

**Andover School Committee**  
**Minutes of May 23, 2019**

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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 Assistant Superintendent for Finance and Administration, Dr. Sara Stetson, Assistant Superintendent for Student Services, Sandy Trach, Assistant Superintendent for Teaching, and AHS Liaison Ben Roldan.

**I. SC Regular Open Session Meeting- Call to Order**

The Chair called the meeting to order at 6:00 P.M. in the School Committee Meeting Room located in the School Administration Building.

**II. Executive Session**

At 6:00 P.M. Tracey Spruce moved for the School Committee to meet in executive session pursuant to Massachusetts General Laws chapter 30A, section 21(a), Purpose 7 to comply with, or act under the authority of, any general or special law; specifically, to perform a review of executive session minutes dated 11/29/18, 12/13/18, 1/24/19, 2/7/18, 4/3/19, 4/4/19 and 4/12/19 pursuant to G.L. c. 30A sec. 22 and to determine whether all or portions of such minutes may be publicly released and for Purpose 3: to conduct a strategy session in preparation for negotiations with union personnel, specifically the Secretaries union, because an open meeting may have a detrimental effect on the bargaining position of the Andover School Committee. The Chair declared that an open meeting may have a detrimental effect on the bargaining position of the Andover School Committee. The Committee will reconvene in Open Session at approximately 7:00 P.M. The motion was seconded by Paul Murphy. Roll call: S. Scully-Y. P. Murphy-Y, S. McCready-Y, T. Spruce-Y, and J. Blumstein-Y.

**III. SC Regular Meeting Resumes at 7:01 P.M.**

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

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

The Chair announced two changes in tonight's agenda: Under Education: Food Services Fees and Transportation have been rescheduled to the June 6, 2019 School Committee Meeting.

**B. Recognitions & Communications**

Dr. Berman said this has been an inspiring and specular week for Andover students beginning with recognition of:

- the students who participated in the Capstone Presentations and Cap Talks, who were very articulate and well versed in their subjects.
- Thirty students endorsed at the Global Scholars Program.
- Over 130 students participated in the Andover/North Andover Special Olympics Event which was spectacular.
- Senior Awards in the Collins Center on Friday during H-Block at 10:07 A.M.
- Senior Awards Presentation will be held on Tuesday, May 28<sup>th</sup>

Sandy Trach thanked everyone who attended the School Start Time Forum held at Doherty Middle School last night. The next Forum will be held on June 11<sup>th</sup> at West Middle School (start times and dates are on the APS website).

Susan McCready, who attended the Capstone Celebration, recognized Darlene Ohlenbusch, Moderate Special Needs Teacher at West Middle School, and all of the teachers in the EXCEL Program who do a wonderful job with the mentoring program.

Susan also referred to the School Committee Meeting of April 25<sup>th</sup> and the comments by a former School Committee member about SEPAC. Susan found the negative comments and public humiliation to be very upsetting, and apologized to Sara Stetson and stated that she, Susan, never once questioned Sara's integrity and honesty.

Tracey Spruce reported that the Mass Association Theatre Guild nominated AHS for six Awards last night. Congratulations to Susan Choquette and the students.

Tracey & Joel were present at the Informal SC Forum this morning at MHL. Parents had questions on the following: the OCON Program, the Superintendent's contract, questions regarding MCAS scores and rankings, extended school day, school start times, and gifting to the Athletic Department.

Sara Stetson said this week's Special Olympics was very inspiring and it was great to see our very young 4-year-old athletes on the field with our older athletes. The Celebration for the Excel Program at WMS was held this week and was a great event.

Shannon Scully reported that a School Start Time Survey will be available on line for parents in mid-June and a separate survey available for staff over the summer. There is an icon on the APS Website that provides links to additional Information on School Start Time. [Schoolstartimes@andoverma.us](mailto:Schoolstartimes@andoverma.us)

Joel Blumstein reported that he attended the WMS EXCEL Celebration which was very inspiring and heartening. Sub-Committee and Liaison assignments for School Committee members have been finalized and are posted on the School Committee Website. Once SEPAC and ELL PAC are established, liaisons will be assigned to those as well.

Joel also attended the Retirement Board Meeting this morning. The topic was increasing COLA percentages for Retirees. COLA for retirees are based on the first \$12,000 of their pensions. The Board voted a 2.8% increase in the amount of the COLA.

- C. **Public Input** None
- D. **Response to Public Input** N/A

**E. Education:**

**1. AHS Field Trip: DMS Field Trip to Bretton Woods Jan 24/20-Jan26/20**

Tracey Spruce moved that the Andover School Committee vote to approve the proposed extracurricular trip for DMS School students to Bretton Woods on January 24-January 26, 2020 as presented and in accordance with the provisions set forth in the Andover School Committee Policy entitled “APS School-Sponsored Trip and Student Travel Policy”. The motion was seconded by Paul Murphy and voted 5-0 to approve.

- 1. **Food Service Fees** Rescheduled to June 6 2019
- 2. **Transportation** Rescheduled to June 6 2010

**3. Secretaries Contract**

The Memorandum of Agreement with the Andover Educational Secretaries Association was completed on May 6<sup>th</sup> and the AEA has ratified the agreement. Susan McCready explained the terms of the contract that included a 2-year agreement July 1- 2018 – June 30, 2020 and, consistent with other bargaining agreements, a 2% annual increase for FY 19 and FY 20, job changes, clarity on the work year, and holidays. Susan thanked the members of the AESA and Kerry Costello, President of the AEA.

Shannon Scully moved that the Andover School Committee vote to approve the terms of the Memorandum of Agreement dated May 10, 2019 with the Andover Educational Secretaries Association and to authorize the Chair to sign the successor collective bargaining agreement covering the period from July 1, 2018 to June 30, 2020. The motion was seconded by Tracey Spruce and voted 5-0 to approve.

**4. Policy on Paid Holidays – First Reading (see handout)**

Joel Blumstein gave the first reading of the Policy for Paid Holidays for non-union full year staff who shall receive the following as paid holidays: New Year’s Day; Martin Luther King Day; President’s Day; Patriots Day, Memorial Day; Independence Day; Labor Day; Columbus Day; Veterans Day; Thanksgiving Day, Day after Thanksgiving; Christmas Day. Any individual employment contract which proposes paid holidays other than those listed above shall require School Committee approval. The second reading will be on June 6, 2019.

**5. Superintendent’s Evaluation**

Dr. Berman will submit his end of year goals to the School Committee by June 10<sup>th</sup>, and the School Committee will submit their individual evaluations to the Chair by June 18, 2019. The Chair will develop a composite of the evaluations and distribute it to the School Committee by June 24<sup>th</sup>. The evaluation is on the form provided by DESE. The individual evaluations and the composite will become public documents. The evaluation will be presented in Open Session on Wednesday, June 26, 2019 at 7:00 P.M. The public is welcome to email comments to the School Committee.

## **F. Financials**

Paul Szymanski said that at this time of year there is always concern with outstanding liabilities and invoices. Everyone in the District has been notified to submit invoices as soon as possible, and any unencumbered dollars will be used for over-expenditures if necessary. The Business Office is carefully reviewing all accounts. The School Committee must approve the transfer of any funds between salaries and expenses.

## **G. Continuing Business**

### **1. I-Andover**

The IT Department / I-Andover is encouraging middle school parents to purchase Chromebooks for their students and to allow the devices to be managed through the IT Department during the school day. Rising 7<sup>th</sup> and 8<sup>th</sup> graders could continue to use their device and if parents didn't want the IT Department to manage their device, it wouldn't be managed. A Public Input Session will be held on May 29<sup>th</sup>. Joel asked the Committee if they want to vote now or wait until they have more information.

Shannon Scully moved that the Andover School Committee vote to endorse the recommendation of the Director of Digital Learning and the Chief Information Officer that, subject to appropriate grandfathering, Chromebooks be the recommended BYOD device for all Middle School Students and that parents and guardians of Middle School Students be encouraged to allow those devices to be managed by the District during the school day. The motion was seconded by Susan McCready and voted 5-0 to approve.

It was suggested that information be provided to middle school parents to encourage students to bring Chromebooks that would be managed by the School System, and providing an opt out option for parents.

### **2. Adoption of Elementary Social Studies Curriculum Frameworks**

Dr. Berman spoke about the One Community, One Nation (OCON) curriculum and how it emerged through his past Superintendent positions in Hudson, MA and Louisville, KY. Andover has framed out topics and essential questions and is improving the curriculum well beyond what was used in his prior school districts, and has created a curriculum program for Andover's elementary grades that is very literacy-based.

The Superintendent has proposed sharing this curriculum with other area districts, and stated he personally has no financial investment or gain in this venture. The Andover School District is not licensing this curriculum program nor are they underwriting the cost of any other District. The benefit in having a multi-District Collaborative will make it far less expensive for Andover, reduce the length of time to develop and share resources, provide opportunities for significant grant funding and other endeavors, and puts Andover in a leadership/innovation role. This is an Open Source Initiative.

Andover is investing in this effort and Dr. Berman believes others will invest as well. There will be checkpoints along the way provided to the School Committee. The School Committee's vote will give Andover the opportunity to move ahead with next steps in the development of OCON.

Adrienne Bock, K-12 Social Studies Program Coordinator, provided information on the process of arriving at the Elementary Social Studies Curriculum Frameworks being presented for adoption. She also reviewed the pillars of the frameworks adopted by DESE in 2018 which the OCON Curriculum supports and explained what is different.

A draft budget comparison of costs for OCON and the Literacy Initiative was distributed to the School Committee. Andover applied and received funds from the Cummings Institute to use towards OCON (3-year grant),

Tracey Spruce is uncomfortable with the amount of time teachers will be out of their classrooms for professional development (especially since we are extending the length of the school day for academics) and the cost of the program, although she does believe there is value in the curriculum. Paul Murphy appreciates that Tracey is bringing up the issue of teacher attendance in the classroom and the use of substitutes.

Susan McCready moved that the Andover School Committee vote to approve the Elementary Social Studies Curriculum Frameworks as presented. The motion was seconded by Shannon Scully and voted 4-1 to approve. Tracey Spruce opposed.

#### **H. Consent Agenda**

1. **Warrants:** Expense: SW1927 and SW1927A, Payroll 119S07
2. **Minutes:**
3. **Grants/Donations to District:** ACE Grant \$24,576

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

#### **I. Adjournment**

At 9:20 P.M. on a motion by Susan McCready and seconded by Shannon Scully, the School Committee voted 5-0 to adjourn from the Regular Meeting of May 16, 2019.

Respectfully submitted,

Dee DeLorenzo  
Recording Secretary