

**Andover School Committee
Regular Meeting
Minutes of November 17, 2016**

Members in Attendance: Chair, Joel Blumstein, Vice-Chair, Susan McCready, Ted Teichert, Shannon Scully, and Paul Murphy

Others in Attendance: Superintendent Dr. Sheldon Berman, Assistant Superintendent of Finance & Administration, Paul Szymanski, Assistant Superintendent Teaching & Learning, Nancy Duclos, Ph.D. and Vish Vay AHS Student Liaison.

I. Regular Meeting:

A. Call to Order

Chairman Blumstein opened the Regular Meeting of the School Committee at 5:30 P.M. in the School Committee Meeting Room.

1. Executive Session

At 5:31 P.M. on a motion by Shannon Scully and seconded by Susan McCready, the Andover School Committee moved to enter into Executive Session to discuss strategy with respect to collective bargaining with AEA Unit A pursuant to MGL C.30A Sec 21 (a) (3), as an open session may have a detrimental effect on the committee's bargaining position and to return to Open Session. Roll call: S. Scully-Y, S. McCready-Y, and J. Blumstein-Y.

Return to Open Session/Call to Order/Moment of Silence/Salute to the Flag

Chair Blumstein reconvened the School Committee to order at 7:05 P.M. The meeting began with a Moment of Silence followed by a Salute to the Flag.

B. Recognitions/Communications– Highlights from the District

Dr. Berman thanked the Andover Coalition for Education and all those who helped organize the special screening of "The Future of Education" at the Cormier Youth Center on Tuesday, November 16th. The screening provided insights into how our classrooms today align with the latest thinking in education, and was well attended by parents, faculty, and school administrators. Susan McCready also thanked ACE for sponsoring the screening and a follow-up session is scheduled for January 2017.

In light of the emotions following the results of the recent Presidential Election, Dr. Berman is sending out a message on to parents, school, and staff, that respect and civility is the standard we hold ourselves to and will continue to maintain that standard.

Dr. Duclos reported on the Heart Monitoring Program held in the Gr 8-Physical Education Classes at WMS (and similar to a program offered at DMS) which teaches students how to monitor their heart rates based on activity, and the changes that have been made to the program. 1. Student confidentiality – the way student data is displayed in the system has been adjusted to so there is no connection to the student and the id number. 2. It is not the heart rate being graded, but the student's effort based on their own level of fitness that they stay in the target heart rate zone. 3. Wording on the parent portal will be changed to better reflect the exercise. 4. Every parent has that ability to opt their child out of the program, but they should first speak with the teacher so they know why they want to opt out. If there are special circumstances with the student, the program would be modified.

In recognition of American Education Week, Dr. Berman thanked the APS teachers for the enthusiasm and excitement they put into their classes and for the incredible service they provide to our students.

Ted Teichert wished the AHS Girls Swim Team good luck in their bid for the State Championship at the Swim Meet at Harvard on Sunday.

In response to school faculty talking about political positions, Mr. Teichert read the School Committee Policy #GBHGBIA: STAFF-COMMUNITY RELATIONS as follows:

1. Each member of the staff serves as a community relations agent for the school system. Every day each member of the staff is actively engaged in building community relations, whether or not he/she is aware of it. If these relations are good, the staff and the schools will derive many benefits. 2. While staff members have every right to advocate a position or candidate privately, on their own time, outside the school environment, the staff members should recognize that they are concerned with student education and community relations, and their responsibility during school hours is education, not politics.

C. Public Comment

Carleen Bell-Flanagan explained her concern with the accessibility for mobility impaired students to access the soccer fields, especially the corner soccer field at the High Plain/Wood Hill School Complex. This has been a consistent issue that has not been addressed effecting 954 students within the school complex with disabilities. Once again, this item is not in this year's CIP.

On behalf of the AEA and in recognition of Education Week, Peter Otis, Vice President of the AEA, thanked every staff person for their service, the AEA has made a donation to each school PTO, and thanked the School Committee for their support. Additionally, Mr. Otis responded to the article in today's *Townsmen* regarding teacher contracts and specifically the statement that teachers are rewarded through a provision in the contract for merely showing up for work. No one is merely showing up, teachers need to earn 120 professional development points for recertification with the Department of Elementary & Secondary Education; they are observed three times a year, and engage in professional development. All steps are a delayed compensation; teachers are not paid at a full rate until they have 14 years of experience and have obtained a Master's Degree. The AEA looks forward to commencing the bargaining process and hopes they will bargain in good faith.

Mike Roli, 2 College Circle, wants to make sure that any students/staff involved in comments made on social media regarding the Presidential Election have been reprimanded.

D. Response to Public Comment

Shannon Scully reported on the work in progress to define a plan for improved access to the soccer fields at High Plain/Wood Hill that makes sense. They are working with a landscape architect and hope to expedite this project. Ted Teichert proposed a motion to reopen the CIP to have this project added. Joel Blumstein said there is an item in tonight's agenda to add warrant articles to the CIP.

Shannon also commented that the Townsman Article regarding teacher contracts is considerably misleading, and that all of the school contracts are available for public view on the School Department website.

E. Education

1. All Day Kindergarten: (ADK)

School Administration has taken a deep look into the cost of ADK and the feasibility of reducing or eliminating tuition. Shannon Scully provided an informational PowerPoint including the methodology for charging for ADK. Andover's ADK is optional and the current tuition of \$4,650 is one of the highest in the state; tuition reductions are available based on eligibility. ADK Tuition collected for FY17 was approximately \$1.20M to cover the expense for 14 ADK Classrooms with reduced tuition dollars covered through the general fund. If full tuition was received from all ADK students the total would be approximately \$1.36M.

Karyn Sibbersen, 57 Lovejoy Road, distributed a document that re-summarized the extensive benefits of ADK, and noted that State wide 92% of kindergarten students are in All-Day K, and there has been an increased trend in Andover for ADK. It is important to have a collaborative effort to make ADK feasible; it is outside of the normal budgeting and more of a correction that needs to be made. Christine Beauchemin of 6 Furnari Farm Lane encouraged the School Committee to take ADK and a reduction in fees seriously as it is important to many families. Mary Sassin, 8 Stevens Street said the high tuition cost sends a message that ADK isn't important to us as a community, please send a message an ADK education is important to us.

Dr. Berman thanked Shannon and Karyn for their work in raising awareness of this very important topic. There have been discussions on offering free ADK, but the School Committee has not yet taken any action. Our budget issues are always very difficult and we all have to work together to meet our common needs. Susan McCready agreed that ADK is a complicated issue and a Town issue, not just a School issue. Susan appreciates all the work that has been done and for spreading the message around the community and other boards.

Ted Teichert asked what the anticipated budget increase would be for FY-18 and how much revenue is required to support all the initiatives, and are there any space concerns if ADK was made available. Dr. Berman said that is a good question that has to be researched. Chairman Blumstein said all of the priorities in front of us have to be weighted, and we are look at using some money in the revolving fund or in the General fund to lower the cost of ADK. Obtaining the funds to move to a free ADK program would have to be a town-wide decision.

2. AHS Climate Survey

Mary Ellen Janeiro, AHS faculty member and Phil Conrad, AHS Principal shared the questions developed for AHS Climate Survey and talked about when the survey will be sent out. The results will determine if we are hitting all the marks to gather information needed to gauge the climate of the school community– it is an anonymous Google form with no collection of IP addresses.

3. Class Size Report

Aixa de Kelley, Director of Guidance at Andover High School, presented the annual Andover High School Class Size Report noting that AHS continues to be over enrolled in a school built for 1600 students which now houses 1800 students. On average the current class size is 20.9. Ms. de Kelley provided data on sections, class sizes, and new courses added for all subjects

offered. There are 31 students in Dual Enrollment, 142 students participate in Community Service during the school day, 29 students enrolled in Independent Study, 19 students in Senior Capstone Projects, 13 students participating in Senior Exhibition Projects, 55 students enrolled in the AHS Help Desk, and 6 students participate in the Innovation Lab. The complete Class Size Report is available on the APS website. With the start of the new schedule next year, AHS will not be able to maintain the current class size without additional FTE's.

F. New Business

1. Potential School Committee Warrant Articles

School Committee sponsored Warrant Articles have to be submitted to the Town Manager by December 9th. Possible Warrant Articles include:

- accessibility issue at HPE/WHMS
- curriculum and textbooks (deleted completely from the CIP)
- creating a SPED stabilization fund
- if AHS is not the first facility on the SOI: purchase portables, expansion, and media center/café/preschool.
- AHS Media Center
- West Elementary

Paul Szymanski will discuss the recommendations and scope of work that DRA proposed with Ed Ataide on Friday.

2. School Committee Member Liaison Role

Paul Murphy asked if a School Committee member could attend a School Improvement Council meeting if you were not the liaison. Dr. Berman said School Committee members should communicate what meetings they attended. The Schools welcome visits from the School Committee

3. FY18 Budget Schedule and Assumptions

Paul Szymanski reported that the critical budgets dates are listed on the budget timeline with the School Budget due to the Town Manager on January 20, 2017. Dr. Berman said last year they had a considerable number of hearings on the budget where the principals were present to answer questions, and suggested adding an additional meeting date in December and January for a budget overview. The members can vote on the timeline as presented and add a supplement to it later.

Susan McCready moved that the Andover School Committee vote to approve the FY-18 Budget Development Guidelines and Assumptions as presented. The motion was seconded by Paul Murphy and voted 5-0 to approve.

G. Old Business

1. Superintendent's Goals:

On a motion by Susan McCready and seconded by Ted Teichert, the School Committee voted 5-0 to accept the Superintendent's Goals as presented.

2. School Committee Policy Manual – Chapter A, 2nd Reading

On a motion by Ted Teichert and seconded by Susan McCready, the School Committee voted 5-0 to accept the revised version of Andover School Committee Policy Manual, Chapter A, as presented.

H. Consent Agenda

1. Warrants: Expense SW1712 and Payroll 17S020

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

I. Adjournment

At 10:29 P.M. on a motion by Susan McCready and seconded by Ted Teichert, the School Committee voted 5-0 to adjourn.

Respectfully submitted,

Dee DeLorenzo

Recording Secretary

Documents: Tuition Analysis for Full Day Kindergarten
 AHS Class Enrollment Analysis
 2016-2017 Superintendent's Goals
 APS Policy Manual Recommendation Section A
 FY-18 Budget Planning Calendar, Budget Guidelines and Assumptions