

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

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

Monday, March 11, 2015

Present: Present: Dr. Dale Magee, Chairperson; Mr. Jason Palitsch, Vice Chairperson; Ms. Erin Canzano, Secretary; Ms. Sandy Fryc; Mr. John Samia; and Dr. Joseph Sawyer, Superintendent of Schools and Ms. Barb Malone, Director of Human Resources

Executive Session was convened by Dr. Dale Magee at 8:45 pm.

Compensation Guidelines for Administrator Contract negotiations

Ms. Malone and Dr. Sawyer proposed redefining the role of Director of Business Services and setting compensation guidelines for this redefined role. Due to the resignation of the current Business Manager, the size of the district, and the complexity of the role, they believed it was in the best interest of the district to change the role of Director of Business Services to Assistant Superintendent for Finance and Operations to better reflect the responsibilities and expectations of the job and to also be able to better attract candidates with a high level of technical experience. With the change would come an increase of scope of the job and an increase in the compensation range for this position. A lengthy discussion occurred around the salary range and benefits package, the market for Business Managers/Financial Officers in the world of education and the lack of a large pool of qualified candidates, and the concern of retention for this specific role. On a motion made by Jason Palitsch, seconded by Sandy Fryc, the vote to accept the Employment Policies for Central Office Administrators and Building Principals, as amended, was approved 4-1. The vote was as follows: Jason Palitsch, yes; Sandy Fryc, yes; Erin Canzano, yes; John Samia, no; and Dr. Dale Magee, yes.

Negotiations with the Shrewsbury Paraprofessionals Association

Ms. Malone updated the committee on the status of the negotiations with the paraprofessionals. While they indicated that they were preparing for negotiations, at this time, there is no date set for a first meeting. Ms. Malone will continue to work to set that date.

Negotiations with the Cafeteria Worker's Union

Ms. Malone and Dr. Magee met on Wednesday, March 11th, to establish and agree to ground rules with the cafeteria workers' leadership team. Future dates were set, and negotiations appear to be going smoothly and without any significant obstacles. She and Dr. Magee will update the committee of the progress.

Adjournment

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

On a motion by Jason Palitsch, seconded by Sandy Fryc, the committee voted to adjourn the meeting at 9:19 pm. The roll call vote was as follows: Jason Palitsch, yes; Sandy Fryc, yes; Erin Canzano, yes; John Samia, yes; and Dr. Dale Magee, yes.

Respectfully submitted,

Erin H. Canzano, Secretary

Documents referenced:

- 1) Memo re: Redefinition of Director of Business Services Role from Dr. Sawyer, dated March 11, 2015
- 2) Employment Policies for Central Office Administrators and Building Principals (March 2015)
- 3) Salary Maximums for Principals/Central Office, dated March 11, 2015