

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

MINUTES OF SCHOOL COMMITTEE EXECUTIVE SESSION

**Conference Room A
Shrewsbury Town Hall**

Wednesday, June 8, 2016

Present: Ms. Sandy Fryc, Chairperson; Dr. Dale Magee, Vice Chairperson; Mr. Jon Wensky, Secretary; Ms. Erin Canzano; Dr. Joseph Sawyer, Superintendent of Schools; Ms. Mary Beth Banios, Assistant Superintendent of Schools; Ms. Barb Malone, Director of Human Resources; and Mr. Patrick Collins, Assistant Superintendent of Finances and Operations. **Absent:** Mr. John Samia

Executive session was opened by Sandy Fryc at 8:47 pm.

Compensation plan for Administrative/Secretarial positions

Barb Malone updated the committee on her analysis of compensation for administrative/secretarial positions. During the last fiscal year, she did an external analysis of these roles, and made recommendations for a number of salaries to be corrected. During this fiscal year, she did an internal analysis of these roles, and found 15 positions which were, due to the complexity of their roles, not in the correct lanes for compensation. At this time, she is recommending a multi-year approach to allow these lane changes to occur in a way that would be cost effective. She recommended creating a transition lane which would have an hourly rate which would be the midway point between current hourly rate and the new lane hourly rate. The projected cost of this recommendation for FY 17 is \$14,771, a cost which has been anticipated and has been included already in the budget. It is the goal to bring these employees to the full lane change in the next two to three years. The committee asked clarifying questions and will take this recommendation to a vote at the next executive session.

Jon Wensky departed at this time.

Grievance filed by the SEA

Dr. Sawyer updated the committee about a grievance filed by the SEA on behalf of a Sherwood Middle School teacher, Lorry D'Ascanio. The complaint is regarding the denial of approval by the Assistant Superintendent, Mary Beth Banios, of four on-line, graduate-level classes that Ms. D'Ascanio signed up to take during the summer session. The requirement to take graduate courses are part of educators' professional practice, and the number of classes qualify the educator for lane changes and triggers tuition reimbursement. The Assistant Superintendent denied these four on-line courses due to the lack of rigor demonstrated by the course syllabi. In addition, before these courses were submitted for approval, Ms. Banios brought her concern of the lack of rigor of some on-line courses to the Professional Development Committee, which includes both administrators and SEA members. In that discussion, there appeared to be consensus that some classes had more value and rigor than others, and that discretion was needed in determining which courses would be effective to take. Also, Dr. Sawyer explained to the committee about the timeline and process of this grievance. Representatives from the MTA and the SEA will be invited to meet with the School Committee on June 15th before its meeting.

Negotiations with Shrewsbury Education Association, Unit A

Barb Malone updated the committee about the recent planning meeting that occurred with Jim Toomey. In that session, the team discussed the approach for the upcoming meeting with the SEA. A few themes

were evident. The team wants to reach an agreement with the SEA; it wants it to be a fair agreement; and there is an expectation that there will be some compromise, although it was clear that the School Committee team had less upon which to compromise because it had fewer requests. Conversation ensued about strategy and about areas in which there might be some movement for compromise. The upcoming meeting is June 13, so the team will update the committee at the next executive session at regularly scheduled school committee of June 15th.

Adjournment

On a motion made by Dale Magee, seconded by Erin Canzano, executive session was adjourned into open session at 9:39 pm. Roll call votes are as follows: Erin Canzano, yes; Dr. Dale Magee, yes; and Sandy Fryc, yes.

On a motion from Dale Magee, seconded by Sandy Fryc, open session was adjourned at 9:40 pm. Roll call votes are as follows: Erin Canzano, yes; Dale Magee, yes; and Sandy Fryc, yes.

Respectfully submitted,

Erin H. Canzano
Committee Member

Documents referenced:

1. Memo from Barb Malone re: Administrative/Secretarial Job Analysis/FY 17 Salary Increase