

Andover School Committee
Regular Meeting of June 29, 2012
School Administration Building - School Committee Room

Members in Attendance: Chairwoman Paula Colby-Clements, Vice-Chair Dennis Forgue, Annie Gilbert, Richard Collins, and David Birnbach

Others in Attendance: Dr. Marinel McGrath, Superintendent, Assistant Superintendent Nancy Duclos

I Regular Meeting

A. Call to Order

Chairwoman Colby-Clements opened the Regular Meeting of the School Committee at 8:35 A.M. Mr. Collins asked for a moment of silence followed by the Pledge of Allegiance.

B. Recognition/Communications

Superintendent McGrath said the last day of school for students was June 20th and is pleased it was a good academic year. She also noted the high school teachers passed the NEASC Reports. Dr. McGrath thanked everyone for coming together and hopes they can now move forward.

Dr. McGrath recognized Dr. Tom Sharkey who in good stead has been unflinchingly and unwavering in his commitment to our students as Interim Principal at Andover High School for the past two years and she publically thanked him for his dedication.

Dennis Forgue announced that he and Paul Szymanski have reached a tentative contract agreement with the school custodians.

C. Citizen Input

AHS Football Coach, EJ Perry along with five senior leaders from AHS thanked the School Committee and School Administrators for allowing them to attend the Football Camp in New Hampshire this summer. They appreciate the opportunity to be the cornerstone of a new start in athletics at AHS.

Bob Willard, 76 Tewksbury Street is delighted to see an agreement has been reached with the AEA and asked when the fact finder's report will be made public. Paula Colby-Clements said that regulations state that if an agreement was reached within 10 days of receipt of the report the report does not become public; therefore the School Committee will not be asking for its release. It is now in the hands of the Division of Labor Relations.

D. Education

1. Update on Bancroft School Project

Annie Gilbert reported they are in the process of finishing the new access road and developing temporary parking and play areas and anticipate a late August start to the building project.

E. Old Business

1. AHS Student Handbook

Paula Colby-Clements said changes to the AHS Student Handbook include changes to the Athletic Policy and as the School Committee is charged with approving the Handbook each year, they are in the process

of reviewing the proposed changes. She applauds Dr. Sharkey and Dr. McGrath for consideration of very difficult issues, and appreciates the public response to the proposed changes.

Dennis Forgue said the overall theme of the Handbook is in support of and all about kids, while some items are more controversial especially the items stipulating freshmen not participate in varsity sports and the elimination of Sunday practices. He suggests the Committee vote on the Handbook minus the controversial items which they should further discuss and vote on in the fall. David Birnbach concurred with Dennis on the pace of reviewing the athletic items causing public concern.

Annie Gilbert clarified that the proposed change for academic requirements of a 2.0 GPA for sports participation which is currently aligned with MIAA rules and allows for the high school to require higher standards than the minimum set by MIAA. Andover students do very well, less than a handful of students would be affected. The proposal would not take effect until after the first quarter grades. It is incumbent upon the School Committee to discuss how we can improve the policy and more conversations are needed, dialoguing with everyone will take awhile.

The proposed changes in the Athletic Policy to eliminate freshmen participation in varsity sports, elimination of Sunday practices, and selection of team captains sparked a discussion engaging many comments from the School Committee and public in attendance.

Dr. McGrath said school values include development of the whole child (intelligence, emotional, social) and policies have to also reflect the values of a community. She proposed the controversial items be withdrawn at this time so the School Committee can further examine the changes, provide for discussion with the AHS School Council, and conduct a broader discussion of developing a cultural change of this type.

The School Committee after discussion agreed to table the vote on the proposed changes for the elimination of Sunday practices, participation of freshmen in varsity sports, and selection of captains.

On a motion by Annie Gilbert with a second by Dennis Forgue, the Andover School Committee voted 5-0 to approve the Chemical Health Rule in the AHS Student Handbook.

On a motion by Annie Gilbert with a second by Dennis Forgue, the Andover School Committee voted 5-0 to approve the 2012-2013 AHS Student Handbook as presented, with the exception of the proposed changes regarding the elimination of Sunday practices, freshmen eligibility on varsity teams, and the process of selecting team captains.

Citizen input on the proposed changes to the AHS Student Handbook included:

Dave Nichols, 24 Smithshire Estates: Mr. Nichols is concerned with some of the policies being set forth; noting the difficulty in scheduling practices with up to 70 teams at AHS with as many various scenarios. Each team has different criteria for selecting captains, and disagrees with the policy of denying freshmen the opportunity to participate on varsity teams. You have to be careful about dictating policies, and should provide for input from the next Athletic Director.

Carl Grygiel, 7 Carisbrooke Street, said student athletic experiences are different for all students. He asked what research has been conducted to support these changes and, that they should apply to students involved in all extracurricular activities, and be further reviewed by the School Council.

E.J. Perry said the 2.0 GPA requirements uses athletics to motivate students, but elimination after the first quarter marking period can discourage students who are doing the best they can. He noted the Football Games are held on Friday nights, the team has a break on Saturdays with practices on Sundays. The MIAA allows for practices six days a week.

Peter Comeau, AHS Track Coach reported there has been a lot of discussion about how captains are selected, and he explained their process which includes staff and team members providing input, coaches meeting with captains, good academic standing requirements, and the ability to handle social situations.

Steve Tisbert, Softball Coach and teacher at WHMS, stated all recommendations for captains are taken into consideration and discussed, with leadership qualities being the top requirement. He suggests the formation of a Coaches Council with students all held to the same standards. Freshmen athletes are capable of playing on varsity teams while maintaining academic excellence. Limiting Sunday practices makes scheduling very difficult.

F. New Business

1. The School Committee has been updated on the contract agreements requiring their vote.

~Contract for School Secretaries for the 2010-2011 and 2011-2014 school years.

Annie Gilbert motioned for the Andover School Committee to vote to approve the Secretaries Unit Contract as presented: One (1) year contract agreement (July 1, 2010 to June 30, 2011) terms in effect during the July 1, 2007 through June 30, 2010 agreement apply with a 0% increase and a three (3) year contract agreement (July 1, 2011 to June 30, 2014) with changes as noted and percentage increases of 1% retroactive for the 2011-2012; and 2% for 2012-2013, and 2% for 2013-2014. The motion was seconded by Dennis Forgue and voted 5-0 to approve.

~Contract for Instructional Assistants 2010-2011 and 2011-2014

Annie Gilbert motioned for the Andover School Committee to vote to approve the Instructional Assistants Contract as presented: One (1) year contract agreement (July 1, 2010 to June 30, 2011) terms in effect during the July 1, 2007 through June 30, 2010 agreement apply with a 0% increase and a three (3) year contract agreement (July 1, 2011 to June 30, 2014) with changes as noted and percentage increases of 1% retroactive for the 2011-2012; and 2% for 2012-2013, and 2% for 2013-2014. The motion was seconded by Dennis Forgue and voted 4-0-1 to approve. Richard Collins abstained from voting.

~Contract for Teachers 2011-2014

Dennis Forgue motioned that in accordance with the June 19, 2012 Memorandum between the Andover School Committee and the Andover Education Association that the Andover School Committee increase the salary schedule in Appendix A of the AEA Unit A Teachers' Collective Bargaining Agreement by 1% effective September 1, 2011, by 2% effective September 1, 2012, and by 2% Effective September 1, 2013 and to pay teachers who were on such salary schedule during the 2011-2012 work year retroactive pay in accordance with such salary schedule increase. The motion was seconded by Annie Gilbert and voted 5-0 to approve.

2. Superintendent's Evaluation

The School Committee evaluation of the Superintendent encompasses five areas of evaluation to be considered which were previously provided to the School Committee to consider. Their individual responses will be folded into one document. Paula Colby-Clements asked each member to read their notes.

Annie Gilbert said it has been a difficult and challenging year for the Superintendent with on-going contract negotiations, work to rule, hazing incident, and the Bancroft School Project. Dr. McGrath has shown incredible fortitude looking at every issue on its own merit, demonstrating excellent leadership especially with the Leadership Team. She also provided incredible input into the school technology initiative, the technology warrant article, and selection of the technology CIO. She has been able to continue to moving the district forward in a very difficult year. In addition, she has kept the School Committee very well informed and credits her for the School Committee working together as a whole while interacting with each as individuals.

David Birnbach concurred with Annie's remarks and hopes that in going forward we can shift time to ways of improving programs, areas of innovation, and activities especially at AHS and look at what programs should be dialogued and accelerated.

Dennis Forgue asked that the Superintendent let them know what resources she needs to move forward.

Richard Collins agreed with the remarks of the other members.

Paula Colby-Clements also agreed with the comments of the other members and said that 2011-2012 was a year of great turmoil and challenges while many initiatives moved forward despite the daily obstacles. Dr. McGrath led us through difficult times, guided by the needs of students and doing what is best for children. Job well done!

Dr. McGrath stated she could not have done all that was accomplished without the support of the School Committee, Leadership Team, Staff, Teachers, and Students.

Dennis Forgue motioned the Andover School Committee approve an increase of 1% reflective of the other contracts approved for the 2011.2012 school year and a 2% increase for the FY-13.

Discussion: David Birnbach said an assessment should be completed at the end of a cycle and does not agree with approving a raise for FY-13 before it ends. The Committee agreed to have a broader discussion on priorities agreed by the School Committee for the FY-13 year and set an increase on achievement of those initiatives.

Dennis Forgue withdrew his first motion.

Dennis Forgue motioned the Andover School Committee approve an increase of 1% reflective of the other contracts approved for the 2011.2012 school year. The motion was seconded by David Birnbach and voted 3-0 to approve. Annie Gilbert and Richard Collins left prior to the vote.

F. New Business (Cont'd)

3. Approval of Field Trip

Dennis Forgue motioned for the Andover School Committee vote to approve the proposed extra-curricular trip for DMS students to Quebec City/Mont Ste. Anne on January 19-21, 2012 as presented and in accordance with the provisions set forth in the Andover School Committee Policy entitled "School-Sponsored Trip and Student Travel Policy". The motion was seconded by David Birnbach and voted 3-0 to approve.

4. Approval of Disposal of Surplus Equipment

On a motion by Dennis Forgue and seconded by David Birnbach, the Andover School Committee voted 3-0 to approve the recommended disposal of surplus school equipment as presented.

G. Consent Agenda

1. Warrants:	Expense Warrant:	SW1224	\$438,144.92
	Expense Warrant:	SW1224P	\$743.850
	Payroll Warrant	12SS14	\$2,535,654.55
	Payroll Warrant	12SS13	\$238,646.23
	Payroll Warrant	12S051	\$155,264.14
	Payroll Warrant	12S052	\$1,152,429.66

Dennis Forgue motioned the Andover School Committee vote to approve the warrants as presented. The motion was seconded by David Birnbach and voted 3-0 to approve.

H. Adjournment

At 10:15 A.M. on a motion Dennis Forgue seconded by David Birnbach, the Andover School Committee voted 3-0 to adjourn the School Committee Meeting of June 29, 2012.

Respectfully submitted,

Dee DeLorenzo, Recorder