

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

MINUTES OF SCHOOL COMMITTEE MEETING

Wednesday, March 27, 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

None.

III. Superintendent's Report

Dr. Sawyer acknowledged recent successes and upcoming events at the high school level for students participating in Science Olympiad, indoor track, the Shrewsbury High School (SHS) Math Team, Destination Imagination, the All-State Concert at Symphony Hall in Boston, the annual SHS Musical *Seussical*, the Boston Globe Scholastic Art Competition, the regional science fair competition at WPI, and Robotics. He also noted that students at Oak Middle School were awarded a second place State award for a video they produced as a public service announcement on bullying.

IV. Time Scheduled Appointments:

A. School Start Time Research: Student Report & Discussion

This agenda item was rescheduled from the School Committee meeting held on February 27, 2019. Mr. Todd Bazydlo, SHS Principal, introduced students Joseph Andrews and Ajan Prabakar, who began their report with an anecdote about drowsy driving due to lack of sleep. The students presented scientific evidence on teenage sleep deprivation and sleep schedules; data around national school start times; results from an SHS homeroom survey on later start times; information on local attempts to change start times; data (SAT results, suspensions) from a local district with later start times; and benefits of later start times.

Committee members noted that the students' report would inform an ongoing dialogue in the district and acknowledged the science supporting later school start times, and asked clarifying questions about the student survey, some students' resistance to change, and parents' perceptions relative to changing school start times. The students were invited up to be recognized by the Committee and presented with certificates.

B. UMass-Boston Collins Center for Public Management: Report

Edward Gotgart, Ed.D., Ray Shurtleff, Ed.D., and Anne Wilson, Ph.D., Associates at the Edward J. Collins, Jr. Center for Public Management - UMASS Boston, presented a draft report summarizing their organizational study of the district's Central Office positions and functions. They provided information on the purpose of the study; the methodology employed; next steps; and findings; and made recommendations around manual processes, supervision responsibilities, and additional staffing for Central Administration, data analysis, and a welcome center.

Committee members noted that the findings echo existing concerns in the district around data/technology support and the need for additional staff and requested guidance from the presenters on how to implement (who to use, pricing, etc.) their recommendations. Dr. Sawyer added that the preliminary findings by this third party group validate extant district concerns around capacity.

C. Beal School Building Project: Update & Vote on Proprietary Items

Ms. Fryc is the School Committee's representative on the Beal School Building Project Committee.

In their report, Ms. Kathryn Crockett, President, Lamoureux Pagano Associates, and Mr. Walter Hartley, Project Manager, PMA Associates, provided an overview of the Massachusetts School Building Authority (MSBA) process and a general project update. They articulated the Massachusetts General Law (MGL) definition of proprietary items and discussed how the items being voted on at the meeting came to be designated as such. In response to questions from the Committee, the presenters advised that there was no additional fee associated with the written letters of support for the proprietary items, as this is part of the already agreed upon architect's fee. Dr. Sawyer recommended a vote in favor of the proposed proprietary items.

On a motion by Mr. Wensky, seconded by Dr. Magee, the Committee voted unanimously to approve that the following items be included in the Beal Project bid specifications as proprietary items as it is in the best interest of the School Department, Town, and public to have these specific items in the Beal School for integration of systems across all schools and/or to match existing systems and allow for seamless and cost-effective maintenance and repairs in the future: Aerohive wireless access devices, Brivo access control devices, Apple TV set boxes and Carousel signage system, Sargent door hardware, Sloane Valve Company flushometer valves for the water closets and urinals, Bosch intrusion detection devices, Cisco network switches, Epson classroom projectors, Rauland Telecenter U public address system, NEC telephone system, and ExacqVision video surveillance system.

V. Curriculum

None.

VI. Policy

A. Crowdfunding Policy: Presentation & First Reading

Mr. Collins introduced presenter Michelle Biscotti, Co-Coordinator of Development & Volunteer Activities, and noted that the proposed new crowdfunding policy grew from requests from staff for alternative ways to procure resources, was subject to a pilot program at three different schools, and had been formulated in consultation with legal counsel. Ms. Biscotti provided a definition of, and general information about, crowdfunding; noted key considerations for schools utilizing crowdfunding; and described the process used to determine the preferred product platform proposed for SPS - DonorsChoose.org. Ms. Biscotti gave detailed information about DonorsChoose and the SPS pilot program and its associated results, and made recommendations that included implementing a policy that was informed by the pilot and crowdfunding research.

Additional information was provided in response to questions from the Committee on promoting use of the platform to teachers and the public, the potential for sharing/sale of personal information of participants, and using the program in concert with other resources utilizing donated funds (Colonial Fund, etc.). Mr. Palitsch noted that the second reading and a vote on the policy was planned for the next School Committee meeting. Dr. Sawyer recommended adopting the policy to provide a regulatory framework for crowdfunding.

B. Update to Physical Restraint Policy: First Reading or Potential Vote

Mr. Palitsch addressed this agenda item and agenda item VI. C. by providing background information for both, noting that the two School Committee policies were being updated to reflect language changes/additions required by the Department of Elementary and Secondary Education (DESE). He advised that this would be a first reading of updated Policy 325: Prevention of Physical Restraint and Requirements, as additional changes would be made to the policy, and a first reading of updated Policy 712: Bullying Prevention and Intervention, as additional changes would be made to the policy. Dr. Sawyer noted DESE had requested that additional changes be made to the drafts being presented, adding that while the drafts would be posted for public viewing, the proposed updated policies would be incorporating technical changes required by DESE.

The Committee did not have any questions regarding updated Policy 325: Prevention of Physical Restraint and Requirements.

C. Update to Bullying Policy: First Reading or Potential Vote

Please see agenda item VI. B.

The Committee did not have any questions regarding updated Policy 712: Bullying Prevention and Intervention.

VII. Finance & Operations

A. Fees & Tuitions for 2019-2020 School Year: Vote

At the School Committee meeting on March 13, 2019, information was presented for fees related to busing, athletics, and student activities, along with tuition rates for preschool and full-day kindergarten for the 2019 2020 school year, including illustrating potential adjustments to these fees and tuitions. In his report, Dr. Sawyer presented a detailed summary of his recommendations relative to adjusting transportation (3.3% increase), athletic (1.6% increase), and activity (no change) fees; and preschool (3% increase) and full-day kindergarten (33% decrease) tuitions. Dr. Sawyer noted that the full-day kindergarten (FDK) decrease was consistent with the district's strategy to step down tuition over time in order to ultimately provide tuition-free FDK to all students.

Ms. Fryc agreed with the recommendations, noting inflationary costs needed to be considered while acknowledging that increasing fees might increase the district's dependence on them, and also advised that the Committee had received one emailed communication earlier that evening from an individual who expressed concern regarding the decrease in FDK tuition.

On a motion by Dr. Magee, seconded by Mr. Wensky, the Committee voted unanimously to approve the adjustments to fee and tuition rates for Fiscal Year 2020 as illustrated in the Superintendent's recommendation memo.

VIII. Old Business

None.

IX. New Business

A. Collective Bargaining Agreement with Shrewsbury Cafeteria Workers Association: Vote to Ratify

Mr. Palitsch advised that Town Manager Kevin Mizikar would not vote on this item (under Massachusetts law the Town Manager may vote on this matter) but had communicated that he did not have any objections to the agreement. Ms. Malone noted a goal of the agreement was to bring all hourly rates to a minimum competitive rate that equals or surpasses the Massachusetts minimum wage rates, and provided detailed information on changes around wages and Step restructuring. Dr. Sawyer recommended a vote to ratify the agreement.

In response to questions from the Committee, Ms. Malone provided information on movement in the existing contract (which did not include movement) and new contract (which includes

movement), and advised that additional details would be provided regarding movement for individuals currently finishing Step 1 of the existing agreement.

On a motion by Mr. Wensky, seconded by Dr. Magee, the Committee voted unanimously to ratify the collective bargaining agreement with the Shrewsbury Cafeteria Workers Association for the 2019-2022 school years, as illustrated in the tentative memorandum of agreement between the parties. Roll call votes were as follows: Dr. Magee, yes; Mr. Wensky, yes; Ms. Fryc, yes; Ms. Canzano, yes; and Mr. Palitsch, yes.

X. Approval of Minutes

Without objections from the Committee, the minutes from the School Committee Workshop held on March 6, 2019, and the School Committee Meeting held on March 13, 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 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, 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 9:13 pm.

XII. Adjournment

On a motion by Ms. Canzano, seconded by Mr. Wensky, 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. Student School Start Times Report
2. Student School Start Times Slide Presentation
3. Collins Center CO Study Draft Report
4. Collins Center CO Study Slide Presentation

5. Collins Center Survey Summary
6. Beal Project Update Slide Presentation
7. Beal Proprietary Item Determination Correspondence
8. Crowdfunding Slide Presentation
9. Proposed Crowdfunding Policy 914
10. Updated Physical Restraint Policy 325 Draft
11. Updated Bullying Policy 712 Draft
12. Superintendent's Recommendations on FY20 Fees Memo
13. Cafeteria Workers Collective Bargaining Agreement Memo
14. Cafeteria Workers Tentative MOA
15. Town Manager Letter - Cafeteria Workers Collective Bargaining Agreement
16. Set(s) of minutes as referenced above