

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

**MINUTES OF SCHOOL COMMITTEE MEETING**

**Wednesday, April 24, 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 7:00 pm.

**I. Public Participation**

None.

**II. Chairperson's Report & Members' Reports**

Ms. Canzano reported that she attended the annual luncheon prepared and hosted by Shrewsbury High School (SHS) students participating in the Mobile On-Site Vocational Education (MOVE) program, recognized the students for their culinary work, and congratulated them on a successful event.

**III. Superintendent's Report**

Dr. Sawyer congratulated students in the Unified Club at SHS for their campaign to "Spread the Word to end the Word" by calling on SHS to pledge to stop using the "R-Word" due to its offensive nature towards those with intellectual disabilities, with a banner signing and a video that is posted on social media. He noted that it is a busy time of year at SPS, citing Concert Week at SHS, a robust spring athletic season, and end-of-year events happening for graduating seniors.

**IV. Time Scheduled Appointments:**

None.

**V. Curriculum**

None.

**VI. Policy**

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

Mr. Palitch advised that this was a second reading of the updated policy, noting that the policy was being updated to reflect multiple sets of language changes/additions required by the Department of Elementary and Secondary Education (DESE). Dr. Sawyer added that these changes, as well as those for Agenda Item VI.B., were technical updates required by the state. Mr. Palitsch noted that no public feedback had been received by the Committee regarding the proposed changes.

On a motion by Mr. Wensky, seconded by Dr. Magee, the Committee voted unanimously to approve updated Policy 325: Prevention of Physical Restraint and Requirements If Used.

#### **B. Update to Bullying Policy: Second Reading & Vote**

See Agenda Item VI.A.. Mr. Palitsch noted that no public feedback had been received by the Committee regarding the proposed changes to the updated policy.

On a motion by Mr. Wensky, seconded by Dr. Magee, the Committee voted unanimously to approve updated Policy 712: Bullying Prevention and Intervention.

### **VII. Finance & Operations**

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

Dr. Sawyer advised that the FY20 Appropriated Budget recommendation comprises the largest source of revenue for SPS, and represents the funding the School Committee will be asked to vote to recommend to Town Meeting for approval. Mr. Collins provided a current FY20 budget status, a final recommendation and recent history, and detailed gap closing measures that included fee changes and a projected FY19 positive variance. Dr. Sawyer provided: detailed information on resources being included that exceeded the “status quo” budget; recommendations for additional resources (by Strategic Priority) if additional funding should become available; updated news on competitive and private grant funds; information on staffing additions by revenue source; and a timeline of upcoming votes and events.

Committee members noted that this was a “good news story” that focused on investments, expressed approval for the new budget process and timeline, and noted ongoing concerns relative to vocational educational opportunities for students.

On a motion by Ms. Canzano, seconded by Mr. Wensky, the Committee voted unanimously to recommend a Fiscal Year 2020 Town-Appropriated School Department Budget of \$66,302,041 for Town Meeting approval.

Dr. Sawyer acknowledged the work of Kim Fitzpatrick, Financial Coordinator/Budget Analyst, on the report just presented.

Mr. Wensky left the meeting at 7:42 pm.

## **VIII. Old Business**

None.

## **IX. New Business**

### **A. Evaluation of the Superintendent of Schools**

Mr. Palitsch summarized a composite evaluation that consolidated feedback from individual Committee members on Dr. Sawyer's performance from January 2018 through the present. He noted that a tool mandated by state law is utilized to conduct the evaluation, and that it is broken down into three goals and four standards with subcategories.

Mr. Palitsch noted the three goals and provided Dr. Sawyer's progress on those goals:

Student Learning Goal - Some Progress

Professional Practice Goal - Significant Progress

Progress toward District Goals - Significant Progress

Mr. Palitsch detailed the four standards and provided Dr. Sawyer's ratings on those standards:

Instructional Leadership - Exemplary (overall)

Management & Operations - Exemplary (overall)

Family & Community Engagement - Exemplary (overall)

Professional Culture - Proficient (overall)

Overall Summative Performance Rating - Exemplary

Committee members had an opportunity to add additional comments (Mr. Palitsch read remarks prepared by Mr. Wensky), noting their approval of Dr. Sawyer's work and consistent leadership skills, expressing a desire for increased communication with the Committee, describing 2018-2019 as a "banner year" for SPS, and noting that the quality of staff at SPS sets it apart-starting with Dr. Sawyer at the top. Dr. Sawyer thanked the Committee for their feedback and support; praised the team organization at SPS and offered his appreciation to all staff for their contributions; thanked Town Manager Kevin Mizikar and all the municipal department heads and their teams; and noted the feedback regarding communication with the Committee and looked forward to ensuring satisfaction going forward.

On a motion by Ms. Canzano, seconded by Ms. Fryc, the Committee voted unanimously to approve the summative evaluation of the Superintendent of Schools as presented.

### **B. Superintendent's Contract: Vote**

Mr. Palitsch noted that the School Committee is required to take action in open session to authorize the Chair to approve an updated employment agreement with the Superintendent of Schools.

On a motion by Dr. Magee, seconded by Ms. Canzano, the Committee voted unanimously 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.

#### **X. Approval of Minutes**

Without objections from the Committee, the minutes from the School Committee Workshop held on April 3, 2019, and the School Committee Meeting held on April 10, 2019, were accepted as distributed.

#### **XI. Farewell to Mrs. Canzano**

Mr. Palitsch noted that this this would be the last regular meeting for Ms. Canzano prior to stepping down from the Committee in May 2019. Audience members were invited to speak, and the following individuals recognized Ms. Canzano:

John Samia and Mark Murray - former Shrewsbury School Committee Members  
Suzanne Remington - SPS Volunteer and Community Member  
Lauren Mitsis - former SPS Teacher and Community Member  
Dr. Anthony Bent - former SPS Superintendent of Schools

Mr. Palitsch presented Ms. Canzano with citations from State Rep. Hannah Kane and State Sen. Michael Moore, who were not able to attend the meeting. Members of the Central Office Leadership Team and Committee members had an opportunity to address Ms. Canzano in turn; they offered accolades and anecdotes based on their personal interactions that illustrated Ms. Canzano's thoughtful leadership and work on behalf of SPS while on the Committee. Ms. Canzano was presented with gifts from school administrators and the Committee, and then had an opportunity to speak about her experience serving students, schools, and the community as a Committee member since 2007.

#### **XII. Executive Session**

None.

#### **XIII. Adjournment**

On a motion by Ms. Canzano, seconded by Ms. Fryc, the committee unanimously agreed to adjourn the meeting at 8:40 pm.

Respectfully submitted,

Elizabeth McCollum, Clerk

Documents referenced:

1. Updated Physical Restraint Policy 325 Draft
2. Updated Bullying Policy 712 Draft
3. FY20 Budget Recommendation

4. FY20 Budget Recommendation Slide Presentation
5. Evaluation of the Superintendent of Schools
6. Set(s) of minutes as referenced above