

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

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

Wednesday, February 24, 2016

Present: Mr. John Samia, Chairperson; Ms. Sandy Fryc, Vice Chairperson; Ms. Erin Canzano, Secretary; Dr. Dale Magee, Mr. Jon Wensky; 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 for Finances and Operations.

Executive session was opened by John Samia at 8:40 pm.

Compensation for the Director of Special Education and Pupil Personnel

Barb Malone provided the committee with a memo displaying comparable districts and their compensation for the role of Director of Special Education and Pupil Personnel. Currently, the compensation for this role required scrutiny due to the fact that the maximum salary was now at the low end in the marketplace and needed to remain competitive. The concern was that the current schedule for compensation left no room for increase, and the superintendent needed the ability to increase the current director's salary to retain her and/or to attract a future candidate for the role. After a discussion about the effectiveness of the current director and the small pool of candidates for the job throughout the state, the committee reached consensus to higher the maximum amount for this position. On a motion by Jon Wensky, seconded by Dr. Dale Magee, the committee voted unanimously to increase the compensation schedule for the Director of Special Education and Pupil Personnel to reflect a maximum amount of \$131,500 for FY17 and \$134,130 for FY18. Roll call votes are as follows: Jon Wensky, yes; Erin Canzano, yes; Sandy Fryc, yes; Dr. Dale Magee, yes; and John Samia, yes.

Update on Food Service's Negotiations

Barb Malone updated the committee about the beginning of the process with the cafeteria workers. She and Jon Wensky will be working on the negotiating team, and at this point, the team is looking for dates for the first meeting.

At the time of 8:55 pm, Jon Wensky departed from the meeting due to his conflict of interest with the negotiations with the SEA, Unit A.

Negotiations with Shrewsbury Education Association, Unit A

Barb Malone and John Samia updated the committee on the brief meeting with the SEA on February 22nd. Two last requests were made by the SEA; now it was agreed that there would be no more new requests from either negotiating teams. The committee then reviewed some of the proposals that have already been made, and came to consensus on a number of them. The over-arching concern was the number of requests being made, and a discussion about the strategy in the ways in which to encourage the SEA to prioritize their requests occurred.

Adjournment

On a motion from Dr. Dale Magee, seconded by Sandy Fryc, the executive session was adjourned into open session at 9:18 pm. Roll call votes are as follows: Erin Canzano, yes; Sandy Fryc, yes; Dr. Dale Magee, yes and John Samia, yes.

On a motion from Dr. Dale Magee, seconded by Sandy Fryc, open session was adjourned at 9:19 pm. Roll call votes are as follows: Erin Canzano, yes; Sandy Fryc, yes; Dr. Dale Magee, yes and John Samia, yes.

Respectfully submitted,

Erin H. Canzano, Secretary

Documents referenced:

1. Memo from Barb Malone re: Compensation for Director of Special Education and Pupil Personnel