



ANDOVER SCHOOL COMMITTEE

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

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THURSDAY, JANUARY 27, 2022
SCHOOL COMMITTEE CONFERENCE ROOM

** Please note that public comment – either during the Public Input agenda item or on specific agenda topics – should follow School Committee [policy BEDH](#) *Public Comment at School Committee Meetings* and [policy BEDH-E](#) *Guidelines for Public Comment*, including limiting remarks to 3 minutes.**

I. School Committee Meeting – Call to Order **6:15 PM**

Executive Session

Motion and vote to meet in executive session pursuant to Massachusetts General Laws chapter 30A, section 21(a) for the following purposes:

Purpose (3) to discuss strategy with respect to collective bargaining with unionized personnel, namely Andover Assistants, SEIU Local 888-School Custodians, (AEA) Unit A, and the Jan 25 mediation re MUP-21-8668 (District's denial of paid leave to attend to Union matters), because an open session may have a detrimental effect on the bargaining position of the Committee. The Committee will reconvene in open session at approximately 7:00 P.M.

II. Resume Regular Meeting **7:00 PM**

- A. Call to Order/Moment of Silence/Salute to Flag
- B. Recognitions/Communications I.O.
- C. Public Input
- D. Response to Public Input
- E. Education
- F. Continuing Business A.R.
 - 1. FY23 Budget Vote
- G. New Business I.O.
 - 1. December Financials
- H. Consent Agenda A.R.
 - 1. Grants/Donations to District
 - 2. SC Meeting Minutes: December 16, 2021
- I. Adjournment

This is the SC posted agenda for the upcoming meeting to the best of our knowledge at the time of posting; however, other agenda items may arise; therefore, the SC reserves the right to discuss additional items if merited.

The mission of the Andover Public Schools, in partnership with the entire Andover community, is to educate by engaging and inspiring, students to develop as self-reliant, responsible citizens who are thinkers, problem solvers, and contributors prepared to participate in an evolving global society.

The School Committee intends to hold in-person meetings when practical in accordance with evolving health and safety regulations. Members of the public who attend School Committee meetings in person must wear a mask in compliance with School Committee policy [EBCFA Face Coverings](#).

Andover School Committee
Thursday, December 16, 2021
School Committee Room

Participants from the School Committee: Chair Susan McCready, Vice Chair Lauren Conoscenti, Tracey Spruce, Paul Murphy, and Shannon Scully.

Others participating: Superintendent Dr. Magda Parvey, Asst. Superintendent Dr. Julie Riley, Asst. Superintendent Dr. Sara Stetson, School Accountant Janet Wright, and AHS Liaison Justin Jin.

I. School Committee Meeting: Open Session/Call to Order

Chairperson Susan McCready called the School Committee Meeting to order and the Committee immediately moved into Executive Session.

II. Executive Session

Tracey Spruce moved that the School Committee meet in executive session pursuant to Massachusetts General Laws chapter 30A, section 21(a) for the following purposes: a) Purpose (3) to discuss strategy with respect to litigation with Fusion Academy, C.A. No. 1:21-cv-11059-PBS because an open session may have a detrimental effect on the litigating position of the Committee; and (b) Purpose (3) to discuss strategy with respect to collective bargaining with unionized personnel, namely Andover Assistants, SEIU Local 888-School Custodians and Andover School Food Service, and (AEA) Unit A, because an open session may have a detrimental effect on the bargaining position of the Committee. The Chair so declared an open session may have a detrimental effect on the bargaining and litigation position of the Committee. Motion seconded by Lauren Conoscenti. The Committee will reconvene in open session at approximately 7:00 P.M.

III. Resume Regular Meeting at 7:04 P.M.

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

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

*Ratification of Administrators Association Contract and Food Services MOA under New Business to be presented prior to Public Input.

B. Recognitions/Communications

School Visits Admin Updates PD learning and Covid 19

Dr. Parvey reported on her school visits to West Middle School and AHS on December 8th. During her visit to AHS, DESE was conducting their follow-up visit with students on their input on the teacher evaluation rubric. Students from the DEI Student Advisory Council, GSA, Black Student Union, Amigos Unidos, and the Student Diversity Club participated.

Administrative Updates: In addition to her attendance at the DESE meeting with students on teacher evaluations, Dr. Parvey attended the Triboard Meeting on Wednesday, December 8th to talk about the CIP, the West El/Shaw Bldg. Committee that included a virtual walk through of the school, a zoom call with the Commissioner who recommends that we take our snow days and think about our mental health and not to have remote days. He will review his decision on the mask mandate after the first of the year. The consultants conducting the study for our organizational chart returned to the District last week to complete the study.

Friday December 10th was a Professional Learning Day in the District with teachers engaged in discussions on the Principals of Learning and what instruction looks like, academic rigor, etc.

Julie Riley thanked the entire educational community for their support and engagement during our Comprehensive Review with DESE. The DESE Teams were in every building meeting with departments as a whole and participating in school visits.

Sara Stetson recognized the Director of School Social Work, Joe Yarid, and School Social Workers Christian Grange and Susan Hunter-Jones for providing a very nice panel presentation at the SEPAC Meeting last week on the topic of Student Mental Health. They will be providing a website that parents can use as a resource center to access our services and strategies to use at home.

Shannon Scully congratulated the AHS students who were inducted into the Honor Societies for the Performing Arts Society. At the School Committee Informal Forum on Saturday, at Memorial Hall Library, Shannon and Paul Murphy dialogued with participants on the impact of changing start times, information on "Where's my Kid" app (it is in a pilot stage), and the calendar list showing the District Policy for accommodations for religious services that did not include Christmas on the list of religious holidays. Shannon reported that since Christmas is a Federal Holiday it will always be on the holiday list but they will add it to the list of religious holidays.

Susan McCready reported on West Elementary /Shawsheen School Building Committee Meeting held last night. There is now a virtual walkthrough that allows you to see what the building will look like when it is constructed. A virtual direct abutter's meeting with West Elementary and Shawsheen School families will be scheduled to talk about how things will change after April vacation. The next virtual meeting is scheduled for January 19th a 7:00 PM.

F. (a) New Business

Director of Human Resources, Jessica Porter, reported on the 2-year agreement reached with the Andover Administrators Association.

Tracey Spruce moved that the Andover School Committee vote to approve the Memorandum of Agreement with the Andover Administrators Association Unit B for a two-year agreement from July 1, 2021 to June 30, 2023. The motion was seconded by Paul Murphy and voted 5-0 to approve.

Tracey Spruce moved to authorize the Chair of the Andover School Committee to sign the Andover Administrators Agreement. Motion seconded by Paul Murphy and voted 5-0 to approve.

C. Public Input

Karen Torres, an Instructional Assistant, spoke about their request to meet face-to-face with the Committee and thanked the School Committee for meeting with them. She is disappointed that they could not reach an agreement, but feels they are close. They agreed on much that was discussed and what is left to be addressed is the equity across the steps for the tenured long-standing employees; about 40% of the unit are on the higher steps.

D. Response to Public Input

Shannon Scully clarified that the proposal would increase wages by 6.7% for the top steps, which is higher than districts we consider to be competitive geographically to Andover. The School Committee feels it is a competitive offer and are disappointed that their lengthy negotiation meeting last night did not end in agreement.

E. Education

1. Update: Contact Tracing/Covid Protocols

Dr. Parvey providing an update from Director of Nursing, Rita Casper on the challenges of the DESE Contact Tracing Program and an update in general. The update showed the difference from 2020-2021 to 2021-2022.

<u>2020-2021</u>	<u>2021-2022</u>
<u>Hybrid Model</u>	All students in School (100%)
<u>Hold on all additional health screenings, delayed documentation for physicals/immunizations.</u>	<u>All health screenings to be completed</u>
Low Tolerance level for symptoms with fewer sick students in clinic.	<u>More complicated process for contact tracing/longer phone calls</u>
	Increased follow-up for absenteeism

Challenges to APS Nurses:

Director of Nursing, Rita Casper outlined the challenges in her presentation on COVID-19 Contact Tracing with proposed changes.

Note: Lauen Conoscenti left the meeting at 8:57 PM.

F. Continuing Business

1. November Financials

School Accountant Janet Wright provided a summary of information on the November Financials. There have been a number of key drivers including turnover savings and vacancies, transportation has been a key factor on the Special Education side. The December financials will provide a clearer picture on the transportation contract for Special Education once it is approved. The revolving accounts are working fine and no issues are expected this year.

G. New Business (continued)

2. Superintendent’s Preliminary Budget Presentation

Dr. Parvey presented her Superintendent’s Preliminary Budget with the understanding that there are still items which need to be addressed. The FY-2023 Budget Hearings will begin the 2nd week of January with principals and department heads reporting. The budget will be submitted to the Town at the end of January. They do not anticipate any increases beyond what the Town Manager has recommended.

The preliminary budget presentation provided information on:

Staffing Recommendations

Major Initiatives for FY-2023 and beyond

Areas of Cost Increase

Budget Priorities

Expense Improvements

School Accountant Janet Wright reported on the FY-23 Preliminary Salary Budget

Preliminary Budget Totals

Personnel 82%	\$78,636,989	
General Expense 18%	<u>\$17,428,712</u>	
Total	<u>\$96,065,76</u>	
TM Recommendation	<u>\$96,065,706</u>	375% increase

G. Consent Agenda

1. Grants/Donations to District total of: \$18,195.00
2. SC Meeting Minutes – November 18, 2021

Paul Murphy moved that the Andover School Committee vote to approve the Consent Agenda as presented. Motion seconded by Tracey Spruce. Motion passes 4-0.

H. Adjournment

At 8:27 PM Paul Murphy moved to adjourn the School Committee Meeting of Thursday, December 16, 2021. Motion seconded by Shannon Scully. Motion passes 4-0

Respectfully submitted,

Dee DeLorenzo
Recording Secretary