

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

**MINUTES OF SCHOOL COMMITTEE MEETING**

**Wednesday, June 12, 2019**

Present: Ms. Sandy Fryc, Chairperson; Dr. B. Dale Magee, Secretary; Ms. Lynsey Heffernan; Mr. Jason Palitsch; 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; Dr. Joseph Sawyer, Superintendent of Schools; and Mr. Kevin Mizikar, Town Manager.  
Not present: Mr. Jon Wensky, Vice Chairperson

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

The meeting was convened by Ms Fryc at 7:03 pm.

**I. Public Participation**

None.

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

None.

**III. Superintendent's Report**

Dr. Sawyer provided an update on the search process for a new principal of Sherwood Middle School and noted that three candidates had advanced as finalists: Scott Mulcahy, Associate Principal, Hildreth Elementary School, Harvard Public Schools; Karen Gutekanst, Assistant Principal, Sherwood Middle School, Shrewsbury Public Schools; and Jonathan Kelly, Assistant Principal, Grafton High School, Grafton Public Schools. He also thanked students, staff, community members, and the School Committee for a successful end to the school year at Shrewsbury Public Schools (SPS).

**IV. Time Scheduled Appointments:**

**A. Collective Bargaining Agreement with the Shrewsbury Education Association: Vote to Ratify**

Ms. Fryc provided a brief history of the negotiation process for the new three-year contract with the Shrewsbury Education Association (SEA) Unit A, noted highlights of the contract, and advised that per state law, Town Manager Kevin Mizikar is entitled to a vote regarding the agreement.

Dr. Magee noted he thought the contract was good, but cautioned that its high level of detail might be limiting and detract from the professional nature of the work, and suggested starting now on the subsequent contract to simplify it and allow contributors to think more boldly about it. Dr. Sawyer thanked all parties, and especially Ms. Malone, for their work on negotiations, and noted that there were two omissions in the Memorandum Of Understanding (MOU) presented to the Committee that were included in the MOU voted on by the SEA that would need to be amended prior to the vote:

1. that the verbiage *non-recurring* be added before *significant events* in the opening paragraph under **Article V, Section A Personal Days**
2. that the verbiage *per school* be added after (10%) in item (4) of **Article V, Section A Personal Days**

Ms. Fryc read a prepared statement from Mr. Wensky thanking participants in the process. Mr. Collins noted the budget process was happening concurrently and that the agreement matches the budget plan for FY20, and advised that the agreement to have FY22 incur the lowest cost of living adjustment (COLA) at 2% was purposeful given that the new Beal School will open during that fiscal year.

On a motion by Mr. Palitsch, seconded by Dr. Magee, the Committee and Mr. Mizikar voted unanimously to ratify the enclosed three-year contract and Memorandum of Agreement as amended with the Shrewsbury Education Association Unit A.

Mr. Mizikar left the meeting at 7:17 pm.

## **B. Staff Retirements: Recognition**

Ms. Malone recognized 19 educators and support staff who are ending their education careers at Shrewsbury Public Schools (SPS) with a well-deserved retirement (those in bold were in attendance at the meeting): **Diane Abbott**, Karen Binder, Tim (Edward) Callahan, Patricia Crosson, Deborah Gouley, **Susan Harrington**, Elizabeth Hebert, **Rita Innamorati**, Mary Kwiatkowski, Catherine Laroche, Derric Lowery, Hannah Mansfield, **Deborah Martel**, **Elizabeth McGandy**, Beth Neiman, Barbara O'Connor, Jose Schroen, **Deborah Vigneaux**, and **Camille Viscomi**.

Some of the retirees in attendance gave brief remarks about their experiences at SPS. Ms. Malone read prepared remarks submitted by Ms. LaRoche. The Committee and Dr. Sawyer offered thanks and congratulations to the group, then the retirees were invited up to be recognized by the Committee and presented with a token of appreciation for their service.

## **V. Curriculum**

### **A. Summer Reading Program Changes: Report**

In her report, Ms. Clouter discussed why Summer Reading is important, and noted the rationale for revising the program to better need the needs of all students and to align with the *Portrait of a Shrewsbury Graduate*. Mr. Clouter provided detailed information on changes at the elementary (kindergarten - grade 4) level, Sherwood Middle School, and in grades 7-12. She

thanked a number of SPS staff in multiple departments who contributed to the updates, and acknowledged Shrewsbury Public Library, which will offer opportunities to students in the summer, as a community partner to the program.

## **VI. Policy**

None.

## **VII. Finance & Operations**

### **A. Fiscal Year 2019 Budget: Report & Vote on Fund Transfers**

In his final update on the FY19 budget, Mr. Collins projected that the FY19 General Fund Appropriation would be fully expended, advised that the \$1.7 million projected surplus from February had held and was calculated into next year's budget plan, and advised that some variances were highlighted in the report.

On a motion by Mr. Palitsch, seconded by Dr. Magee, the Committee voted unanimously to authorize the administration to make budget transfers from the original budget plan as necessary to eliminate deficits and surpluses with the intent of fully expending the total FY19 appropriation by June 30, 2019 and balancing all accounts.

### **B. Adjustment to Cafeteria Substitute Wage Rate: Vote**

Ms. Fryc noted that the Committee had voted the prior week on wage rate adjustments for FY20 food service worker substitutes but that the rate was not correct, and that it was recommended that the rate be increased from \$11.88 to \$13.25. Mr. Collins added that due to an oversight the rate was incorrect, and recommended a rate of \$13.25 to assist in recruiting help. This would place the rate slightly above minimum wage but also below the Step 1 rate for a full-time, permanent aide.

On a motion by Mr. Palitsch, seconded by Dr. Magee, the Committee voted unanimously that the substitute food service worker rate be increased to \$13.25 for FY20.

## **VIII. Old Business**

None.

## **IX. New Business**

None.

## **X. Approval of Minutes**

Without objections from the Committee, the minutes from the School Committee Meeting held on June 5, 2019 were accepted as distributed.

## **XI. Executive Session**

**A. For the purpose of collective bargaining with the Shrewsbury Education Association, Unit B**

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

Ms. Fryc requested a motion to adjourn to Executive Session for the purpose of collective bargaining with the Shrewsbury Education Association Unit B, 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. Palitsch, seconded by Dr. Magee, on a roll call vote: Ms. Heffernan, yes; Mr. Palitsch, yes; Dr. Magee, yes; and Ms. Fryc, yes, the School Committee voted to adjourn to executive session at 8:04 pm.

**XII. Adjournment**

On a motion by Ms. Heffernan, seconded by Mr. Palitsch, the committee unanimously agreed to adjourn the meeting at 8:20 pm. Roll call votes were as follows: Mr. Palitsch, yes; Ms. Heffernan, yes; Dr. Magee, yes; Ms. Fryc, yes.

Respectfully submitted,

Elizabeth McCollum, Clerk

Documents referenced:

1. SEA Unit A MOU Memo
2. SEA Unit A MOU
3. SEA Unit A MOU Cost Projection
4. Retiree Recognition Memo
5. Summer Reading Memo
6. Summer Reading Slide Presentation
7. Elementary Summer Reading List
8. K-4 Summer Reading Bingo
9. Sherwood Summer Reading Parent Letter
10. Sherwood Summer Reading List
11. Summer Theme Experiences 2019
12. Summer Theme Experiences Guiding Resources
13. FY19 Budget Status Report
14. Cafeteria Substitute Rate Change
15. Set(s) of minutes as referenced above