.00. The recent vote by the School Committee to increase fees for busing, athletics and pre-school and the FY19 positive variance will provide additional funding to close the current projected gap.

Dr. Sawyer advised that he has discussed the additional needs identified during the budget process with stakeholders in the district. Additional resources will be needed in order to implement the district's identified strategic priorities. The committee was provided with a tiered approach prioritizing the various items identified as required to implement the strategic priorities.

The group discussed the various tiers and advised Dr. Sawyer that if additional funds do become available during the budget process that they support using them as identified by the FY20 Budget Planning and Scenarios.

Ms. Fryc suggested that consideration be given to the SHS Adjustment Counselor position being moved higher in the priorities consideration due to increases with mental health and behavioral health issues.

Dr. Sawyer will wait for more information from the state budget process and the Town Manager's Fiscal Projection 2 budget and will make his final FY20 budget recommendation for the committee vote on April 24, 2019.

Dr. Sawyer requested feedback on the UMass Collins Center presentation and potential actions resulting from recommendations, including proposed positions.

The committee agreed the UMass Collins Center report provides valuable information about the need to increase in Central Office staff. The group agreed the recommendations, including additional staffing positions, outlined in the report are beneficial and would like to see them implemented over time, but acknowledged it would add cost to running the School Department.

The committee agreed a five-year fiscal projection that goes beyond the 2021 expected opening of the new Beal School, and associated cost increases with that project, is needed to show that district costs will push past the typical available yearly budget increases.

The committee also suggested that a Tri-Board meeting with the Board of Selectman and Finance Committee be scheduled in the fall of 2019 to discuss the five-year projection and future anticipated needs of the district.

Executive Session

Mr. Palitsch requested a motion to adjourn to 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. On a motion by Ms. Canzano, seconded by Dr. Magee, on a roll call vote: Dr. Magee, yes; Ms. Canzano, yes; Ms. Fryc, yes; Mr. Wensky, yes; Mr. Palitsch, yes, the School Committee voted to adjourn to executive session at 7:17 PM.

Adjournment

On a motion Ms. Canzano, seconded by Dr. Magee, the meeting was adjourned at 7:43 pm. On a roll call vote: Dr. Magee, yes; Ms. Canzano, yes; Ms. Fryc, yes; Mr. Wensky, yes; Mr. Palitsch, yes.

Respectfully submitted,

Ms. Sandra Fryc, Secretary

Documents Referenced:

April 3, 2019 - FY20 Budget Development Planning and Scenarios

Draft – Job Description for Assistant Superintendent for Community Partnerships & Well-Being

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

MINUTES OF SCHOOL COMMITTEE MEETING

Wednesday, April 10, 2019

Present: Mr. Jason Palitsch, Chairperson; Ms. Erin Canzano, Vice Chairperson; Ms. Sandy Fryc, Secretary; Mr. Jon Wensky; Dr. B. Dale Magee; Mr. Patrick Collins, Assistant Superintendent for Finance and Operations; Ms. Amy B. Clouter, Assistant Superintendent for Curriculum & Instruction; Ms. Barb Malone, 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. Palitsch at 7:02 pm.

I. Public Participation

None.

II. Chairperson's Report & Members' Reports

Dr. Magee reported that he and Ms. Lynsey Heffernan recently attended a seminar in support of later school start times where districts addressed how they implemented the change, and reported results and successes associated with making the change.

III. Superintendent's Report

Ms. Clouter noted attending the "From My Heart" event sponsored by the Rotary Club that featured art and writing from SHS and other area high school students. Dr. Sawyer acknowledged recent student successes enjoyed at the Massachusetts Instrumental and Choral Conductors Association (MICCA) festival, Destination Imagination State Tournament, and Massachusetts State Speech Finals; noted that the SPS Colonial Fund had sponsored successful events for staff and the community by presenter Lynn Lyons on managing anxiety and depression; and provided the Committee with a recently received final copy of the Edward J. Collins, Jr. Center for Public Management organizational study of the district's Central Office positions and functions.

IV. Time Scheduled Appointments:

B. Public Facilities Division of Department of Public Works: Report

Mr. Palitsch noted this agenda item was being taken out of order.

Angela Snell, Director of Public Facilities, and Keith Baldinger, Public Buildings Division Manager, presented information to the Committee on a recent reorganization of the Department of Public Works (DPW), and on major planned projects including those at Shrewsbury Public School (SPS) sites. Ms. Fryc, a member of the Beal Building Project Committee, advised that Mr. Baldinger had been added to the Beal Building Committee in his role as Public Buildings Division Manager, with retired Superintendent of Public Buildings, Mr. Robert Cox, shifting to becoming the community representative that previously was held by Mr. John Masiello, who resigned from the Beal Building Committee. Mr. Collins advised that the HVAC Tech position sought by the DPW was supported by SPS, and Dr. Sawyer added that communication between the departments was very good.

C. Designated Person for School-Based Asbestos Management: Vote

Ms. Snell and Mr. Baldinger remained before the Committee for this agenda item.

Mr Palitsch advised that all public and private kindergarten - grade 12 schools must assign a person responsible for overseeing the management of asbestos-containing materials in the school buildings, and added that Mr. Baldinger had attended the 8-hour Asbestos Coordinator/LEA Designated Person course at the Institute for Environmental Education.

On a motion by Ms. Canzano, seconded by Mr. Wensky, the Committee voted unanimously to appoint Mr. Keith Baldinger the designated person for school-based asbestos management for all of the Shrewsbury Public Schools.

A. Student Recognition: SHS State Indoor Track Champions

This agenda item was taken out of order.

Jason Costa, Athletic Director; Wendy Marshall, Girls Indoor Track Coach; and Kurt Gustafson, Teacher, Physical Education, and Boys Indoor Track Coach, introduced the following Shrewsbury High School (SHS) Indoor Track Division I State Champions:

Reagan Gillooly - Indoor Track 600 meter Division I State Champion
Joseph O'Brien - Indoor Track 300 meter Division I State Champion
Max Evers, Anthony Pikula, Shaun Daley Jr., and Cameron Riley - 4 x 800 m Relay
Team Division I State Champions

The students talked about their seasons and state championship wins; thanked coaches, families, and supporters; and grade 12 athletes discussed future plans. The students were congratulated, invited up to be recognized by the Committee, and presented with certificates.

D. Request by non-profit organization to hold event at school site with alcohol: Vote

Dr. Sawyer presented background information on the non-profit 15-40 Connection organization; detailed their request to rent the SHS field house for their annual gala dinner on June 1, which would include the serving of alcohol; and noted that school districts can allow non-profit

organizations who possess the proper license to serve alcohol at an event during non-school hours, with the approval of the local school committee.

Mr. Jim Coghlin, Sr., Founder and Chief Volunteer, represented 15-40 Connection at the meeting, noting they needed a large venue for the event, with acoustics being an important component. Committee members asked clarifying questions relative to the date of the event; planning and coordination with SHS staff; and the organization's work around early cancer detection. Mr. Coghlin provided an event brochure to the Committee.

On a motion by Mr. Wensky, seconded by Dr. Magee, the Committee voted unanimously to approve the rental of the Shrewsbury High School field house by the 15-40 Connection to hold a gala dinner that will include the serving of alcoholic beverages, per Massachusetts General Law Chapter 272, Section 40A, subject to 15-40 Connection also meeting the requirements of MGL Chapter 138, Section 14 and that the Shrewsbury Public Schools administration determines that the remaining elements related to the rental of the facility for this event are satisfactory.

V. Curriculum

A. Visual Arts Department: Report

Ms. Pamela LeBlanc, Visual Arts Director, K-12, gave the report with students Veronica Shanoudy, Dhiogo Machado, and Lanna Wang. Ms. LeBlanc provided information on community art partnerships, competitions and exhibits, and the National Arts Honor Society (NAHS); and noted that the complete Visual Arts 2019-2020 Program of Study was included in the report. The students discussed their individual art experiences and showed examples of their work.

The Committee asked clarifying questions about prerequisites for art courses and AP assessment. Ms. LeBlanc noted there is some flexibility around scheduling, and that there is high demand for the ceramics course at SHS. The student presenters were invited up to be recognized by the Committee and to receive certificates.

VI. Policy

A. Crowdfunding Policy: Second Reading & Vote

Mr. Palitsch and Ms. Canzano are members of Policy Subcommittee. Mr. Palitsch advised that no public feedback had been received by the Committee since the first reading of the policy on March 27, 2019. Mr. Collins advised that he recently participated in a Massachusetts Association of School Business Officials Professional Development event where attendees reported a surge of activity relative to crowdfunding and the need for policies to regulate it. In response to questioning, Dr. Magee was advised that periodic reports on crowdfunding in the district would be provided.

On a motion by Mr. Wensky, seconded by Dr. Magee, the Committee voted unanimously to approve the new Policy 914: Crowdfunding.

VII. Finance & Operations

A. Fiscal Year 2020 Budget: Updated Recommendation

Mr. Collins began the report with a current FY20 Budget status, and listed gap closing measures that would allow the district to meet the Town Manager's recommendation for a status quo budget. Dr. Sawyer noted new resources that could be included beyond the status quo budget that would still fall within the current level of recommended funding from the Town Manager. He advised that the district recently received news that it was being awarded a mental health grant from the MA Department of Elementary and Secondary Education (DESE) that would provide \$10K in the current year, and \$90K in the next school year; that Chapter 70 aid was still being determined at the state level; and that SPS enrollment numbers at Assabet Valley Regional Technical High School were below those initially projected. Dr. Sawyer went on to detail his recommendations for additional resources, prioritized by tier and by associated district Strategic Priority, if more funding should become available.

Mr. Palitsch noted that the Committee would vote on an updated FY 2020 budget recommendation at their April 24 meeting.

VIII. New Business

A. Establishing Position of Assistant Superintendent for Community Partnerships & WellBeing: Vote

Mr. Palitsch advised that agenda items VIII.A., VIII.B., and IX.A., were interrelated and would be discussed in aggregate.

Dr. Sawyer gave a presentation on the proposed "Colonial Connections" partnership with Shrewsbury Federal Credit Union (SFCU), detailing how it would offer resources to assist in meeting goals associated with the district's Strategic Priority of connected learning for a complex world, and provide funding to purchase a van, fund a new Assistant Superintendent for Community Partnerships & Well-Being position (adding the position was a recommendation in the recently completed Edward J. Collins, Jr. Center for Public Management report) initially in full and then in part over the five-year agreement, and support program events. Dr. Sawyer recommended that the Committee vote to approve the actions recommended for all three agenda items.

Committee members thanked SFCU and offered their perspectives in turn on the proposed partnership. Discussion included comments around support for the program and proposed Assistant Superintendent position; a need to monitor this new type of budget model and the fiscal impact to the district after the first year (sustainability); and challenges associated with establishing/defining a brand new position and the need for feedback to assess the value provided by it.

On a motion by Dr. Magee, seconded by Mr. Wensky, the Committee voted unanimously to establish the position of Assistant Superintendent for Community Partnerships & Well-Being.

B. Job Description for Assistant Superintendent for Community Partnerships & WellBeing: Vote

Please see agenda item VIII.A..

Dr. Magee advised the Committee that given the novelty of the new position, he would like to amend the job description presented to include that feedback be provided via regular reports, at least annually, regarding the intent of the proposed position. Dr. Magee moved that the Committee vote to approve the job description of Assistant Superintendent for Community Partnerships & Well-Being as presented; the motion was seconded by Mr. Wensky.

Dr. Magee offered an amendment to the aforementioned motion that the following language be added to the job description for the Assistant Superintendent for Community Partnerships & Well-Being under “Responsibilities”:

Report to the Superintendent to enable him to report to the School Committee at least annually on items referenced on page one of the Superintendent’s memo to the School Committee dated April 10, 2019, regarding the establishment of the position of Assistant Superintendent for Community Partnerships & Well-Being.

The amendment was seconded by Ms. Fryc. Dr. Magee read from Dr. Sawyer’s enclosed memo, noting the components that drove development of the position. The Committee voted unanimously to accept the amendment to the main motion.

Dr. Magee then offered a further amendment that the job description be revisited in five years, noting that this would allow the position to be tailored to be most effective. Dr. Sawyer advised that language noting the job description be revisited in five years could be incorporated into the job description at bottom. The amendment was seconded by Ms. Fryc. The Committee voted unanimously to accept the further amendment.

The Committee then proceeded to a vote on the twice amended main motion; the motion carried unanimously.

IX. Old Business

A. Memorandum of Understanding with Shrewsbury Federal Credit Union to establish the Colonial Connections program: Vote

Please see agenda item VIII.A..

Ms. Fryc suggested that the word “pilot” be inserted into to the verbiage in the pending vote relative to this agenda item. On a motion by Ms. Fryc, seconded by Ms. Canzano, the Committee voted unanimously to approve the memorandum of understanding between Shrewsbury Public Schools and Shrewsbury Federal Credit Union regarding Shrewsbury Federal Credit Union becoming the signature sponsor of the Colonial Connections pilot program and to approve the receipt of \$400,000 over fiscal years 2020 through 2024 as delineated in the memorandum of understanding.

X. Approval of Minutes

Without objections from the Committee, the minutes from the School Committee Meeting held on March 27, 2019, were accepted as distributed.

XI. Executive Session

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

B. For the purpose of negotiations with the superintendent of schools

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

Mr. Palitsch requested a motion to adjourn to Executive Session for the purpose of collective bargaining with the Shrewsbury Education Association and for the purpose of negotiations with the Superintendent of Schools, 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, and return to Open Session only for the purpose of adjourning for the evening. On a motion by Mr. Wensky, seconded by Dr. Magee, on a roll call vote: Dr. Magee, yes; Mr. Wensky, yes; Ms. Fryc, yes; Ms. Canzano, yes; and Mr. Palitsch, yes, the School Committee voted to adjourn to executive session at 9:17 pm.

XII. Adjournment

On a motion by Dr. Magee, seconded by Ms. Canzano, the committee unanimously agreed to adjourn the meeting at 9:43 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,

Elizabeth McCollum, Clerk

Documents referenced:

1. Collins Center CO Study Final Report
2. Shrewsbury Public Facilities Report
3. AHERA Designated Person Documents
4. Non-profit Event Request Letter
5. 15-40 Connection Brochure
6. General Law - Part I, Title XX, Chapter 138, Section 14
7. General Law - Part IV, Title I, Chapter 272, Section 40A
8. Visual Arts Report
9. Visual Arts Slide Presentation
10. Proposed Crowdfunding Policy
11. FY20 Updated Budget Recommendation Slide Presentation

12. Establishing Assistant Superintendent Position Memo
13. School Committee Policy 217
14. Assistant Superintendent for Community Partnerships & Well-Being Job Description
15. Colonial Connections Memo
16. SFCU Colonial Connections MOU
17. Colonial Connections Van Projection
18. Colonial Connections Slide Presentation
19. School Committee Policy 912
20. Set(s) of minutes as referenced above



SHREWSBURY PUBLIC SCHOOLS SCHOOL COMMITTEE MEETING

ITEM NO: XI. Farewell to Mrs. Canzano

MEETING DATE: 4/24/19

BACKGROUND INFORMATION:

Mrs. Erin Canzano, Vice Chairperson, has served on the School Committee since 2007. This is Mrs. Canzano's last regular meeting prior to stepping down from the Committee in May, 2019. Committee members, school administrators, and invited guests will recognize Mrs. Canzano's history of service to Shrewsbury Public Schools as a member of the Committee.

ACTION RECOMMENDED:

That the Committee recognize Mrs. Canzano's history of service to Shrewsbury Public Schools as a member of the School Committee since 2007.

STAFF AVAILABLE FOR PRESENTATION:

Dr. Joseph Sawyer, Superintendent of Schools
Mr. Patrick Collins, Assistant Superintendent for Finance and Operations
Ms. Amy B. Clouter, Assistant Superintendent for Curriculum & Instruction
Ms. Barb Malone, Director of Human Resources



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: **XII. Executive Session**

MEETING DATE: **4/24/19**

BACKGROUND INFORMATION:

ACTION RECOMMENDED:

STAFF AVAILABLE FOR PRESENTATION:

ITEM NO: **XIII. Adjournment**