

**SHREWSBURY PUBLIC SCHOOLS**  
**MINUTES OF SCHOOL COMMITTEE EXECUTIVE SESSION**  
**Shrewsbury High School – 64 Holden Street**  
**Principal’s Conference Room**

**Wednesday, January 24, 2018**

**Present:** Dr. Dale Magee, Chairperson; Mr. Jon Wensky, Vice Chairperson; Ms. Sandy Fryc, Secretary; Ms. Erin Canzano; Mr. Jason Palitsch; Dr. Joseph Sawyer, Superintendent of Schools; and Ms. Barb Malone, Director of Business Services

Dr. Magee opened Executive Session at 8:26 pm.

**Topic I**

Ms. Malone provided an update on the Shrewsbury Paraprofessionals’ Association (SPA) negotiations. Mr. Wensky, Ms. Fryc and Ms. Malone met with SPA negotiating team on January 22, 2018. The initial session concluded with agreed upon ground rules for the negotiation process. A significant portion of the discussions that evening centered on the SPA’s request to have a “gallery,” consisting of any SPA members who wish to attend, present as observers during all negotiation sessions. The ground rules were amended to state that both parties agree to reserve the right to have a gallery present during negotiations.

The SPA was not prepared to present their initial proposal. The plan is for a mutual exchange of initial proposals at the next scheduled meeting on February 5, 2018.

**Topic II**

Dr. Sawyer would like the ability to use the Assistant Superintendent title for individuals working in a district-level Central Office administration position who have obtained their superintendent/assistant superintendent license. The group advised him that this was a reasonable request.

Dr. Sawyer advised that the Director of Special Education & Pupil Personnel Services, Ms. Margaret Belsito, has done an excellent job since she started working in the district. Strong administrators in this position are in high demand across the Commonwealth, and Dr. Sawyer and Ms. Malone are concerned with retention. Ms. Malone has conducted a labor market survey and this position’s current compensation is lower than local counterparts. Dr. Sawyer also discussed internal equity and compensation concerns when comparing current senior management positions in the district. Dr. Sawyer believes there is a need to increase the compensation for this role not only to reflect Ms. Belsito’s work, but also to keep compensation commensurate with the local market. This would provide stability and avoid the disruption that would occur should Ms. Belsito seek and gain employment in another district.

The group agreed that Ms. Belsito's work and vision for the district is important and consideration for increasing her compensation should be given by Dr. Sawyer. Dr. Sawyer and Ms. Malone will bring forward a specific recommendation in the near future.

### **Topic III**

On motion by Ms. Canzano, seconded by Mr. Palitsch, executive session meeting minutes from December 20, 2017 were unanimously approved by the committee. Roll call votes were as follows: Ms. Canzano, yes; Mr. Palitsch, yes; Ms. Fryc, yes; Mr. Wensky, yes; and Dr. Magee, yes.

### **Adjournment**

On a motion from Ms. Canzano, seconded by Mr. Palitsch, executive session was adjourned into open session at 8:54pm. Roll call votes were as follows: Ms. Canzano, yes; Mr. Palitsch, yes; Ms. Fryc, yes; Mr. Wensky, yes and Dr. Magee, yes.

Respectfully submitted,

Ms. Sandra Fryc, Secretary

Documents Referenced:

12/20/2017 Executive Session Meeting Minutes