

**School Committee
Meeting Book**

**March 18, 2020
7:00 pm**

**Town Hall -100 Maple Avenue
Selectmen's Meeting Room**



SHREWSBURY PUBLIC SCHOOLS SCHOOL COMMITTEE MEETING

AGENDA

March 18, 2020 7:00pm
Town Hall—Selectmen’s Meeting Room
100 Maple Avenue

THIS MEETING IS NOT OPEN TO PHYSICAL PARTICIPATION BY THE PUBLIC. TOWN HALL IS CLOSED TO THE PUBLIC. IF AN ALTERNATIVE MEANS OF REMOTE PARTICIPATION FOR THE PUBLIC BECOMES AVAILABLE WE WILL PUBLISH THAT INFORMATION SEPARATELY.

On March 12, 2020, Governor Baker issued an Executive Order modifying certain requirements of the Open Meeting Law, to enable public bodies to carry out their responsibilities while adhering to public health recommendations regarding social distancing.

The Executive Order relieves public bodies from the requirement in the Open Meeting Law that meetings be conducted in a public place that is open and physically accessible to the public, provided that the public body makes provision to ensure public access to the deliberations of the public body through adequate, alternative means. “Adequate, alternative means” may include, without limitation, providing public access through telephone, internet, or satellite enabled audio or video conferencing or any other technology that enables the public to clearly follow the proceedings of the public body in real time. A municipal public body that for reasons of economic hardship and despite best efforts is unable to provide alternative means of public access in real time may instead post on its municipal website a full and complete transcript, recording, or other comprehensive record of the proceedings as soon as practicable afterwards.

In addition, all members of a public body may participate in a meeting remotely; the Open Meeting Law’s requirement that a quorum of the body and the chair be physically present at the meeting location is suspended.

All other provisions of the Open Meeting Law, such as the requirements regarding posting notice of meetings and creating and maintaining accurate meeting minutes, as well as the limited, enumerated purposes for holding an executive session, remain in effect.

Items

Suggested time allotments

I. Public Participation	7:00-7:10
II. Chairperson’s Report & Members’ Reports	
III. Superintendent’s Report	
IV. Time Scheduled Appointments:	
A. Update on School District’s Response to the COVID-19 Pandemic	7:10 – 7:25
B. Extended School Care Program: Report & Tuition Recommendation	7:25 – 7:45
V. Curriculum	
VI. Policy	
A. Revised 2019-2020 School Calendar: Vote	7:45 – 8:00



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

- | | | |
|-------|---|-------------|
| VII. | Finance & Operations | |
| A. | Payroll Continuity for All Staff During School Closure Period: Vote | 8:00 – 8:15 |
| B. | Fiscal Year 2021 Fees: Vote | 8:15 – 8:25 |
| C. | 2020-2021 Full Day Kindergarten Tuition Options Report & Discussion | 8:25 – 8:45 |
| VIII. | Old Business | |
| IX. | New Business | |
| X. | Approval of Minutes | 8:45 – 8:50 |
| XI. | Executive Session | |
| XII. | Adjournment | 8:50 |

Next regular meeting: April 1, 2020



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: I Public Participation MEETING DATE: 3/18/20

SPECIFIC STATEMENT OR QUESTION:

Will the School Committee hear thoughts and ideas from the public regarding the operations and the programs of the school system?

BACKGROUND INFORMATION:

Copies of the policy and procedure for Public Participation are available to the public at each School Committee meeting.

ITEM NO: II. Chairperson's Report/Members' Reports

SPECIFIC STATEMENT OR QUESTION:

Will the School Committee hear a report from the Chairperson of the School Committee and other members of the School Committee who may wish to comment on school affairs?

BACKGROUND INFORMATION:

This agenda item provides an opportunity for the Chairperson and members of the Shrewsbury School Committee to comment on school affairs that are of interest to the community.

STAFF AVAILABLE FOR PRESENTATION:

School Committee Members
Ms. Sandra Fryc, Chairperson
Mr. Jon Wensky, Vice Chairperson
Dr. B. Dale Magee, Secretary
Ms. Lynsey Heffernan, Committee Member
Mr. Jason Palitsch, Committee Member

ITEM NO: III. Superintendent's Report

SPECIFIC STATEMENT OR QUESTION:

Will the School Committee hear a report from Dr. Joseph M. Sawyer, Superintendent of Schools?

BACKGROUND INFORMATION:

This agenda item allows the Superintendent of the Shrewsbury Public Schools to comment informally on the programs and activities of the school system.

STAFF AVAILABLE FOR PRESENTATION:

Dr. Joseph M. Sawyer, Superintendent of Schools

ACTION RECOMMENDED FOR ITEMS I, II, & III:

That the School Committee accept the report and take such action as it deems in the best interest of the school system.



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: **IV. Time Scheduled Appointments:** MEETING DATE: **3/18/20**
A. Update on School District's response to the COVID-19 Pandemic

BACKGROUND INFORMATION:

The situation regarding the Coronavirus (COVID-19) pandemic is evolving on a daily basis. The school district is currently in the early stage of a mandatory, three-week closing of all public schools in Massachusetts issued by Gov. Baker. The district continues to follow guidance from federal and state governmental sources, including recommendations from the Centers for Disease Control & Prevention (CDC), the Massachusetts Department of Public Health (MDPH), and the Central Massachusetts Public Health Alliance (of which Shrewsbury is a member, where members are provided services and guidance through the Worcester Division of Public Health). At the meeting Dr. Sawyer and other district administrators will provide an update on how the school district is addressing this complex issue.

ACTION RECOMMENDED:

That the School Committee hear the report and take such action as it deems in the best interest of the school system.

MEMBERS & STAFF AVAILABLE FOR PRESENTATION:

Dr. Joseph M. Sawyer, Superintendent of Schools
Other district administrators as needed



3/18/20

To: Shrewsbury School Committee

From: Karen Isaacson, Director of Extended Learning

RE: Extended School Care – Report and Tuition Recommendation

Extended School Care Financial Forecast

Extended Day revenue can no longer cover its costs without significant cuts to program operations. Annual modest tuition increases have not kept pace with expense. Unpredictable factors impacting the budget include changes in enrollment, students requiring 1:1 support, and families qualifying for reduced fees. Shrewsbury ESC tuition is in the bottom 10% of surround communities. We strive to keep our program affordable for Shrewsbury families, but by maintaining low tuition rates, we are unable to build a cushion to absorb the cost of unpredictable circumstances.

Local Rate Comparison

Shrewsbury ESC charges among the lowest tuition for similar services in the region. A survey of over 40 local programs shows an average monthly tuition of \$398 for after school services.

Town/Program	Program type	2019-2020 Monthly Rate
Medfield	Private	\$575
YMCA - Westborough	private	\$572
Acton-Boxborough	public	\$541
Holliston	public	\$495
Dover-Sherborne	public	\$477
Canton	Private	\$475
Hopkinton	Private	\$475
Framingham	Private	\$465
Winchester	Private	\$465
Sudbury	public	\$449
North Middlesex	Private	\$445
Natick	public	\$440
Franklin	public	\$435
Marlborough	private - in school	\$425
Shrewsbury - Little Beginnings	private	\$425
Shrewsbury - Learning Experience	Private	\$425
Westborough	public	\$424
Southborough	private - in school	\$415
Northborough	private - in school	\$410
Shrewsbury Montessori	Private	\$410
Watertown	public	\$408

State reimbursement rate for subsidized care		\$403
Shrewsbury - Lilliput	Private	\$400
Marlborough - boys and girls	private	\$400
Uxbridge	public	\$396
Ashland	public	\$380
Worcester - Guild of St. Agnes	private in schools	\$378
Worcester - Boys and Girls club	private	\$378
Nashoba Regional	public	\$370
Berlin Boylston	public	\$360
Shrewsbury - GLC	Private	\$360
Norfolk	public	\$346
Worcester - Creative Hub Worcester	private	\$342
Millis	public	\$309
North Andover	public	\$299
Wilmington	public	\$294
Framingham	public	\$290
Shrewsbury ESC	public	\$286
Westwood	public	\$280
Shrewsbury - St. Mary	private	\$270
Hudson	private - in school	\$270
West Boylston	public	\$240

FY21 Projected expense

Salary	\$1,364,411
Benefits (Health, Car, Phone)	\$202,810
Electric	\$50,000
Trips/events/snacks/supplies	\$165,000
Admin expenses	\$5,500
Professional Development	\$5,000
Online payment fees	\$50,000

Total expense	\$1,842,721
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*includes step raises, 1.5% cost of living increase, 5% health insurance increase and 3 new employees adding health insurance. Other expenses remain level.

FY21 Projected revenue - no tuition increase, same FTE

Tuition	\$1,674,173
Reduced Fee	(\$117,192)
Registration Fees	\$11,500
Other fees (late payment, etc)	\$9,000
Vacation program revenue	\$65,000
Summer revenue	\$61,000

Total Revenue	\$1,703,481
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Loss	(\$139,240)
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Tuition would need to increase 10% just to break even, but we recognize this is a significant increase and may be a strain on some families. By implementing some changes to staffing levels and cutting some expenses, we could get by with a 7% tuition increase.

Cost saving strategies:

- Change the adult to student ratio to 1:13 (currently 1:10)
 - Increasing hours and investing in benefits for 2-3 employees will allow us to maintain strong teams with fewer employees
- Do not fill positions that are vacated through attrition
- Bring in a few entry-level employees (such as high school or college students) at \$15 per hour instead of current starting pay of \$19.36
- Eliminate a few field trips throughout the year, replace with in-house entertainment

Rate History

Fiscal Year	After School Rate	Before School Rate
2008	\$226/month	\$102/month
2013 - 15% increase	\$260/month	\$118/month
2018 - 3% increase	\$268/month	\$122/month
2019 - 3% increase (eliminated sibling discount and added \$25 early release day fee)	\$276/month	\$126/month
2020 - 3.5%	\$286/month	\$130/month
2021 - 7% (proposed)	\$306/month	\$139/month

Current enrollment challenges, and possible solution for 2021-2022 implementation

Currently parents can choose any schedule that fits their needs (2-day minimum) and are able to drop or change days throughout the year. This leaves Fridays with significantly lower enrollment than other days, and other days with one or two openings. It can be very difficult to fill these openings on the wait list. (for example, many people have turned down the opportunity to enroll on just Mondays and Fridays, preferring to remain on the wait list for a 5-day opening.)

Many other after-school programs restrict enrollment to only 3 options

1. 5 days per week
2. Tuesday, Thursday
3. Monday, Wednesday, Friday

Advantages

- Increase revenue by \$70K
- More predictable revenue stream
- Easier waitlist management
- Able to incorporate cost of early release days into option 1 and option 2 – eliminating the need for separate early release day fee

current # students enrolled by day								
	Mon	Tue	Wed	Thu	Fri	FTE	Annual tuition	Total revenue
Beal AM	13	16	16	15	15	15	\$1,300	\$19,500
Beal PM	34	38	37	39	34	36.4	\$2,680	\$97,552
Coolidge AM	53	50	54	52	50	51.8	\$1,300	\$67,340
Coolidge PM	78	81	81	79	62	76.2	\$2,680	\$204,216
Floral AM	55	58	55	56	52	55.2	\$1,300	\$71,760
Floral PM	114	124	118	121	98	115	\$2,680	\$308,200
Paton AM	59	59	64	57	59	59.6	\$1,300	\$77,480
Paton PM	71	72	70	72	61	69.2	\$2,680	\$185,456
Spring AM	43	44	46	45	39	43.4	\$1,300	\$56,420
Spring PM	73	68	70	73	49	66.6	\$2,680	\$178,488
Sherwood	93	110	108	112	78	100.2	\$2,680	\$268,536
						Total FTE	688.6	\$1,534,948

Hypothetical consistent daily enrollment								
	Mon	Tue	Wed	Thu	Fri	FTE	Annual tuition	Total revenue
Beal AM	16	16	16	16	16	16	\$1,300	\$20,800
Beal PM	38	38	38	38	38	38	\$2,680	\$101,840
Coolidge AM	52	52	52	52	52	52	\$1,300	\$67,600
Coolidge PM	80	80	80	80	80	80	\$2,680	\$214,400
Floral AM	56	56	56	56	56	56	\$1,300	\$72,800
Floral PM	120	120	120	120	120	120	\$2,680	\$321,600
Paton AM	60	60	60	60	60	60	\$1,300	\$78,000
Paton PM	72	72	72	72	72	72	\$2,680	\$192,960
Spring AM	45	45	45	45	45	45	\$1,300	\$58,500
Spring PM	72	72	72	72	72	72	\$2,680	\$192,960
Sherwood	110	110	110	110	110	110	\$2,680	\$294,800
						Total FTE	721	\$1,616,260
							Additional revenue	\$81,312
							Additional staff	-\$11,234
							net gain	\$70,078

Disadvantages

- less flexibility for families
- some families will have to pay for days they don't need

Given the amount of change and disruption occurring in our district now, this recommendation for fewer options to purchase might be best deferred to implementation in 2021-2022 so that we have time to gather some survey data on interest, refine our revenue estimates, and have advance communications to our parent community.

Impact of new Beal School on ESC

The current Beal program has the capacity for 50 students. We anticipate being able to accommodate at least 120 students in the new Beal, increasing overall ESC enrollment by 70 students in FY22.

Since there are still 125 people on the waitlist for the 19-20 school year, I don't expect to eliminate the waitlist, but the number of people on the list will decrease, and the list will be more evenly distributed across all schools. Currently Beal, Coolidge and Sherwood have no waitlists, Spring has a short wait list, but Paton and Floral have people who have been on the wait list for more than 2 years, and still may not get a spot in September of 2020. It is particularly difficult to get a spot in Floral ESC, in spite of its large capacity, because most of the vacancies are filled by the extended day students at Beal who move to Floral for 1st grade.

Once redistricting is complete and students are assigned to their schools for September of 2021, I will be able to reconfigure the wait list. Families will maintain their place in line based on their original date of application. It's hard to predict how this will impact enrollment and staffing at each site. Changing the enrollment/schedule options to coincide with September 2021 enrollment will make it significantly easier to plan appropriate staffing levels and project revenue.



Karen Isaacson
Director of Extended Learning

Extended School Care 2019-2020

- Extended Day Revenue is not covering costs
- Tuition is significantly below market value – it is in the bottom 10% of similar services in the community
- Challenges to the budget include unpredictable enrollment, increase in number of families qualifying for reduced tuition, and increase in students requiring 1:1 support



Local Rate Comparison

See complete comparison of over 40 programs in written report

Town/Program	Program Type	2019-2020 monthly rate
Westborough YMCA (provides transportation from SPS)	Private	\$575
Shrewsbury – Little Beginnings	Private	\$425
Shrewsbury – Learning Experience	Private	\$425
Westborough	Public School	\$424
Northborough	Non-profit in School	\$415
Shrewsbury – Montessori	Private	\$410
Shrewsbury - Lilliput	Private	\$400
Shrewsbury – GLC	Private	\$360
ESC	Public School	\$286
West Boylston	Public School	\$240



Current enrollment

	Student FTE	Change from FY19
Beal AM	15	1
Beal PM	36	-6
Coolidge AM	52	-10
Coolidge PM	76	-1
Floral AM	55	-5
Floral PM	115	+3
Paton AM	60	-4
Paton PM	69	0
Spring AM	43	+2
Spring PM	67	-1
Sherwood	100	-8
TOTAL:	688	-29



FY21 Forecast

- No changes to staffing levels
- Step raises and a modest wage increase of 1.5%
- 5% increase in health insurance and 2-3 new enrollments
- Assumes current enrollment levels, and same level of 1:1 support
- Assumes current level of reduced fee subsidy

Without a tuition increase for FY21, a loss of \$139,000 is projected.

FY 2021 Projection

No tuition change

FY21 projection - no increase	
Tuition	\$1,674,173
Reduced Fee	(\$117,192)
Registration Fees	\$11,500
Other fees (late payment, etc)	\$9,000
Vacation program revenue	\$65,000
Summer revenue	\$61,000
Total Revenue	\$1,703,481
Wages (step and 1.5%)	\$1,364,411
Benefits	\$202,810
Electric	\$50,000
Trips/events/snacks/supplies	\$165,000
Admin expenses	\$5,500
Professional Development	\$5,000
Online payment fees	\$50,000
Total expense	\$1,842,721
Profit (loss)	(\$139,240)



Rate History & Recommendation

Extended Day monthly tuition

Fiscal Year	After School	Before School
2008	\$226	\$102
2013 – 15% increase	\$260	\$118
2018 – 3% increase	\$268	\$122
2019 – 3% increase, eliminated sibling discount and added \$25 early release day fee	\$276	\$126
2020 – 3.5% increase	\$286	\$130
2021 – 7% increase	\$306	\$139

Prices reflect 5-day rates. 2, 3 & 4-day rates are also available
Families will continue to pay additional \$25 for each early release day



Current staffing pattern

- We strive to maintain a 1:10 adult to child ratio (approximately 1:7 at Beal)
- At Floral and Sherwood, the Site Coordinator is not counted in this ratio, but at all other sites they are
- The majority of staff work 2-3 days per week and report to work at the same time, or slightly later than the students

Proposed staffing pattern 2020-2021

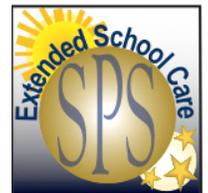
- Align with minimum licensing standard of 1:13 adult to child ratio. For programs with over 65 students the site coordinator is not counted in the ratio
- Eliminate total 10 positions, largely through attrition
- Increase hours and add benefits to several positions to improve operations
- Net savings of \$60,000 to annual wages



FY 2021 Projection

With
proposed
changes

FY 21 with 7% increase and 1:13 ratio	
Tuition	\$1,791,255
Reduced Fee	(\$125,388)
Registration Fees	\$11,500
Other fees (late payment, etc)	\$9,000
Vacation program revenue	\$65,000
Summer revenue	\$61,000
Total Revenue	\$1,812,367
Wages (step and 1.5%) 1:13	\$1,313,193
Benefits	\$202,810
Electric	\$50,000
Trips/events/snacks/supplies	\$165,000
Admin expenses	\$5,500
Professional Development	\$5,000
Online payment fees	\$50,000
Total expense	\$1,791,503
Profit (loss)	\$20,864



Enrollment policy impact on budget

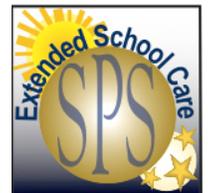
- Current enrollment policy allows for parents to choose any days
- Daily enrollment fluctuates, and it is difficult to fill small vacancies

current # students enrolled by day							Annual tuition	Total revenue
	Mon	Tue	Wed	Thu	Fri	FTE		
Beal AM	13	16	16	15	15	15	\$1,300	\$19,500
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Sherwood	93	110	108	112	78	100.2	\$2,680	\$268,536
						Total FTE	688.6	\$1,534,948



Consistent enrollment would increase revenue by \$70,000

Hypothetical consistent daily enrollment								
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Beal AM	16	16	16	16	16	16	\$1,300	\$20,800
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						721		\$1,616,260
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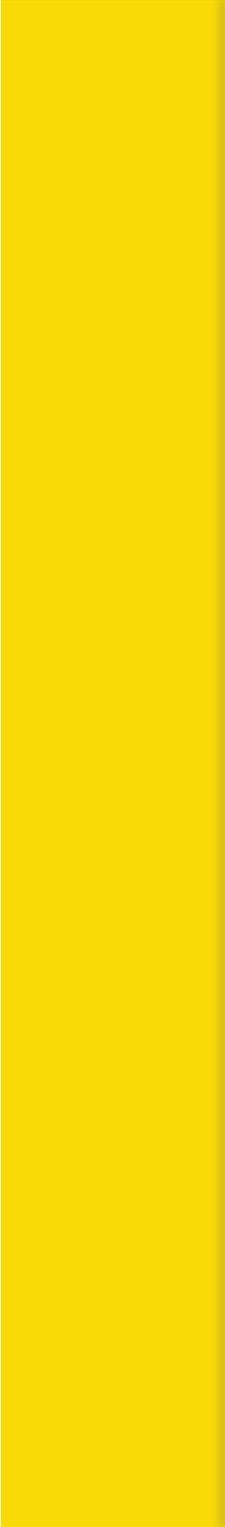
Proposed policy change for 2021-2022

Limit parent enrollment options to 3 choices

- 5 days
- Tuesday, Thursday only
- Monday, Wednesday, Friday only

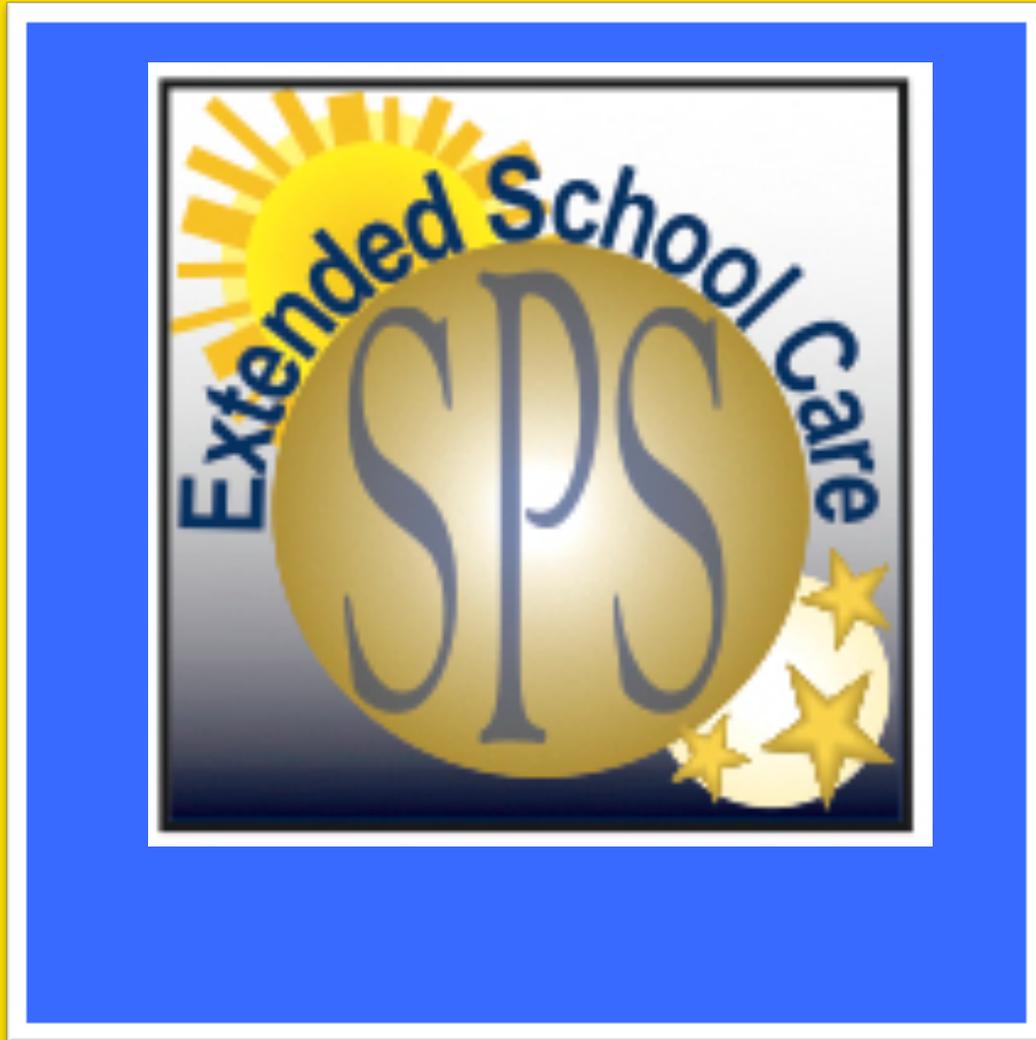
- Eliminate additional \$25 fee for early release days and incorporate it into the cost of option 1 and option 2





Summary of proposed ESC changes for FY21

- Tuition increase 7%
- Wage increase 1.5%
- Change adult to child ratio to reduce costs
- Consider impact of limited enrollment choices for 2021-2022



Questions?



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: **V. Curriculum**

MEETING DATE: **3/18/20**

BACKGROUND INFORMATION:

ACTION RECOMMENDED:

STAFF AVAILABLE FOR PRESENTATION:



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: **VI. Policy**

MEETING DATE: **3/18/20**

A. Revised 2019-2020 School Calendar: Vote

BACKGROUND INFORMATION:

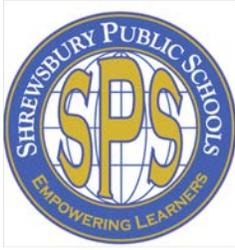
In light of school closings for public health reasons, the MA Department of Elementary and Secondary Education has updated DESE's guidance about the requirement for 180 days of school to provide relief to districts. All days lost to health, weather, or safety emergencies between the first day of the school year and March 15 must be made up by rescheduling full school days to ensure a 180-day school year. All days lost to health, weather, or safety emergencies between March 16 and June 1 must be made up to ensure a 180-day school year or until the district has reached its previously scheduled 185th day, whichever comes first. A memo from Dr. Sawyer is enclosed, which details his recommendation that the 2019-2020 school district calendar be revised so that the last day of school for students will be no later than Friday, June 19 and that all remaining scheduled early release days be converted to full days of school.

ACTION RECOMMENDED:

That the Committee vote to revise the 2019-2020 school district calendar so that the last day of school for students will be no later than Friday, June 19 and so that all remaining scheduled early release days be converted to full days of school.

COMMITTEE MEMBERS/STAFF AVAILABLE FOR PRESENTATION:

Dr. Joseph M. Sawyer, Superintendent of Schools



Shrewsbury Public Schools

Joseph M. Sawyer, Ed.D.
Superintendent

March 17, 2020

To: School Committee
From: Joe Sawyer
Re: Recommendation for revised 2019-2020 school district calendar

Due to the unprecedented situation we are in due to the coronavirus (COVID-19) pandemic, I am strongly advising that you vote at your meeting of March 18 to make adjustments to this year's school calendar in order to provide certainty regarding the end date of the school year, maximize students' time in school if and when school closures end, and shift educators to a work-from-home model during the school closure period.

Due to the circumstances of the pandemic, Department of Elementary & Secondary Education Commissioner Jeffrey Riley has issued revised guidelines regarding the requirement that every Massachusetts public school district be in session for 180 days. Commissioner Riley has updated the regulation so that school districts are not required to hold school beyond what would have been the 185th student school day in this year's school calendar, nor to extend the school year beyond June 30 in any case. Each district must build in at least five days to accommodate "snow days" or other cancellations prior to June 30; for our district, the 180th day of school was scheduled for Friday, June 12, and the 185th day after accounting for snow days is Friday, June 19. Per the Commissioner's ruling, the Shrewsbury Public Schools need not extend its school year beyond June 19. Because of three snow days in December and the missed days due to the pandemic this past Friday and Monday, we are already at the 185th day.

Some have inquired as to whether we would cancel the April school vacation period currently scheduled for Tuesday, April 21 through Friday, April 24 (Monday of that week is the Patriots Day state holiday). At this time, given the amount of uncertainty regarding when state-mandated school closures will be lifted, I believe it is premature to make any decision on this, but it is a possibility that we may consider in the near future.

While it is a local district choice whether to extend the school year beyond the scheduled 185th day if there are remaining days left in June, **I strongly recommend that the School Committee approve an updated school calendar for the current school year that makes Friday, June 19 the final day of the school year, regardless of how many school days are lost to closure. I also strongly recommend that all remaining early**

release days be converted to regular, full school days. I make these recommendations for the following reasons:

- 1) By not scheduling any school days beyond June 19, we are able to have our faculty & staff working from home now in order to provide learning opportunities and support for students and families during the current school closure, which I believe is critically important during the pandemic crisis.
- 2) Determining an end date to the school year provides an important element of certainty for students, their families, and staff that assists greatly in planning.
- 3) When we return to school, we will want to maximize students' time in school for instruction, which will be aided by converting early release days to full days; staff professional development that would have taken place during those early release days can be partially achieved during the school closure period when staff are working from home.

The motion I recommend the School Committee vote to approve is:

To revise the 2019-2020 school district calendar so that the last day of school for students will be no later than Friday, June 19 and so that all remaining scheduled early release days be converted to full days of school.

I look forward to answering any questions you have at the March 18 meeting.



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: **VII. Finance & Operations**

MEETING DATE: **3/18/20**

A. Payroll Continuity for All Staff During School Closure Period: Vote

BACKGROUND INFORMATION:

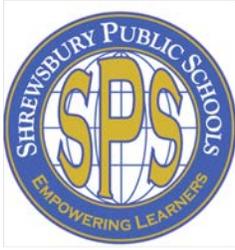
The COVID-19 pandemic crisis has mandated school closure of three weeks as part of the state government's efforts to slow the spread of the virus. In response, the district has shifted to a work-from-home model in order to maintain operations and to provide remote learning for students as well as support for them and their families. Tonight, Dr. Sawyer will recommend that the School Committee authorize that hourly-paid and salaried employees receive their typical pay for mandated closure days through April 6. Dr. Sawyer details the rationale for his recommendation in the enclosed memo.

ACTION RECOMMENDED:

That the Committee vote to approve the continued compensation of all Shrewsbury Public Schools employees during the mandated school closure through April 6 for the COVID-19 pandemic, including both salaried and hourly employees, at their contractual rates of pay based on their typical time worked per pay period.

STAFF AVAILABLE FOR PRESENTATION:

Dr. Joseph M. Sawyer, Superintendent of Schools



Shrewsbury Public Schools

Joseph M. Sawyer, Ed.D.
Superintendent

March 18, 2020

To: School Committee
From: Joe Sawyer
Re: Continuity of pay for Shrewsbury Public Schools staff

The COVID-19 pandemic crisis has placed our school district in an unprecedented position given the mandated school closure of three weeks as part of the state government's efforts to slow the spread of the virus.

In response to this reality, the district has shifted to a work-from-home model in order to maintain operations and to provide remote learning for students as well as support for them and their families.

The initial two days of closures simply shifted what would have been school days to the end of the school year calendar in June, so our school-based hourly employees were not paid for those days. As one can imagine, our school-based hourly employees are extremely concerned about further loss of pay, and the potential subsequent unaffordability of health benefits that could result. One of the most important commitments an employer has is to the well-being of its employees, and it is my strong recommendation that the School Committee authorize that hourly-paid employees receive their typical pay for the subsequent mandated closure days through April 6, in addition to salaried employees receiving their continued compensation as well. In all cases, we have evolving plans in place to have all staff perform various duties remotely when working from home, whether contributing to operations (including continued provision of meals for students who need them), supporting student learning, or participating in training or professional development.

I am making this recommendation because it is the right thing to do to support the well-being of our hard-working, dedicated staff during a time of crisis. It is also the pragmatic thing to do, as it will not serve our school district well if we have hourly staff who experience financial or health insurance crises that will make it difficult for them to return to work quickly when the closure is lifted. Additionally, since we are a self-insured town government relative to unemployment insurance, not providing compensation for an extended period of time would still put financial pressure on the town's overall financial resources, not to mention placing a significant administrative processing burden during a crisis upon multiple town departments (including ours). Also of note, I am not aware of

any Massachusetts school district that is not paying all of its employees during this school closure period.

Our current budget status shows that the funds for paying all of our employees through April 6 are available. As most employees' pay comes from the appropriated budget, the vast majority of compensation funding will continue to be available beyond this date, should the closure last longer. Mr. Collins and his team are working diligently to assess the many and varied impacts that the pandemic may have on our school district's finances overall, so that we can plan how we might address a longer-term closure beyond April 6. For example, if school closures are extended, we know that we will experience additional revenue loss for some tuition-supported programs such as full-day kindergarten, preschool, and extended school care; at the same time, we will not be paying certain expenses, such as daily substitute teachers. Because of the high level of uncertainty at this time, I believe it is prudent to focus on the length of closure that has been officially established and for the School Committee to authorize payment to all employees for remote work during the closure that has been implemented through April 6. This is with the caveat that, for the reasons articulated above, my strong recommendation is to find ways to continue to pay all employees, both salaried and hourly, to work remotely even if a longer closure is mandated or necessary.

I recommend that you vote to approve the following motion:

That the School Committee approve the continued compensation of all Shrewsbury Public Schools employees during the mandated school closure through April 6 for the COVID-19 pandemic, including both salaried and hourly employees, at their contractual rates of pay based on their typical time worked per pay period.



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: **VII. Finance & Operations**
B. Fiscal Year 2021 Fees: Vote

MEETING DATE: **3/18/20**

BACKGROUND INFORMATION:

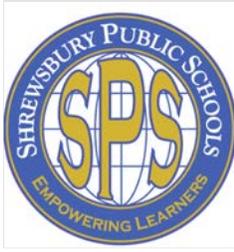
Information on Fiscal Year 2021 Fees was initially presented to the Committee at the meeting on February 12, 2020. At the meeting on March 4, Mr. Collins presented additional information in response to questions from the Committee, and Dr. Sawyer summarized his recommendation on adjusting fees. Dr. Sawyer's fee recommendation memo is enclosed. A Public Hearing on Budget was held at the March 4 meeting. Discussion among Committee members ensued regarding delaying a vote on some/all fees to allow more feedback from the community, and the Committee opted to vote on just the Oak Middle School athletic fee. Tonight, the Committee is asked to vote on all proposed Fiscal Year 2021 fees.

ACTION RECOMMENDED:

That the School Committee vote to approve the adjustments to fee rates for Fiscal Year 2021 as illustrated in the Superintendent's recommendation memo.

STAFF AVAILABLE FOR PRESENTATION:

Dr. Joseph M. Sawyer, Superintendent of Schools
Mr. Patrick Collins, Assistant Superintendent for Finance and Operations



Shrewsbury Public Schools

Joseph M. Sawyer, Ed.D.
Superintendent

March 3, 2020

To: School Committee
Re: Recommendations for Fiscal Year 2021 Fees

At your last meeting on February 12, Mr. Collins presented a variety of options for potential changes to fees that families pay for various services, programs, or activities that are optional in some manner. At that time, I indicated that I would be making my recommendations for adjustments in advance of your March 4 meeting, and this memorandum contains these recommendations. Please refer to the materials from your February 12 meeting for additional information regarding these fees. We will also provide a slide presentation at the March 4 meeting summarizing the following recommendations, illustrating how fees are subsidizing these programs, and providing specific examples of the financial impact fees have on families.

Transportation Fee

Due to inflation in the daily bus rates connected to our contract (3% increase in FY21, as well as offsetting the 3% charge for online payment processing), I recommend that the bus fee rate increase from \$310 per student to \$320 per student, which represents a 3.2% increase. This is estimated to generate approximately \$24,000 in additional revenue. If this increase is approved, it is estimated that the fee revenue for bus transportation for in-district students who are not mandated to be transported to school will be approximately \$774,000. The fee would continue to apply to students in grades Kindergarten through Grade 6 who reside two miles or less from their assigned school and to all students in Grades 7-12, with no change to the family cap of three bus fees and the late fee of \$50 per student (with a family cap of three late fees).

Athletic Fees

As we will experience normal inflationary costs associated with the athletic program (increased transportation costs of 3.0%, as well as a contractual 1.0% increase in coaching stipends, and the need to offset costs of the 3% online payment processing fees), I recommend that the athletic fee rate be increased from \$315 to \$325 per sport per season, which represents a 3.2% increase. This is expected to generate approximately \$11,000 in additional revenue. If the increase is approved, it is estimated that the athletic fee revenue would be approximately \$359,000. A family cap of no more than three athletic fees for high school students in the same family per school year would remain in effect.

I am also recommending that the School Department institute a new athletic fee at Oak Middle School in order to offset the costs of the expanded athletics program there. Given

that there is a shorter season than high school athletics with fewer transportation and officials costs, I am recommending a fee of \$100 per sport with a family cap of no more than three athletic fees per Oak family per school year. If this fee is approved, it is estimated that it will generate approximately \$25,000 in Fiscal Year 2021. I recommend that it be instituted immediately so that the fee is collected for spring sports in 2020 (baseball, softball, track), which is estimated to bring in approximately \$12,200 in Fiscal Year 2020. Please note that in a number of cases this athletics fee will be paid for students who otherwise wouldn't participate in another club or activity at Oak, so this will likely result in a decrease in the number of families who pay the Oak activity fee of \$75, which currently covers all co-curricular activities, including athletics. We estimate this to be about a one-third reduction in activity fees next year.

Because athletic fees are now processed online rather than requiring a check prior to tryouts, I am recommending the establishment of a late fee of \$50 for each high school athletics registration and a \$25 late fee for each Oak athletics registration beyond the established deadline for that season. As we have seen with transportation fees, this should create a deterrent for late payments.

While some school districts charge different amounts for different sports, or add a facilities fee for sports using outside venues, I recommend that the district stay with a single fee level regardless of sport, as there are myriad differences from sport to sport that are extremely complicated to parse out (cost of equipment borne by athletes; number of contests that result in officials' fees and bus travel; different sized rosters; gate receipts generated; etc.). Just as we do not attempt to charge differing bus fees to students depending on the length of their bus ride, I believe we should maintain this simple, direct approach.

Activity Fees

As stipends for club advisors will increase at the contractual rate of 1.0% and the activity fees at Sherwood Middle School and Shrewsbury High School have not been raised in a number of years, I recommend that the Sherwood Middle School activity fee be increased from \$50 to \$55 (generating an estimated additional \$1,500 for a total of \$16,500) and that the Shrewsbury High School activity fee be raised from \$100 to \$110 (generating an estimated additional \$6,000 for a total of \$66,000). As the Oak Middle School activity fee of \$75 was raised in FY19 and a new athletic fee is recommended for implementation at Oak starting this spring, no change to the activity fee at Oak is recommended. If these changes are approved, the revenue from activity fees is estimated to be approximately \$12,000 less than the current year projection, as students who previously only played sports and paid the activity fee for that reason will now be paying the higher athletic fee instead (netting approximately \$13,000 in additional fee revenue). There is no late fee associated with the activity fees, as these are charged on a rolling basis as students sign up for various activities over the course of the school year, rather than at particular points in time.

Music Lesson Fees

Music lesson fees have not been increased since the fall of 2016, and while rates for the lesson providers has not increased, an adjustment is proposed in order to offset fees charged by the online payment processing company (3% of payment) and to offset part of the stipend of the door monitor (\$9,500 annually) who provides building access and

security during the afternoon and evening hours when the lessons are held at Sherwood Middle School. A 5% increase is proposed, so that the cost of a semester of 14, 30-minute lessons would increase from \$406 to \$426; a semester of 14, 45-minute lessons would increase from \$588 to \$617; and a semester of 14, 60-minute lessons would increase from \$770 to \$809. If the increase is approved, it is estimated that the music lesson fee revenue would be approximately \$362,250, an increase of \$17,250. There would be no change to the \$50 late fee that is already part of the program.

As the School Committee has stated many times over the years, it would be preferable if the district were not in a position where it felt it needed to charge fees to families for non-mandated transportation and co-curricular activities, and I certainly feel the same. However, fees are critically important funding sources for our school district, and not having this revenue would result in significant cost reductions in the main educational program. I believe the recommendations made above are reasonable given the inflationary costs that the associated programs face. These recommendations also are in line with the School Committee's preference that incremental increases that are instituted more frequently are preferable to potential steep one-year increases that would be warranted if the funding ratio should fall behind and create significant pressure on the appropriated budget.

I look forward to answering any questions you have regarding these recommendations at the March 4 meeting.



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: VII. Finance & Operations

MEETING DATE: 3/18/20

C. 2020-2021 Full Day Kindergarten Tuition Options Report & Discussion

BACKGROUND INFORMATION:

Mr. Collins will discuss tuition information for full day kindergarten for the 2020-2021 school year, including illustrating potential adjustments to these fees and tuitions in the context of maintaining the direction of stepping down tuition incrementally while acknowledging FY21 budget pressures. Dr. Sawyer will consider feedback from the School Committee and will then make recommendations for potential adjustments for consideration and vote at the School Committee's next meeting on April 1. The report is enclosed.

ACTION RECOMMENDED:

That the Committee hear the report and take such action as it deems in the best interest of the school system.

STAFF AVAILABLE FOR PRESENTATION:

Mr. Patrick Collins, Assistant Superintendent for Finance and Operations
Dr. Joseph M. Sawyer, Superintendent of Schools

Full Day Kindergarten Tuition Options

2020-2021 [FY21]

Patrick C. Collins

Assistant Superintendent for Finance and Operations

18 March 2020

Massachusetts Statewide Context

- 96.4%
 - Percent of all Kindergarten public school students in a Full-Day Kindergarten
- 69%
 - Percent of Shrewsbury Public School students in Full-Day Kindergarten
- 316
 - Number of MA school districts offering Full Day Kindergarten
- 38
 - Remaining number of MA school districts [including S.P.S.] charging a fee. The number of districts charging a fee has been steadily declining each year.

Range of Fee Level

District	Tuition for 2019-2020 school year
Acton-Boxborough	\$4,500
Andover	\$3,575
Belmont	\$3,500
Beverly	\$2,100
Braintree	\$3,250
Cohasset	\$3,500
Duxbury	\$4,000
Easton	\$3,500
Groton-Dunstable	\$5,000
Hanover	\$3,750
Harvard	\$3,750
Hingham	\$3,750
Holliston	\$3,475
Littleton	\$1,750
Marblehead	\$3,516
Medfield	\$3,500
Millis	\$3,150
Nashoba RSD	\$3,331
Newburyport	\$3,800

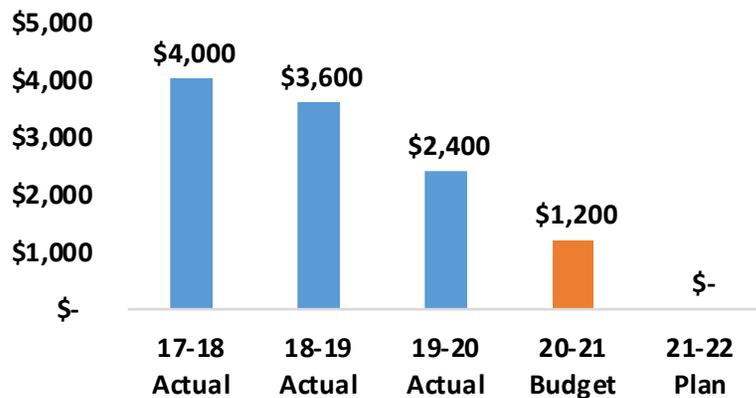
District	Tuition for 2019-2020 school year
North Attleborough	\$3,000
North Reading	\$4,250
Norwell	\$4,000
Pentucket	\$3,800
Reading	\$4,450
Saugus	\$2,700
Scituate	\$3,500
Sharon	\$3,100
Shrewsbury	\$2,400
Topsfield	\$3,400
Triton RSD	\$2,950
Tyngsborough	\$3,750
Walpole	\$1,800
Wayland	\$2,700
Westborough	\$3,400
Westford	\$4,200
Weymouth	\$3,500
Whitman-Hanson	\$3,200
Wrentham	\$3,250

Source: Strategies for Children tuition analysis, June 2019

FY21 Enrollment Budget Assumption

- Enrollment
 - Based upon our enrollment projections and limited classroom space, we estimated 260 students would be in Full-Day Kindergarten next year.
 - Based upon estimated special education placements and reduced fee levels for economically disadvantaged families, we estimate a net 77% will be “full-pay”.

FY21 Tuition Budget Assumption



- This chart depicts the planned and incremental step down of tuition.
- This plan matches our Strategic Priority to provide universal, tuition-free kindergarten when we open the new Beal School for the 2021-2022 school year.

Tuition Options

Est. FDK Enrollment	Annual Tuition	Total Gross Revenue	Est. Net Revenue after SPED Placements and Financial Assistance [77% of gross]	Increased Revenue from Initial Budget	Notes
260	\$ 2,400	\$ 624,000	\$ 480,480	\$ 240,240	No change from '19-'20 SY
260	\$ 2,205	\$ 573,300	\$ 441,441	\$ 201,201	Decrease rate by 8%
260	\$ 2,025	\$ 526,500	\$ 405,405	\$ 165,165	Decrease rate by 16%
260	\$ 1,800	\$ 468,000	\$ 360,360	\$ 120,120	Decrease rate by 25%
260	\$ 1,200	\$ 312,000	\$ 240,240	\$ -	Decrease rate by 50%

The original budget plan assumed the planned step down and reducing rate to \$1,200 per student. Setting the rate higher than \$1,200 will generate additional revenue to close the budget gap.

Process

- Tonight is to provide and explain a series of options for the School Committee to consider in the context of:
 1. Maintaining the direction of the Strategic Priority to step down tuition incrementally so that we offer free and universal Full-Day Kindergarten starting with the opening of the new Beal in the 2021-2022 school year.
 2. Understanding our FY21 budget problem and that any revenue generated beyond our original assumption of \$1,200 per student will assist in closing the FY21 budget gap.



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: **VIII. Old Business**

MEETING DATE: **3/18/20**

BACKGROUND INFORMATION:

ACTION RECOMMENDED:

MEMBERS/STAFF AVAILABLE FOR PRESENTATION:



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: **IX. New Business**

MEETING DATE: **3/18/20**

BACKGROUND INFORMATION:

ACTION RECOMMENDED:

STAFF AVAILABLE FOR PRESENTATION:



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: **X. Approval of Minutes**

MEETING DATE: **3/18/20**

BACKGROUND INFORMATION:

The minutes from the School Committee Meeting held on March 4, 2020 are enclosed.

ACTION RECOMMENDED:

That the Committee accept the minutes from the School Committee Meeting held on March 4, 2020.

STAFF AVAILABLE FOR PRESENTATION:

Ms. Sandra Fryc, Chairperson

Dr. B. Dale Magee, Secretary

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

MINUTES OF SCHOOL COMMITTEE MEETING

Wednesday, March 4, 2020

Present: Ms. Sandy Fryc, Chairperson; Ms. Lynsey Heffernan; Mr. Jason Palitsch; Mr. Patrick Collins, Assistant Superintendent for Finance and Operations; Ms. Amy B. Clouter, Assistant Superintendent for Curriculum & Instruction; Dr. Jane Lizotte, Assistant Superintendent for Community Partnerships & Well-Being; Ms. Meg Belsito, Assistant Superintendent for Student Services; and Dr. Joseph Sawyer, Superintendent of Schools.

Not present: Mr. Jon Wensky, Vice Chairperson; Dr. B. Dale Magee, Secretary.

A complete audio/visual recording of this meeting is available on the Shrewsbury Public Schools website.

The meeting was convened by Ms. Fryc at 7:00 pm.

I. Public Participation

None.

II. Chairperson's Report & Members' Reports

None.

III. Superintendent's Report

Dr. Sawyer congratulated Shrewsbury High School's (SHS) FIRST Robotics Team on winning (again) the Chairman's Award in New Hampshire, the Speech and Debate Team on hosting another successful Mardi Gras competition at SHS and tying for first place, and provided an update on the district's communications, planning, and response to the Coronavirus (COVID-19) outbreak.

IV. Time Scheduled Appointments:

None.

V. Curriculum

None.

VI. Policy

A. Revised Policy on Public Participation at School Committee Meetings: Second Reading & Vote

Ms. Fryc noted that no feedback had been received from the public since the first reading of the draft of the policy at the meeting on February 12, 2020. Mr. Palitsch added that the policy does not include a time requirement to notify the Chair for members of the public who would like to speak at a meeting. Noting there might be occasions where a seventh speaker would like to engage in public comment in a meeting, Ms. Heffernan made a motion to amend the draft policy by adding the verbiage “unless otherwise determined by the Chairperson” at the end of the last sentence of item 5 in the rules and procedures section that states “No more than six (6) speakers will be accommodated at any individual meeting,” and Mr. Palitsch seconded the motion. On a motion by Ms. Heffernan, seconded by Mr. Palitsch, the Committee voted unanimously to approve the amended revised Policy 123: Public Participation at School Committee Meetings.

B. Interdistrict School Choice: Recommendation for 2020-2021 School Year

Mr. Collins provided historical information on the district’s decisions to open school choice seats and any resulting associated revenue. Dr. Sawyer advised that previously seats were opened when vacancies could be filled without incurring additional costs. He noted that currently, given space limitations and uncertainty at the elementary level, the recommendation was to not add additional school seats, adding that a public hearing would be held later in the meeting - and prior to a vote by the Committee - per state law.

VII. Finance & Operations

A. Fiscal Year 2020 Budget: Update

Mr. Collins noted that this was the second update on the FY20 Budget; noted it represented budget status as of February 20, 2020; projected a year-end surplus of approximately 1.4%; described budget categories that exhibited a variance of greater than 5%; and noted that budget managers in the district had been asked to turn back 10% of their current budgets, with approximately 5% estimated to come back.

In response to questions from the Committee Mr. Collins provided additional information on the types of site-based funds being turned back (books and classroom supplies), variability of out of district transportation costs going forward, and Educational Contracted Services for special education students. Dr. Sawyer added that a freeze on conferences had been implemented for the remainder of the fiscal year for the Leadership Team (not including those already approved or deemed critical).

G. Acceptance of Grant Funding: Vote

Ms. Fryc advised that this agenda item was being addressed out of order.

Regarding a grant to support financial literacy for students, Dr. Sawyer and Mr. Todd Bazydlo, SHS Principal, described the “Credit for Life” fair being held at the high school on April 7, 2020, which would be supported in part by a grant from the MA State Treasurer’s Financial Education Innovation Fund. Mr. Bazydlo noted that this year, in addition to teaching students financial

literacy skills, the fair would also incorporate a health and well-being component, and noted that costs associated with the event included speakers, books, and materials.

On a motion by Mr. Palitsch, seconded by Ms. Heffernan, the Committee voted unanimously to accept the \$2,500 grant funds noted as the “State Treasurer’s Financial Education Innovation Fund.”

Relative to a targeted grant for Local Education Agencies (LEAs) identified with significant disproportionality in special education for the 2019-2020 school year, Dr. Sawyer provided background information on SPS being designated as such. Ms. Belsito noted the initial grant of \$8,000 would be targeted towards providing Professional Development (through the lens of the MA Tiered System of Support) to Leadership Teams in the district, with Mr. Collins adding that this was a competitive grant, not an allocation grant.

On a motion by Mr. Palitsch, seconded by Ms. Heffernan, the Committee voted unanimously to accept the \$8,000 grant funds noted as “FY2020: Significant Disproportionality in Special Education Targeted Federal Program Improvement Grant.”

B. Fiscal Year 2021 Budget: Recommended Cost Reductions

Dr. Sawyer began his report by acknowledging how the district’s mission, core values, vision, and Strategic Priorities inform decision making relative to the budget; noting similarities and differences between the FY21 Budget and prior years; and noting significant cost drivers that make a status quo budget unsustainable next year. He described how the district plans to mitigate the budget gap and the planning guidelines utilized; provided a detailed, line-by-line description of cuts to Operations and Personnel/Programs; noted current cost-saving measures and the potential for raising fees to generate additional revenue; and acknowledged how the town’s structural funding dilemma compromises the quality of the educational program in Shrewsbury.

Committee members noted that the structural funding dilemma raises predictable and ongoing funding problems for the district and town and expressed concerns over the degree and scope of the proposed budget cuts. In response to questioning, Mr. Collins provided information on administration costs at SPS relative to other communities in the state (at \$327/student, per pupil spending is 42% below the state average), and Dr. Sawyer added that a second Public Hearing on budget would be held at the March 18, 2020 meeting.

C. Fiscal Year 2021 Fees: Recommendation

Dr. Sawyer noted that information on fees had been presented at the meeting on February 12, 2020. In response to questions posed at that meeting by the Committee, Mr. Collins presented additional information on music lesson fees and the associated district costs; a music lesson rate comparison; detailed information on how many students pay fees, or fees and tuitions; and gave different family fee and tuition payment examples from the 2018-2019 school year. Dr. Sawyer summarized his recommendation on adjusting fees, noting later that the new athletic fee proposed for Oak Middle School (OMS) would be effective with the Spring 2020 season.

Committee members expressed concern that increasing fees would put an additional burden on families, but noted they reluctantly support the fee recommendations because additional revenue is necessary to maintain programs and opportunities for students.

D. Public Hearing on Fiscal Year 2021 Budget & School Choice

The public was provided with an opportunity to provide input to the Committee and the administration regarding the FY21 Budget and/or School Choice. The Public Hearing was opened by Ms. Fryc at 8:54 pm.

Community member Mark Adler asked for clarifying information on bus fee family caps, and requested that family caps on fees be reconsidered, citing concerns around equity. Community member and SPS Teacher Guinevere Molina asked for additional information on the loss of preschool student slots (Parker Road Preschool Principal Lisa Robinson provided the response) and expressed concerns regarding losses to the foreign language and literacy tutor programs.

On a motion by Mr. Palitsch, seconded by Ms. Heffernan, the Committee voted unanimously to close the Public Hearing at 9:07 pm.

E. Interdistrict School Choice for 2020-2021: Vote

On a motion by Mr. Palitsch, seconded by Ms. Heffernan, the Committee voted unanimously to not participate in interdistrict school choice for the 2020-2021 school year.

F. Fiscal Year 2021 Fees: Vote

Ms. Fryc noted no feedback had been received from the public regarding fees since the last meeting, and Ms. Heffernan advised she had received one anonymous letter from a parent regarding fees. Discussion ensued regarding delaying a vote on some/all fees to allow more feedback from the community prior to a vote, with members noting that implementing a delay would probably not impact the outcome of the vote. In response to questioning, Mr. Collins advised that deferring a vote on fees would not be problematic, except for the OMS athletic fee, which was time-sensitive. The Committee opted to vote on just the OMS athletic fee.

On a motion by Mr. Palitsch, seconded by Ms. Heffernan, the Committee voted unanimously to approve the implementation of an athletic fee at Oak Middle School, effective immediately, of \$100 per sport per season, with a family cap of three fees per year.

G. Acceptance of Grant Funding: Vote

Please see above.

VIII. Old Business

None.

IX. New Business

None.

X. Approval of Minutes

Without objections from the Committee, the minutes from the School Committee Meeting held on February 12, 2020 were accepted as distributed.

XI. Executive Session

None.

XII. Adjournment

On a motion by Mr. Palitsch, seconded by Ms. Heffernan, the Committee unanimously agreed to adjourn the meeting at 9:14 pm. Roll call votes were as follows: Ms. Heffernan, yes; Mr. Palitsch, yes; Ms. Fryc, yes.

Respectfully submitted,

Elizabeth McCollum, Clerk

Documents referenced:

1. Existing School Committee Policy 123
2. Draft Updated School Committee Policy 123
3. School Choice Recommendation Memo
4. FY20 Budget Status Update
5. FY21 Recommended Cost Reductions Memo?
6. FY21 Recommended Cost Reductions Slide Presentation
7. FY21 Fee Recommendation Memo
8. FY21 Fee Recommendation Slide Presentation
9. Financial Education Innovation Fund Grant Memo
10. FY2020 Significant Disproportionality Grant Memo
11. Set(s) of minutes as referenced above



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: **XI. Executive Session**

MEETING DATE: **3/18/20**

BACKGROUND INFORMATION:

ACTION RECOMMENDED:

STAFF AVAILABLE FOR PRESENTATION:

ITEM NO: **XII. Adjournment**