

**School Committee
Meeting Book**

**August 26, 2020
7:00 pm**

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



SHREWSBURY PUBLIC SCHOOLS SCHOOL COMMITTEE MEETING

AGENDA

August 26, 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. THIS MEETING WILL BE BROADCAST LIVE ON LOCAL CABLE CHANNELS 29 & 329 AND STREAMED LIVE ON THE SHREWSBURY MEDIA CONNECTION WEBSITE AT <https://videoplayer.telvue.com/player/iE0p5N2b-Se5BhxS-3KDrHfUWzLHfku2/stream/722>. SEE BELOW FOR INFORMATION ON CONTACTING THE CHAIR OF THE SCHOOL COMMITTEE RE: PUBLIC PARTICIPATION.

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.

While for this meeting the School Committee and members of the School Department administrative team will physically meet at the location listed above, members of the public may not attend in person. If a member of the public wishes to participate remotely in the Public Participation portion of the meeting, they should contact the Committee Chair, Ms. Sandra Fryc, by sending an email to schoolcommittee@shrewsbury.k12.ma.us.

Items

Suggested time allotments

- | | | |
|------|--|-------------|
| I. | Public Participation | 7:00-7:05 |
| II. | Chairperson’s Report & Members’ Reports | |
| III. | Superintendent’s Report | |
| IV. | Time Scheduled Appointments: | |
| | A. Update on Reopening Planning for the 2020-2021 School Year: Report | 7:05 – 7:45 |
| V. | Curriculum | |
| VI. | Policy | |
| | A. Allowance for Shrewsbury Public Schools Employees to Attend School In-Person to Assist with Workforce Stability: Vote | 7:45 – 8:10 |



SHREWSBURY PUBLIC SCHOOLS SCHOOL COMMITTEE MEETING

- VII. Finance & Operations
- A. Revised Tuition Rates for Extended School Care: Vote 8:10 – 8:25
- VIII. Old Business
- IX. New Business
- A. SC member to serve as a delegate to the Town of Shrewsbury Diversity, Equity, and Inclusion Task Force 8:25 – 8:35
- X. Approval of Minutes 8:35 – 8:40
- XI. Executive Session 8:40 – 9:15
- A. For the purpose of addressing G.L. c. 30A, § 21(a)(7) “[t]o comply with, or act under the authority of, any general or special law or federal grant-in-aid requirements” (“Purpose 7”), Open Meeting Law, G.L. c. 30A, §§ 22(f), (g) – for the purpose of reviewing, approving, and/or releasing executive session minutes.
- B. For the purpose of addressing G.L. c. 30A, § 21(a)(3) “to discuss strategy with respect to collective bargaining or litigation if an open meeting may have a detrimental effect of the bargaining or litigating position of the public body and the chair so declares” (“Purpose 3”) - the Shrewsbury Education Association Unit A; Shrewsbury Education Association Unit B; the Shrewsbury Paraprofessional Association; and/or the Shrewsbury Cafeteria Workers.
- XII. Adjournment 9:15

Next regular meeting: TBD



SHREWSBURY PUBLIC SCHOOLS SCHOOL COMMITTEE MEETING

ITEM NO: I Public Participation

MEETING DATE: **8/26/20**

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: **8/26/20**
A. Update on Reopening Planning for the 2020-2021 School Year: Report

BACKGROUND INFORMATION:

Dr. Sawyer and members of the leadership team will provide updated information on planning for reopening of schools for the 2020-2021 school year.

ACTION RECOMMENDED:

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

STAFF AVAILABLE FOR PRESENTATION:

Dr. Joseph M. Sawyer, Superintendent of Schools
District Administrators



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: IV. Time Scheduled Appointments:

MEETING DATE: 8/26/20

BACKGROUND INFORMATION:

ACTION RECOMMENDED:

STAFF & STUDENTS AVAILABLE FOR PRESENTATION:



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: **V. Curriculum**

MEETING DATE: **8/26/20**

BACKGROUND INFORMATION:

ACTION RECOMMENDED:

STAFF & STUDENTS AVAILABLE FOR PRESENTATION:



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: **VI. Policy**

MEETING DATE: **8/26/20**

**A. Allowance for Shrewsbury Public Schools Employees to Attend School
In-Person to Assist with Workforce Stability: Vote**

BACKGROUND INFORMATION:

At the meeting on August 19, Dr. Sawyer noted the potential for a staffing challenge at SPS as a result of educators having different schedules than their young children who attend school. He advised that one way to alleviate this pressure would be to allow SPS staff whose children go to school in Shrewsbury to attend school more frequently in-person. Dr. Sawyer advised that Department of Elementary and Secondary Education (DESE) Commissioner Jeffrey Riley had suggested and supported this type of approach for districts. Committee members engaged in discussion and expressed a desire to gather feedback from the community and information regarding the number of students that this could involve prior to voting on the recommendation at tonight's meeting.

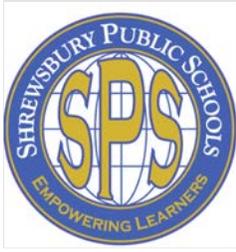
The enclosed memorandum from Dr. Sawyer provides information and an updated recommendation.

ACTION RECOMMENDED:

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

COMMITTEE MEMBERS/STAFF AVAILABLE FOR PRESENTATION:

Dr. Joseph M. Sawyer, Superintendent of Schools



Shrewsbury Public Schools

Joseph M. Sawyer, Ed.D.
Superintendent

August 26, 2020

To: School Committee
From: Joe Sawyer
Re: Update re: Recommendation to Allow Children of SPS Staff to Attend More Frequently in the Hybrid Model

On August 19, I proposed that the School Committee authorize me to allow the children of SPS staff who attend district schools in kindergarten through grade 6 to be provided with the opportunity to attend school more frequently in the hybrid model, in order to assist us with a significant staffing problem related to childcare that is threatening our workforce stability.

Based on the Committee's request, we gathered more information regarding how many children of staff might be accommodated in this scenario. Based on a survey of SPS staff, there were 47 students identified.

At the same time we were gathering this data, our administrators were working on balancing out the student assignments for all of the cohorts and assessing which of our students should be assigned to Cohort A because of their high needs. The guidance from DESE on students who should be prioritized for more in-person education is pasted at the bottom of this memorandum.

At this time, the number of additional students with disabilities being identified as benefiting from more frequent school attendance constitutes at least 70 students *in addition to* those already assigned to Cohort A, and there will be even more students identified based on the criteria from DESE listed below as we continue additional evaluation of student needs. Given the number of Cohort A seats available based on current enrollment, and allowing some seats to remain open to accommodate the state's mandate that families be allowed to change their program (i.e., some may return from the all remote program), there will not be sufficient space to accommodate the children of SPS staff to assist with maintaining workforce stability, nor do I see this becoming an option, at least during the initial phase of the school year. As such, I am no longer asking the School Committee to take any action on this matter.

While I know that some disagree with the idea of providing this accommodation to facilitate our staffing based on perceptions of fairness, I stand by the intent of my original proposal as a matter of pragmatism, as many students will be affected if we have staffing instability due to childcare leaves. Like any organization, I think it behooves us to try to

find ways to support the childcare needs of our employees, which are significant due to the pandemic, and we will continue to seek other opportunities for our staff to access if possible.

From [DESE](#)

Students with complex and significant needs include:

- Students already identified as “high needs” through the IEP process on the IEP form entitled “[Primary Disability/Level of Need-PL3](#).” ***Such students must meet at least two of these criteria:***
- Services provided outside of the general education classroom;
 - Service providers are special education teachers and related service providers;
 - Special education services constitute more than 75% of the student’s school day;
- Students who cannot engage in remote learning due to their disability-related needs;
- Students who primarily use aided and augmentative communication;
- Students who are homeless
- Students in foster care or congregate care; and/or
- Students dually identified as English Learners.



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

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

MEETING DATE: **8/26/20**

A. Revised Tuition Rates for Extended School Care: Vote

BACKGROUND INFORMATION:

At the meeting on August 19, Director of Extended Learning Karen Isaacson discussed the pandemic's impact on the Extended School Care (ESC) Program at SPS in terms of enrollment and budget, and proposed raising tuition for full-fee families as part of an overall recommendation to enable continuation of the ESC Program. Tonight the Committee will have an opportunity to vote on the recommendation. A document with updated enrollment and other information from Ms. Isaacson is enclosed. A memo summarizing Dr. Sawyer's recommendation for changes to Extended School Care Tuition & Programming for the 2020-2021 School Year is enclosed.

ACTION RECOMMENDED:

That the School Committee vote to approve the adjustments to Extended School Care tuition rates and programming as illustrated in the enclosed Superintendent's recommendation memo.

STAFF AVAILABLE FOR PRESENTATION:

Dr. Joseph M. Sawyer, Superintendent of Schools

Mr. Patrick Collins, Assistant Superintendent for Finance & Operations

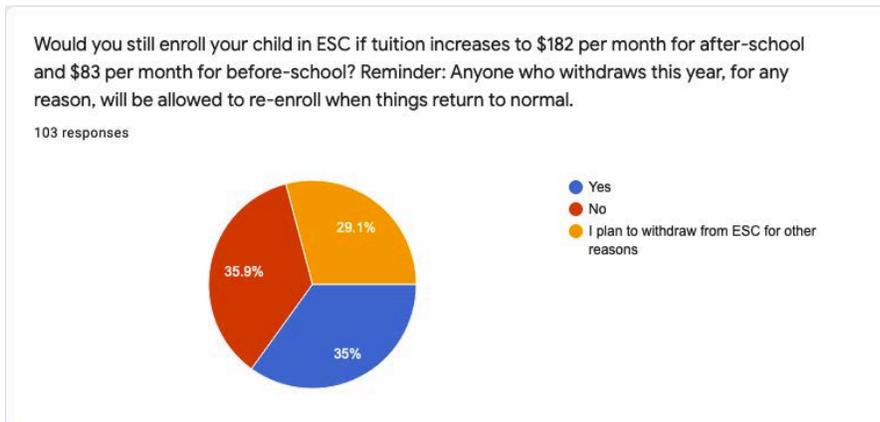
Ms. Karen Isaacson, Director of Extended Learning

Extended School Care Update to School Committee 8.26.20

Updated enrollment

# of student registered in May	661
# students choosing remote learning	-261
# students hybrid but withdrawn from ESC	-44
# people in survey who will withdraw	-37
remaining enrolled as of 8.26.20	319
Average daily enrollment	160

Survey Results



If the tuition increase is approved:

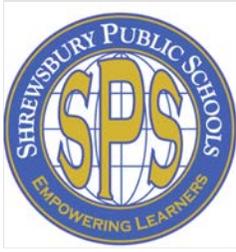
Decision deadline for families Friday September 11th

- Communicate with all currently enrolled families asking for decision
- Contact everyone on the waitlist and offer 2-day spots at new rate

Extended Day Feasibility Factors

- Sufficient enrollment at higher tuition rate
- Sufficient staff to operate program

If either enrollment or staffing does not meet minimum requirements by September 11th, the program will not operate until school is able to resume full in-person learning.



Shrewsbury Public Schools

Joseph M. Sawyer, Ed.D.
Superintendent

August 26, 2020

To: School Committee
From: Joe Sawyer
Re: Recommendation for Changes to Extended School Care Tuition & Programming for the 2020-2021 School Year

At your last meeting, Director of Extended Learning, Karen Isaacson, recommended changes to the structure and tuition for our Extended School Care program due to the move to a hybrid in-person/remote model as a result of the pandemic, which is causing a very large decrease in enrollment. Her presentation slides from last week can be found [here](#), and updated information after she surveyed ESC families is enclosed with this memo.

While the program must be run at cost to be viable, I believe it is important to provide an offering that will enable families who need childcare before and/or after school to have an option for their children who attend our schools. As such, I recommend that

- the School Committee authorize the district to increase tuition by 60% over the original FY21 rates;
- to maintain the tuition for families who qualify for free or reduced lunch at the original FY21 rates;
- to adjust the program to offer before and after school care on Mondays, Tuesdays, Thursdays, and Fridays while the hybrid learning model is in effect; and,
- if there is not sufficient enrollment to make this a self sufficient program financially, or if adequate staffing is not available, that the superintendent is authorized to suspend the operations of the Extended School Care program until such time that circumstances allow it to resume.

Ms. Isaacson, Mr. Collins, and I will be available for questions this evening.



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

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

MEETING DATE: **8/26/20**

BACKGROUND INFORMATION:

ACTION RECOMMENDED:

STAFF AVAILABLE FOR PRESENTATION:



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: **VIII. Old Business**

MEETING DATE: **8/26/20**

BACKGROUND INFORMATION:

ACTION RECOMMENDED:

MEMBERS/STAFF AVAILABLE FOR PRESENTATION:



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: **IX. New Business**

MEETING DATE: **8/26/20**

A. SC member to serve as a delegate to the Town of Shrewsbury Diversity, Equity, and Inclusion Task Force

BACKGROUND INFORMATION:

On August 11, 2020 the Board of Selectmen established a Diversity, Equity and Inclusion Task Force to address these issues in the community. The task force will be composed of an intentionally diverse cohort of Shrewsbury residents representing a cross section of the population and numbering no more than 30 individuals. Each of these boards or committees has been invited to appoint one designee to serve as part of the membership of this newly formed task force: Board of Selectmen, School Committee, Board of Health, Council on Aging, and Commission on Disabilities.

ACTION RECOMMENDED:

That the Committee vote to appoint (member name here) to serve as the School Committee's delegate to the Town of Shrewsbury Diversity, Equity and Inclusion Task Force.

STAFF & MEMBERS AVAILABLE FOR PRESENTATION:

Ms. Sandra Fryc, Chairperson



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

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

MEETING DATE: **8/26/20**

BACKGROUND INFORMATION:

Updated minutes are not available at this time.

ACTION RECOMMENDED:

None

STAFF AVAILABLE FOR PRESENTATION:

Ms. Sandra Fryc, Chairperson

Dr. B. Dale Magee, Secretary



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: **XI. Executive Session**

MEETING DATE: **8/26/20**

A. For the purpose of addressing G.L. c. 30A, § 21(a)(7) “[t]o comply with, or act under the authority of, any general or special law or federal grant-in-aid requirements” (“Purpose 7”), Open Meeting Law, G.L. c. 30A, §§ 22(f), (g) – for the purpose of reviewing, approving, and/or releasing executive session minutes.

B. For the purpose of addressing G.L. c. 30A, § 21(a)(3) “to discuss strategy with respect to collective bargaining or litigation if an open meeting may have a detrimental effect of the bargaining or litigating position of the public body and the chair so declares” (“Purpose 3”) - the Shrewsbury Education Association Unit A; Shrewsbury Education Association Unit B; the Shrewsbury Paraprofessional Association; and/or the Shrewsbury Cafeteria Workers.

BACKGROUND INFORMATION:

Executive session is warranted for these purposes.

ACTION RECOMMENDED:

That the School Committee enter into executive session:

- A. for the purpose of addressing G.L. c. 30A, § 21(a)(7) “[t]o comply with, or act under the authority of, any general or special law or federal grant-in-aid requirements” (“Purpose 7”), Open Meeting Law, G.L. c. 30A, §§ 22(f), (g) – for the purpose of reviewing, approving, and/or releasing executive session minutes; and
- B. for the purpose of addressing G.L. c. 30A, § 21(a)(3) “to discuss strategy with respect to collective bargaining or litigation if an open meeting may have a detrimental effect of the bargaining or litigating position of the public body and the chair so declares” (“Purpose 3”) - the Shrewsbury Education Association Unit A; Shrewsbury Education Association Unit B; the Shrewsbury Paraprofessional Association; and/or the Shrewsbury Cafeteria Workers, where deliberation in an open meeting may have a detrimental effect on the bargaining position of the public body; and return to Open Session only for the purpose of adjourning for the evening.

STAFF AVAILABLE FOR PRESENTATION:

Dr. Joseph M. Sawyer, Superintendent of Schools

Ms. Barbara A. Malone, Executive Director of Human Resources

Mr. Patrick C. Collins, Assistant Superintendent for Finance and Operations



**SHREWSBURY PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

ITEM NO: **XII. Adjournment**