

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

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

Wednesday, June 10, 2015

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; and Ms. Barb Malone, Director of Human Resources.

Mr. John Samia asked the committee if there was a motion to vote to enter into executive session in order to discuss negotiations with non-represented employees, where deliberation in open meeting may have a detrimental effect on the School Committee's bargaining position. On a motion made by Sandy Fryc, seconded by Dr. Dale Magee, the committee voted unanimously to go into executive session at 6:00 pm. Roll call vote is as follows: Sandy Fryc, yes; Erin Canzano, yes; Jon Wensky, yes; Dr. Dale Magee, yes; and John Samia, yes.

Executive session was opened by John Samia at 6:01 pm.

Negotiations with non-represented employees

Ms. Malone presented the committee with two documents to peruse and discuss. A 2% cost of living increase was decided for all non-represented employees in previous budget conversations. Ms. Malone and Dr. Sawyer had previously pointed out to the committee that five central office staff in this category were being paid under market value. A discussion occurred about the roles these particular administrative assistants played in central office and how their salaries compared to other Assabet Valley Collaborative districts. Dr. Sawyer's and Ms. Malone's recommendation was to make a market adjustment increase to these five staff members that would bring their salaries to 90% of the maximum median among the comparison districts. The cost to the appropriated budget is approximately \$9,300.

After a discussion which included questions about over-time and the use of revolving accounts to fund parts of these positions, Mr. Samia asked for a motion to authorize the superintendent to enter into contractual agreements with non-represented employees, including secretaries, technology support staff, and Extended School Care Staff according to the following guidelines:

1. Cost of living adjustments to pay rates shall not exceed 2.0%
2. Central Office secretaries in the "AA" classification may also receive a market adjustment, in addition to the cost of living adjustment, that will bring their pay rate to 90% of the median of comparable districts.

On a motion made by Dr. Dale Magee, seconded by Ms. Sandy Fryc, the committee voted unanimously 5-0 in support of the stated motion. Roll call vote is as follows: Sandy Fryc, yes; Erin Canzano, yes; Jon Wensky, yes; Dr. Dale Magee, yes; and John Samia, yes.

Adjournment

On a motion from Dr. Dale Magee, seconded by John Samia, the executive session was adjourned into open session at 6:30 pm. The vote was as follows: Sandy Fryc, yes; Erin Canzano, yes; Jon Wensky, yes; Dr. Dale Magee, yes; and John Samia, yes.

Respectfully submitted,

Erin H. Canzano, Secretary

Documents referenced:

1. Memo from Ms. Barb Malone to the School Committee RE: secretaries
2. Spreadsheet displaying comparisons and possible cost of living increases/market adjustment scenarios for 5 Central Office staff