



**ANDOVER SCHOOL COMMITTEE**

SC ROOM Key: I.O. = Information Only; A.R. = Action Request

**WEDNESDAY, APRIL 1, 2020 –**

**Virtual Meeting Broadcast by AndoverTV**

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- |  |               |
|--|---------------|
| I. SC Regular Meeting – Call to Order  | <b>7:00PM</b> |
| A. Call to Order/Moment of Silence/Salute to the Flag –  |               |
| B. Recognitions & Communications   |               |
| 1. Superintendent: Update on APS District Closure  |               |
| C. Public Input  |               |
| D. Response to Public Input  |               |
| E. Education   |               |
| 1. Changes in AHS Handbook related to closure (Phil C)   | A.R.          |
| F. Continuing Business   |               |
| 1. Superintendent’s Recommendation on pay for hourly employees thru May 4, 2020                        | A.R.          |
| G. New Business  |               |
| 1. Memorandum of Agreement (MOA) with Andover Education Association                                    | A.R.          |
| 2. Discussion/Vote: Historic Mill District Town Meeting articles (Austin S, Paul M)                    | A.R.          |
| a. ARTICLE 20: SALE OF TOWN YARD PROPERTY AND PORTION OF LEWIS STREET                                  |               |
| b. ARTICLE 21: DISCONTINUANCE OF A PORTION OF LEWIS STREET AS A PUBLIC WAY                             |               |
| c. ARTICLE 22: TAKING BY EMINENT DOMAIN OF TOWN YARD PROPERTY AND DISCONTINUED PORTION OF LEWIS STREET |               |
| H. Consent Agenda  | A.R.          |
| 1. Grants/Donations to District; Minutes   |               |
| I. Adjournment   | A.R.          |

*Pursuant to Governor Baker’s March 12, 2020 Order Suspending Certain Provisions of the Open Meeting Law, and the Governor’s March 15, 2020 Order imposing strict limitation on the number of people that may gather in one place, this meeting of the Regular School Committee Meeting will be conducted via remote participation to the greatest extent possible. Specific information and the general guidelines for remote participation by members of the public body and/or parties with a right and/or requirement to attend this meeting can be found on the Town website. For this meeting, members of the public who wish to watch the meeting may do so in the following manner: Andover TV Comcast Channel 99, Verizon Channel 43 OR streamed on the Education Channel at [www.andovertv.org](http://www.andovertv.org)*

*Members of the public who wish to ask a question on a particular agenda item during the meeting can do so by emailing [scremote@andoverma.us](mailto:scremote@andoverma.us) please include your name and address. Residents are encouraged to email their questions ahead of time, but we will do our best to relay questions received during the meeting to the School Committee. Every effort will be made to ensure that the public can adequately access the proceedings in real time, via technological means. In the event that we are unable to do so, despite best efforts, we will post on the Town’s website an audio or video recording, transcript, or other comprehensive record of the proceedings as soon as possible after the meeting.*

**Andover School Committee**  
**Minutes of February 6, 2020**

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Members in Attendance: Chair, Joel Blumstein, Vice-Chair, Tracey Spruce, Paul Murphy, Susan McCready, and Shannon Scully.

Others in Attendance: Superintendent Berman, Paul Szymanski Assist. Superintendent Finance & Administration, Assist. Superintendent Teaching & Learning Sandra Trach, Asst. Superintendent of Student Services Dr. Sara Stetson, and AHS Liaison Ben Roldan.

**I. School Committee Regular Meeting - Call to Order**

Chairman Blumstein called the School Committee to order at 6:15 P.M. in the School Committee Meeting Room located in the School Administration Building.

**II. Executive Session**

Paul Murphy moved for the Committee to meet in Executive Session pursuant to M.G.L. chapter 30A, sec. 21(a) for the following purposes: Purpose 3, to discuss strategy with respect to collective bargaining with the Andover Education Association Unit A and AEA Secretaries, AEA Occupational and Physical Therapists, Andover Licensed/Practical Nurses, Andover Assistants, Andover School Food Services, Andover School Custodians, and Andover Administrators Associations because an open session may have a detrimental effect on the bargaining position of the Committee. The motion was seconded by Susan McCready. Roll Call: T. Spruce-Y, S. Scully-Y, P. Murphy-Y, S. McCready-Y, J. Blumstein-Y.

**III. Regular Meeting resumed at 7:05 PM**

A. Call to Order/Moment of Silence/Salute to Flag

The meeting began with a Moment of Silence followed by the Salute to the Flag.

B. Recognitions & Communications

Andover High School students Puloma Bishnu and Veni Dole, from the BioBuilder Class, were recognized on Channel 5 for their work in building the DNA for, and testing the efficiency of, two enzymes that may break down PET, the main ingredient in plastic. They were finalists in the CleanTech Competition, presented at the BioSummit at MIT, published in the *Biotreks Journal*, presented at the Learning Innovation Showcase in January, and will be presenting at the Museum of Science on February 27<sup>th</sup>.

Per DESE, Andover will be implementing accountability requirements for student opportunity plans to identify groups in the district that are achieving, or have gaps in performance, and to design a plan to address the gap(s). Shelley participated in a DESE webinar today and learned that we have to develop targets and methods to approach the topics and the plan is to be approved by the School Committee.

Town Health Director Tom Carbone and Dr. Berman met today to discuss safety precautions for the Coronavirus and Triple E. Paul Szymanski. has provided direction to the custodians on maintaining the cleanliness of the schools.

A statement will be forthcoming from the Department of Education on the funding for the Kaleidoscope Initiative.

AHS Renovations: Facilities Director Janet Nicosia is conducting an analysis to look at the instructional space at AHS which will include the utilization rate.

Sandy Trach thanked ACE for hosting parent classroom walk-throughs at Bancroft Elementary which was very well received. The Guided Reading Initiative in the General Education Classrooms at the elementary level began this week. Kindergarten on-line registration begins on February 10<sup>th</sup> with information available on the APS Website.

Susan McCready reported on the West Elementary Building Committee Meeting held this morning. The Committee reviewed the design program, looked at the site placement including Shawsheen, and worked on finalizing the educational plan.

Susan and Joel hosted the informal School Committee Forum on Saturday. Some of the questions included: State aid, FY-20 budget freeze, items needed to deliver curriculum, school start times, clarification on selection of parents for advisory committee, technology, digital learning, social work, policies, healing and support at South, and the need for a gifted program in the District. Susan spoke to Communications Director Nicole Kieser on featuring information in All Around APS. Joel encouraged Central Office Administrators to send out communications to families on the budget freeze.

Paul Murphy attended SEPAC's Organizational Meeting on January 29<sup>th</sup> held at West Middle School. They worked on bylaws and getting the organization going. Their next meeting will be held on Monday, March 15 at 7:00 P.M. at Bancroft Elementary School.

Shannon Scully participated in the Capstone Literacy Review at AHS this morning and thanked Rebecca D'Alise for the work she does with the students. It is a very impressive program. Joel Blumstein, who also attended, said the expansion of the program over the last few years is impressive.

Joel reported on the Chairs Meeting he and Shelley attended last week. The Warrant for Town Meeting has closed with 49 articles; including 3 private articles. The Town Manager's Recommended Budget will be released Friday, February 7<sup>th</sup>. they also discussed Chapter 70 Funding. A Triboard Meeting is scheduled for March 11<sup>th</sup> at 7:00 PM in the School Committee Room.

School Committee Members have been assigned to the following groups for negotiations.

Teachers Union:	Shannon Scully, Tracey Spruce, Town Mgr. Andrew Flanagan
Custodians:	Joel Blumstein
Food Services:	Joel Blumstein
Administrators:	Paul Murphy
Instructional Assistants:	Shannon Scully, Susan McCready
OT/PT's:	Shannon Scully
Secretaries:	Susan McCready and Shannon Scully

### **C. Public Input**

#### Sally Mandelbaum/Leslie Ganley, AHS Spec Ed Teachers and residents

Sally and Leslie commented on previous suggestions for Case Management Time (CMT) during Professional Learning time which is difficult to do. AHS SpecEd is understaffed and there is not enough time to do their job and support all the student's needs. Please continue to advocate for increasing SpecEd staffing at AHS.

### **D. Response to Public Input**

Dr. Berman said there is always an interest in trying to solve a problem, and if not successful, he extended an open invitation to continue the discussion. He also said an additional Special Education Teacher is being added for 2020.

### **E. Education**

#### 1. ELPAC New Group Formation – Parents: Limor Soen, Daijie Huang

The Andover English Learners Parent Advisory Group (ELPAC) representatives came forward to be formalized recognized. ELPAC is a voluntary, non-profit organization which supports the academic success of all current and former English Learners and promotes cultural diversity within the Andover Community. It encourages cooperation and mutual support between English Learners, parents/guardians, school district administration, faculty, and the community. Elected officers are parents: Limor Soen (Chair) and Daijie Huang (Co-chair, Secretary).

Susan McCready moved that the Andover School Committee vote to approve the formation of the Andover English Learner Parent Advisory Council (Andover ELPAC) as presented following the provisions set forth in the By-laws and MGL Chapter 71A English Learner Education and 603 CMR 14:09 English Learner Parent Advisory Councils. The motion was seconded by Shannon Scully and voted 5-0 to approve. Tracey Spruce will be the School Committee Liaison to the Andover ELPAC.

### **F. Continuing Business**

#### 1. AHS Facility Study Committee Update

Mark Johnson, Chair of the AHS Facility Study Committee, and Dr. Berman updated the School Committee on the status and next steps. Discussions have included going "on our own" without assistance from MSBA and/or submitting another Statement of Interest to MSBA. The update included documents showing timelines and funding for various scenarios under new construction and addition/renovation, recent MSBA High School Projects, new

construction based on schedule scenarios, and construction costs per square foot (Data from MSBA Website). The cost of delays, at some point, becomes cost prohibitive; for each year the project is delayed the price increases by approximately \$10M. A recommendation will be presented to the School Committee on March 5<sup>th</sup>. If an SOI is to be submitted to MSBA, it is due in early April.

## 2. Update: Budget FY21

An update on the FY-21 Budget was presented by Paul Szymanski and Dr. Berman. They reported that the T-3 Program will continue its modest funding, an additional T-3 teacher added at AHS, and a Bridge Teacher at West Elementary.

### Total Budget for FY-21

Personnel:	\$72,578,173.	
General Exp.	\$16,668,527	
Total	<u>\$89,246,700</u>	3.86% as recommend by the Town Manager

Kerry Costello asked if resources have been included in the budget for the NEASC work that will start next year. Shelley believes that Principal Conrad has covered the expense within the high school budget.

## 3. Start Times Update

Sandy Trach provided an update on the progress of the School Start Times (SST) Working Group. The SST Group and the Parent Advisory Group worked on the following two goals: 1. Develop bell time scenarios vetted by Edulog that work within the parameters defined by the School Committee; 2. Provide objective information on the benefits and drawbacks of various school start time options for the School Committee. The five bell time options that met the specific criteria of Goal 1 were analyzed under major considerations and outlined in a memo to the School Committee.

There is great interest among the Working Group Members to decouple from the private school transportation. In addition, the Working Group learned that it will take 6 buses to eliminate the APS double runs, 5 school buses are needed if the 3 private schools are dismissed far enough apart to allow 2 tiers of busing; and 8 buses to decouple three private schools from the public schools. The annual cost per bus in FY21 is \$59,580 (in a 2-tier system).

Potential Options for further study have been narrowed to the criteria that the School Committee has sought, but there are still a number of drivers that will take further discussion to work through. Focus on bell time options, special education transportation in-town, impacts on Special Education, Athletics, Fine Arts, etc. Information on School Start Time can be found on the Andover Public School Start Time at [www.aps1.net](http://www.aps1.net).

Chairman Blumstein said implementation of school start time is *not* viable for FY-21 due to

financial constraints. The work of the SST Working Group and Parent Advisory Group will continue. The Committee appreciates the input of the community throughout this process and encouraged that they will keep working and talking on changing school start times.

4. Wellness Policy: Policy ADF Amendment: 1<sup>st</sup> Reading

Policy Sub-Committee Member Susan McCready explained the reason for adding new language to the policy in regards to elementary school recess. A revised policy version of Policy ADF is enclosed for the School Committee's consideration. No action required.

5 Hiring Process for Chief Operating Officer (COO)

Dr. Berman provided information on the process for hiring a new COO which begins with advertising the position in industry communications and on-line, and convening a Screening Committee including a School Committee member. The School Committee agreed to Dr. Berman's request to explore hiring a consultant to identify candidates for the COO and the Transportation Administrator positions.

**G. Consent Agenda**

- a. Grants/Donations to Andover Public Schools in the amount of \$5,069.00
- b. Minutes – N/A

On a motion by Susan McCready seconded by Tracey Spruce, the School Committee voted 5-0 to approve the Consent Agenda as presented.

**H. Adjournment**

At 9:10 P.M. on a motion by Susan McCready and seconded by Paul Murphy, the School Committee voted 5-0 to adjourn from the meeting of February 6, 2020.

Respectfully submitted,

*Dee DeLorenzo*

Dee DeLorenzo  
Recording Secretary