

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

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

Wednesday, June 15, 2016

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

Executive session was opened by Sandy Fryc at 6:01pm

Negotiations with Shrewsbury Education Association, Unit A (ERIN's NOTES)

Ms. Sandy Fryc updated the committee about the meeting that occurred with the SEA on June 13th. The mediator was working closely with both teams but was facing challenges in assisting the SEA in helping to find priorities. By the end of the meeting, there was movement in the right direction, and the team was encouraged that in the subsequent meeting of June 20th, that there might be a breakthrough.

The team then strategized about the cost of living increase, professional development and sick leave buyback. Sick leave buyback was the primary focus of the conversation, with numerous ideas being proposed to incentivize the membership.

Patrick Collins left Executive Session & Jon Wensky returned to Executive Session.

Central Office Administrators & Building Principals – Amendments to Employment Policies

Dr. Sawyer presented a review of the current employment policies for Central Office Administrators and Building Principals. He recommended that Lisa Robinson, Director at Parker Road Preschool, be assigned the title of "Principal". This would be a title change with no impact to compensation. Dr. Sawyer also reviewed paid time off structure with regards to Holidays & Personal Days.

For Holidays, current SPS practice does not provide the day after Thanksgiving as a paid holiday for full year administrators. It is a common practice across other communities to provide the day after Thanksgiving as a paid holiday. The economic impact is minimal and the recommendation is to allow for paid holiday on the day after Thanksgiving.

Dr. Sawyer and Ms. Malone also recommended that unused personal days be converted to sick days. There is a cap on sick time - once hit, it can't be exceeded. Every employee group, except administrators, has this option available to them. Dr. Sawyer's recommendation is that this be allowed for administrators. Dr. Magee expressed concern that this change could send a different message regarding sick leave buy back upon retirement, and requested specific wording regarding who is entitled to this benefit. Dr. Sawyer doesn't feel this change will enhance sick leave buy back upon retirement and recommends strengthening language to advise "No administrators hired new to the district shall have the benefit of

sick leave buy back upon retirement.” Dr. Sawyer recommended other language should stay, for technical reasons, given how the system works for all employees.

On a motion from Dr. Dale Magee, seconded by Erin Canzano, a vote to approve Employment Policies for Central Office Administrators and Building Principals as amended was made . Roll call votes are as follows: John Samia, yes; Erin Canzano, yes; Jon Wensky, yes; Dale Magee, yes; and Sandy Fryc, yes.

Adjournment

On a motion from Dr. Dale Magee, seconded by John Samia, executive session was adjourned at 6:50 pm. Roll call votes are as follows: John Samia, yes; Erin Canzano, yes; Jon Wensky, yes; Dale Magee, yes; and Sandy Fryc, yes.

Respectfully submitted,

Jon Wensky, Secretary

Documents Referenced:

“Employment Policies for Central Office Administrators and Building Principals”