

School Committee Meeting
Minutes of Thursday, September 20, 2018
Regular Session

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

Others in Attendance: Superintendent Berman, and Assistant Superintendent Paul Szymanski, Assistant Superintendent for Student Services Dr. Sara Stetson, and Assistant Superintendent for Teaching and Learning Sandy Trach, and Ben Roldan, Liaison from AHS Student Government.

A. Call to Order: Chair Scully called the School Committee to order at 7:05 P.M. in the School Committee Meeting Room in the School Administration Building. The meeting began with a Moment of Silence followed by a Salute to the Flag.

B. Recognitions & Communications: Dr. Berman spoke about the gas explosion incident that began on Thursday, September 13th and the impact on the Andover, North Andover, and Greater Lawrence Communities. A tremendous amount of energy has gone into the response and recovery efforts, dealing with the aftermath, and returning heat and electricity to homes affected. This has been a hard time for all. Dr. Berman acknowledged the response by the Town Manager, Chief Mansfield, Chief Keefe, Janet Nicosia and the many Department Heads in Town as well as staff from the Andover Public Schools.

AHS Environmental Teacher, Melanie Cutler, was recently awarded the regional Outstanding Earth Science Teacher Award presented by the National Association of Geoscience Teachers. The award is given to teachers who exemplify exceptional contributions to the stimulation of interest in Earth Sciences at the pre-college level. Melanie will be featured in the National Association of Geoscience Teacher's October publication *in the Trenches*.

Sandy Trach reported on the first meeting of the Staff Development Committee held today and the launching of the Fall Staff Development In-Service Courses for Andover teachers. Sandy also attended the kickoff meeting of the High School Capstone Program.

Sara Stetson said Student Services recently held two workshops on revamping the 504 System, and are starting a short-term commitment with Dr. Melissa Orkin, from Hill for Literacy.

School Committee members shared in Shelley's recognition of all Town Employees for their response and efforts in handling the September 13th gas explosion incident and its aftermath. Many members of the Andover Community have reached out to provide assistance and support to those affected. The School Committee was pleased that Andover was able to have school on Monday, September 17th and that the notification was received in a timely manner.

The ACE Scarecrow Festival begins October 13-27th, the theme this year is Andover Goes International: Explore the World. The School Committee will work together to design a Scarecrow.

The AHS Facility Study Committee is hosting a Community Presentation on the findings and recommendations for the renovation of AHS on Tuesday, October 2nd at 7:00 P.M. in the Collins Center. Tours of the High School will be available from 6:00-7:00 P.M.

- C. **Public Input:** Kerry Costello, AEA President, talked about the extreme heat conditions that affected several of the school buildings and especially the classrooms with temperatures in the high 80's and 90's the first two weeks of school. The AEA has put forth a suggestion that School Committee consider a Heat Policy.

D. **Response to Public Input:** None

E. **Education**

1. **Overview of new MCAS Accountability System:** Assistant Superintendent, Sandra Trach and Dr. Lisa Glickstein provided an overview of the new MCAS Accountability System presenting information on the changes in Massachusetts' Next-Generation Accountability System. The overview included information on the Accountability Indicator which is Andover's Report Card from DESE; the Normative Component which tells how well a school achieved compared with other schools statewide and; the Criterion-referenced Component, which is the targets the school needs to meet for its lowest performing students, in addition to meeting targets for the school as a whole, and assigns points based on progress toward the target for each indicator for all students and lower performing students. The new Accountability System changes are all new and should not be used to compare prior MCAS years. There is a greater emphasis on Student Success, Student Growth, and additional measures of success.

Categorization of Schools & Districts include: Schools of Recognition (demonstrate high achievement significant improvement or high growth); Schools meeting targets and Schools partially meeting targets without assistance or intervention (approximately 85%); Schools and Districts that require assistance or intervention with focused/targeted support or schools that are underperforming requiring broad comprehensive support (15%).

F. **Continuing Business:**

1. **Superintendent Goals:** Dr. Berman thanked the Committee for their feedback on the draft of his goals and shared the changes that were made. Susan McCready said that Dr. Berman is evaluated on the goals, and should come back to the Committee if he feels something should be changed. Joel said one of the top tiered issues was the expectations of the Athletic Program and, specifically, development of a Coaches' Handbook, which is a follow up item from the School Committee workshop on Athletics held last June. Joel feels it should be part of the goals and should be worked into one of the sprints. There was discussion that the Superintendent goals document is not intended to reflect every task the Superintendent is expected to accomplish during the year. Shannon

suggested the Committee get an update on the Coaches' Handbook at a future School Committee meeting, and said the Superintendent goals could be adjusted in the future at the will of the Committee.

On a motion by Susan McCready and seconded by Paul Murphy, the School Committee voted 4-1 to approve the Superintendent's Goals for the 2018-2019 School Year as presented tonight, with the option to modify in the future. Joel Blumstein opposed.

2. Capital Improvement Projects for FY20: Dr. Berman spoke about the CIP process and if they want, the School Committee can make the decision to pull items off the list and move to a later date. Janet Nicosia, Director of Facilities, spoke to the school projects that fall under Plant and Facilities sharing information on why some of the critical maintenance requests cannot be put off. The discussion included improvements to the Sanborn Site as part of the Master Plan. There are site issues at Sanborn that could cause significant future issues, including water entering the basement during rain conditions. The timing of Sanborn site work was discussed in conjunction with the need to determine potential locations for Shawsheen Preschool. It was suggested that funds for SCH-6 be transferred from the West Elementary funds voted at Town Meeting to the Sanborn Site.

Dr. Berman distributed a document on the rationale for air-conditioning at the elementary schools. During his visit to the schools on opening day when the temperatures were high, he found elementary students in schools with air conditioning to be much more engaged vs children in the two elementary schools without air conditioning who were lethargic and less engaged. Heat impacts younger children differently with a higher level of exhaustion and loss of concentration. Teachers are more challenged to provide engaging and active instruction. Dr. Berman is recommending that air conditioning be included in the CIP for the two elementary schools that do not it.

SCH-1 General Projects

Joel Blumstein moved that the Andover School Committee vote to approve SCH-1 as presented by the Superintendent and Assistant Superintendence for Finance and Administration. The motion was seconded by Susan McCready and voted 5-0 to approve.

SCH-2 Minor School Projects

Susan McCready moved that the Andover School Committee vote to approve SCH-2 as presented by the Superintendent and Assistant Superintendence for Finance and Administration. The motion was seconded by Paul Murphy and voted 5-0 to approve.

FAC-3 Security Projects

Paul Murphy moved that the Andover School Committee vote to approve FAC-3 as presented by the Superintendent and Assistant Superintendence for Finance and Administration. The motion was seconded by Tracey Spruce and voted 5-0 to approve.

SCH-5 Major School Projects

Tracey Spruce moved that the Andover School Committee vote to approve SCH-5 as presented by the Superintendent and Assistant Superintendent for Finance and Administration. The motion was seconded by Joel Blumstein and voted 5-0 to approve.

SCH-6 Standalone Requests (Sanborn Site as part of Site Master Plan)

Joel Blumstein moved that the Andover School Committee vote to approve SCH-6 as presented by the Superintendent and Assistant Superintendent for Finance and Administration. The motion was seconded by Susan McCready and voted 4-1 to approve. Tracey Spruce opposed.

FAC -7 Energy Initiatives

Susan McCready moved that the Andover School Committee vote to approve FAC-7 as presented by the Superintendent and Assistant Superintendent for Finance and Administration. The motion was seconded by Paul Murphy and voted 5-0 to approve.

SCH -9 Multi School Sprinkler and Fire Alarm

Paul Murphy moved that the Andover School Committee vote to approve SCH-9 as presented by the Superintendent and Assistant Superintendent for Finance and Administration. The motion was seconded by Tracey Spruce and voted 5-0 to approve.

3. **APS School Calendar for 2019-2020 School Year:** Kerry Costello, AEA President, reported that the AEA met on September 13th to discuss the proposed versions of the APS calendars and based on the outcome of their discussion, the School Committee may choose to vote on the APS 2019-2020 school calendar tonight.

Shannon Scully shared the School Calendar options that have been developed for 2019-20 and discussed at the July and August School Committee meeting. The Committee is voting a calendar for 2019-2020 in an earlier time-frame than in previous years. The Committee bargained with the AEA to start school the first Monday before Labor Day as long as there was no school on the Friday of Labor Day Weekend, and the School Committee created a policy on religious holidays that is more inclusive and responsive to religious cultures in the Andover Community. Shannon further stated that Andover does not and cannot make decisions about school vacation days based on religion, rather Andover has traditionally not had school on Rosh Hashana, Yom Kippur and Good Friday because they were considered “low attendance days” when not enough staff would be available for the district to operate effectively. The two calendar options under consideration are: Version 1 which holds school on the “low attendance days” of Rosh Hashana, Yom Kippur and Good Friday; and Version 2 does not hold school on these low attendance days.

Juliana Barbara, President of the AHS Student Government, and a junior at AHS, reported on the results of the student survey. They received responses from 500 students; 65% of the responders said calendars should not be changed to hold school on Rosh Hashana, Yom Kippur and Good Friday. Kerry Costello is pleased with the number of responses received and the students’ thoughtful and spirited discussions.

The AEA held their own survey with 440 teachers responding. The results showed 146 (33.2%) of teachers prefer Rosh Hashana, Yom Kippur and Good Friday to be school holidays and 275 (62.5%) want school to be held on these days, and 20 (4.5%) respondents had no opinion. Teachers have to use sick days or personal days to take a religious holiday per collective bargaining agreements.

The School Committee discussed low attendance days as they relate to the three religious holidays and the effect that removal of those days from the school calendar would have.

Paul Murphy moved that the Andover School Committee vote to approve Version 1 as the final version of the APS School Calendar for the 2019-2020 School Year. The motion was seconded by Tracey Spruce and voted 5-0 to approve.

Version I (includes school days on Rosh Hashanah, Yom Kippur, and Good Friday).

G. New Business – Hold to October 4th SC Meeting

1. First Reading Section J

H. Consent Agenda

1. Warrants: In order

2. Minutes

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

I. Adjournment

At 9:58 P.M. on a motion by Susan McCready and seconded by Joel Blumstein, the School Committee voted 5-0 to adjourn the meeting of Thursday, September 20, 2018.

Respectfully submitted,

Dee DeLorenzo
Recording Secretary

Documents: Draft of Superintendent's Goals
Proposed Calendar for 2019-2020 Version 1 and Version 2
District Comparisons: School Start and Religious Holiday Handling
School Committee Policy Section J
Summary of Changes to Section J
MCAS Accountability Indicators
2017-2018 Strategic Plan
Rationale for Air Conditioning Elementary Schools