

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

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

Wednesday, June 3, 2015

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

Executive Session was convened by Mr. John Samia at 9:26 p.m.

Negotiations with the Shrewsbury Education Association, Unit A

Ms. Malone updated the committee on the discussions with the SEA about stipends, which encompass extra-duties, coaching and the Performing Arts. Stipends had not been analyzed in a number of years, and the group doing the research on them included High School and Middle School administration/faculty, and Ms. Malone. Each person researched a section of the stipend contract language and presented it back to the group. They decided that principals were the decision makers about what duties would receive stipends because of the knowledge base principals have about their schools and their educational programs.

Equity was the team's focus. They reached agreement on stipends for athletics and re-structured the coaches so that it was more equitable. The stipends for extra-duties were also agreed upon; there was a slight increase to the stipends, resulting in a potential increase of \$20,000. The stipends for Performing Arts did not reach agreement, and would result in continued conversation. Currently on the table, there would be a potential increase of \$20,000 in this area. Some of these increases, if approved, may be funded from related revolving accounts and not entirely from the appropriated budget.

The music lesson programs and its stipends for the middle school are not in the contract. The goal is to negotiate with the individual teacher.

Update on the Non-Represented Groups

Ms. Malone updated the committee about the Non-Represented group and the realization of the inequity in salary for five members of the secretarial staff at Central Office in comparison to similar positions in the Assabet Valley Collaborative. The salaries of these five employees are not within the town's goal of 90% of the median, and a conversation ensued about what to do about this situation. More information will be gathered so that a conclusion can be made based on financial details. Ms. Malone was informing the committee so that it would know that this would be an item of discussion in the near future.

Adjournment

On a motion from Dale Magee, seconded by Sandy Fryc, the committee voted unanimously to adjourn from executive session into open session at 10:01 p.m. The vote was as follows: Sandy Fryc, yes; Erin Canzano, yes; Jon Wensky, yes; Dr. Dale Magee, yes; and John Samia, yes.

On a motion from Dale Magee, seconded by Sandy Fryc, the committee voted unanimously to adjourn open session at 10:02 p.m. 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