

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

**MINUTES OF SCHOOL COMMITTEE EXECUTIVE SESSION  
Conference Room A  
Shrewsbury Town Hall**

**Wednesday November 18, 2015**

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

Executive session was opened by John Samia at 6:19 pm for the purpose of discussion of negotiations with Non-Represented Staff and with the Shrewsbury Education Association, Unit A.

**Negotiations with Non-Represented Staff**

It had come to Ms. Malone's attention during her review of non-represented staff salaries that the position of Nurse Secretary needed a classification adjustment. She proposed that the role be reclassified from B to A, and be given an increase from \$20.02/hour to \$23.94/hour. It was her estimation that there was inequity in pay for this role and the potential threat of resignation by the current employee who had filled the role for over a decade. Mr. Collins said the budget could sustain the increase of \$2,786. A discussion ensued, and agreement reached about this re-classification. At this time, no vote was required.

**Negotiations with Shrewsbury Education Association, Unit A**

A lengthy discussion ensued about the presentation of the message to the SEA at the upcoming meeting of December 14<sup>th</sup>. Consensus was achieved that the three major points were that that the committee values its educators; that it is a priority of the committee to attract and retain talent; and that the committee is bound by financial constraints, ie the levy limit, and will do its best to be good stewards to educators, to students and to the town. Based on the quality of the relationship built with the SEA, the goal continues to be to have this process be collaborative, professional, and transparent.

Details about the message, such as whether it will be in power point and who would begin it, were worked out among the team. Metrics were discussed, and suggestions such as the levy limit, the value of step increases/lane changes and Chapter 70 assumptions, were taken under consideration.

The SEA's bargaining positions at this time are related to time management, professional development, professional benefits and clarity in language in the contract.

**Adjournment**

On a motion from Dr. Dale Magee, seconded by Sandy Fryc, the executive session was adjourned into open session at 6:55 pm. Roll call votes are as follows: Sandy Fryc, yes; Erin Canzano, yes; Dr. Dale Magee, yes; and John Samia, yes.

Respectfully submitted,

Erin H. Canzano, Secretary

Documents referenced:

1. Memo from Ms. Barb Malone re: Administrative Secretarial Job Analysis, FY'16 Salary Increase