



ANDOVER SCHOOL COMMITTEE

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

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THURSDAY, MARCH 3, 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 6:00 PM
- II. *Motion and vote to meet in executive session pursuant to Massachusetts General Laws chapter 30A, section 21(a) for the following purposes: Purpose (2) to discuss strategy in preparation for negotiations with nonunion personnel, namely Assistant Superintendent for Finance & Administration; Purpose (3) to discuss strategy with respect to bargaining with unionized personnel, namely the Andover Assistants and (AEA) Unit A because an open session may have a detrimental effect on the bargaining position of the Committee. The Committee will reconvene in regular session at approximately 7:00PM.*

- III. Resume Regular SC Meeting 7:00 PM
 - A. Call to Order/Moment of Silence/Salute to Flag
 - B. Recognitions/Communications
 - 1. Introduction of Greg Hurley, Program Coordinator/Social Studies
 - C. Public Input
 - D. Response to Public Input
 - E. Education
 - F. New Business
 - 1. Budget Transfer Request A.R.
 - G. Continuing Business
 - 1. Intro/Vote: Asst. Superintendent of Finance and Administration A.R.
 - 2. Discussion & Second Reading: EBCFA Face Coverings SC Policy A.R.
 - H. Consent Agenda A.R.
 - 1. Grants/Donations to District
 - 2. SC Meeting Minutes: Jan 11, 13 and 27 SC Meetings
 - I. Adjournment

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](#).

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.

FACE COVERINGS

The Andover Public Schools District is committed to providing a safe and operational learning environment as schools continue to operate during the COVID-19 pandemic. According to public health experts, one of the best ways to limit the spread of coronavirus and to keep members of our school community safe is the use of face masks. Therefore, the following requirements are in place **when it is determined masking will be required** by Andover Public Schools throughout the District or in individual buildings and programs.

All individuals inside school buildings and on school transportation, even when social distancing is observed, must wear a face mask that:

- covers the nose and mouth;
- fits securely and comfortably against the side of the face;
- is secured with ties or ear loops;
- allows for breathing without restriction;
- does NOT have an exhalation valve or vent;
- can be laundered and machine dried without damage or change of shape if a multi-use mask;
- is a fresh surgical, KN95, or KF94 mask if single use.

Students and staff are not required to wear face masks **outdoors** even if defined social distance is not observed. This applies to:

- recess;
- physical education classes;
- athletics as defined by the Massachusetts Executive Office of Energy and Environmental Affairs (MA EEA) and adopted by the Massachusetts Interscholastic Athletic Association (MIAA);
- learning environments; and
- eating and drinking.

Individuals may be excused from the mask requirement if they:

- have trouble breathing;
- are unconscious or incapacitated;
- cannot remove a face mask without assistance.

Accommodations will be made for individuals for whom face masks are not possible due to medical conditions, disability impact, a significant impediment to communication, or other health

or safety factors, which for students may include behavioral challenges. Medical documentation acceptable to APS is required for a requested accommodation. Any accommodations must be approved by the building principal in consultation with the school nurse or local Board of Health. Face shields or physical barriers may provide an alternative in some instances. Parents may not excuse their child from the face mask requirement by signing a waiver.

Face masks will be required **indoors** except:

- during approved mask breaks of less than 15 minutes;
- while eating or drinking during designated snack and lunch; and
- while alone in an office or classroom.

A student's face mask or face covering is to be provided by the student's family. Staff members are responsible for providing their own face mask or face covering. However, the district will supply a disposable face mask for individuals who arrive at a building, or want to board school transportation, without one.

If students are in violation of this policy, the building principal or designee will consult with the parent/guardians to determine whether an accommodation is appropriate, and/or the student may be removed from the school building until such time as they can comply with the requirement.

Violations of this policy by staff will be handled in the same manner as other violations of all School Committee policy.

Visitors in violation of this policy will be denied entry to the school/district facility.

The School Committee delegates the authority to the Superintendent **to invoke or rescind the mask requirements under this policy** throughout the District or in individual buildings or programs as deemed operationally necessary to protect the health and safety of the school community as circumstances change or arise, based on data and professional judgment. Such decision shall be made in consultation with the Director of Nursing and Andover Director of Public Health and shall consider guidance from the Centers for Disease Control (CDC), the American Academy of Pediatrics (AAP), the Massachusetts Department of Elementary and Secondary Education (DESE), and the Massachusetts Department of Public Health. The School Committee must be notified of any decision by the Superintendent to invoke or rescind the mask requirements under this policy and the basis for such decision, including the input of the Director of Nursing and the Director of Public Health.

The Superintendent may exercise this authority with respect to the District, an individual school building, an individual school-sponsored event or program, or individual events or programs being conducted by non-APS groups using APS facilities.

The following requirements apply whether or not masking is required for all students and staff within an Andover Public School building or program.

- **Students and staff who test positive for Covid-19 must follow State of Massachusetts Isolation and Quarantine Guidelines in effect at the time.**

- **Masks are required in all school nursing offices.**
- **Masks must be worn wherever required by a state or federal public health order.**

Students and staff shall retain the option to wear a mask whenever and wherever desired at times when or locations where masking is not mandated by the school district. Students and staff who are not fully vaccinated or are immunocompromised are strongly advised to wear a mask when inside an APS building or while attending a school sponsored event or program.

The School Committee recognizes that because of their individual circumstances (e.g., they are immunocompromised or live with vulnerable individuals or individuals who cannot be vaccinated), a teacher may prefer students continue to wear masks in their classroom. The School Committee fully supports such requests and encourages the school community to voluntarily honor such requests.

The School Committee believes that all students deserve every opportunity to achieve academic success in a safe, secure learning environment. Good citizenship in schools is based on respect and consideration for the rights and choices of others. Students are expected to conduct themselves in a way that respects those rights and choices.

Further, NO student shall be subjected to harassment, intimidation, bullying, or cyber-bullying for their personal choice to wear or to not wear a mask during times when, or at locations where, masks are not required by the District.

Any student engaging in conduct demonstrating disrespect for another student's choice with respect to masking, including harassment, intimidation, bullying, or cyber-bullying, will be subject to discipline as defined in School Committee policies [JIC: Student Conduct](#) and [JICFB: Bullying Prevention](#).

This policy will remain in place until rescinded by the School Committee.

CROSS REF: [EEAEC](#): Student Conduct On School Busses

[GBEB](#): Staff Conduct

[JIC](#): Student Discipline

[JICFB](#): Bullying Prevention

[KE](#): Public Complaints

LEGAL REF:

REFS:

Massachusetts Department of Public Health – [Mask Advisory Updated December 21, 2021](#)

<https://www.mass.gov/doc/updated-advisory-regarding-masks-and-face-coverings-july-30-2021-0/download>

Centers for Disease Control and Prevention – [Guidance for Covid-19 Prevention in K-12 Schools Updated January 22, 2022](#) -

<https://www.cdc.gov/coronavirus/2019-ncov/community/schools-childcare/k-12-guidance.html>

Centers for Disease Control and Prevention – [Guidance for Covid-19 Prevention on Public Transportation](#)

<https://www.cdc.gov/coronavirus/2019-ncov/travelers/face-masks-public-transportation.html>

Massachusetts Department of Elementary and Secondary Education – [Press Release: Statewide School Mask Requirement Will Be Lifted February 28](#)

<https://mailchi.mp/doe.mass.edu/press-releasestatewide-school-mask-requirement-will-be-lifted-february-28>

American Academy of Pediatrics - [Recommendations for Opening Schools in Fall 2021](#)

<https://services.aap.org/en/news-room/news-releases/aap/2021/american-academy-of-pediatrics-updates-recommendations-for-opening-schools-in-fall-2021/>

American Academy of Pediatrics - [Guidance for Safe Schools and Promotion of In-Person Learning Updated January 14, 2022](#)

<https://www.aap.org/en/pages/2019-novel-coronavirus-covid-19-infections/clinical-guidance/covid-19-planning-considerations-return-to-in-person-education-in-schools/>

SOURCE: ANDOVER - September 2, 2020 (adopted from MASC August 2020 template)
Updated 10/1/20; 5/20/21; REVISED 08/16/21; REVISED **March ____, 2022.**

Andover School Committee
Tuesday, January 11, 2022
School Committee Room

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

Others participating: Superintendent Dr. Magda Parvey, Asst. Superintendent Dr. Julie Riley, Asst. Superintendent Dr. Sara Stetson, Business Manager Paul Szymanski.

I. **Budget Presentations**

A. **Call to Order**

The Chair called the School Committee to order at 6:00 P.M. The meeting began with a moment of Silence and a Salute to the Flag.

B. **Budget Presentations:**

The Department Heads have been given this opportunity to share their budget requests and explain the needs and supports for their programs.

1. **Fine Arts**

Director of Fine Arts, Sean Walsh recognized the Fine Arts Teachers who have done amazing work over the past few difficult years. Mr. Walsh is presenting a level service budget for general instruction and equipment and looking at a few areas to shift funds to further support Musical Professional Development in Feierabend and Orff-Schulwerk Training for some of the newer teachers and funding some of the infrastructure needs through the CIP such as furniture, risers, art tables, instruments, etc.

The need comes from the Extra-Curricular Programs at AHS (Show Choir, Vocal Music Program, Marching Band, and Theatre Programs) who depend on outside organizations for operational expenses. Typically, it costs \$25,000 in operational expenses to run three Show Choir Programs, and Early Enrichment expenses are typically covered by the Andover Vocal Music Program.

Expenses for the Marching Band Program of \$9,500 for arrangement rights, uniform support and upkeep, are supported by the Andover Band Association. Expenses of \$8,500+ for the Theatre Programs are covered by tickets sales and revenue for the annual costume budget and to pay professional musicians to augment our band for Show Choir. Sean is looking into how we can balance the role of our generous parent groups.

In addition, he is proposing two new stipended positions: one position for Winter Guard (\$3,000) and stipends for two AHS Tech Theatre positions for individuals to help operate the lights, sound, sets, etc. in the amount of \$2,500/\$1,500. These stipended positions would be a core part of operating the Music Department.

2. Teaching & Learning

Dr. Julie Riley has assessed the curriculum needs of the District and what she anticipates will come back from the review conducted by the Department of Education in December.

Curriculum materials needs include software and materials for curriculum mapping district-wide, (\$25,000). They are in the process of reviewing our math instruction and will need Math Instructional and Intervention supports for K-12 (\$225,000), and for building out the Social Emotional Instructional Learning Supports for grades K-12 (\$120,000).

An analysis of hardware is being conducted to determine what is needed to offer testing in each building for middle and high school students to support MCAS testing (\$147,500) that includes: \$1,300 for 300 Chromebooks for the middle schools and 400 Chromebooks for the High School. Paul Puzzanghera is working to secure 150 iPads including carts so we would have an initial 1-1 for our K-2 students. Additionally, they have been working on developing concepts for additional supports for content-based software to support ELA, Math, Science and Social Studies (\$75,000).

They also want to build out more content specific professional development for all content areas offered at the District level to help keep our teachers in-district and continually provide professional development for all staff. They are pursuing the expansion of Responsive Classroom, Ruler Training for Instructional Staff (Yale Center for Emotional Intelligence) and building out a district team to leverage this across the board for students and then families.

Dr. Riley and the Program Coordinators have been discussing the need for PD specific interventions for academic and SEL for students in K-8, building out an intervention practice and the requirements to facilitate and articulate some of the ideas. They are developing a plan for Technology and Blended Learning Training for the Digital Learning Coach's and District Staff to help with technology infrastructure and teacher staff.

Dr Riley also presented long-term plans for District Supports for Curriculum school-based programming to build-out our coaching staff:

~Expanded Coaching Staff for Math & ELA, K-8. (long-range plan) with a math and reading coach for each elementary school.	\$811,888
~MTSS Interventionists for ELA and Math.	\$442,848
~SEL Curriculum and Organizational Supports for Freshmen	\$ 25,000
~SEL Organizational Supports for students in Gr 9-12 and families.	\$ 20,000

The District Teaching & Learning Materials are the items identified for the 2022-2023 school year budget with priority for the math interventionists and supports, and building upon SEL including the hardware to facilitate the amount of assessment we have to do in the district. The professional development budget will be in the area of \$400,00 for FY-2023.

3. Student Services

Dr. Parvey thanked Dr. Stetson for her strategic planning resulting in some reductions in the Student Services Budget. Dr. Stetson's presentation provided a history of the Out-of-District (OOD) Mental Health programs and how they built out the T-3 Programs (multi-levelled

program) so kids can move in/out of levels. This year they launched a second high school model and the total number of students placed in OOD programs for serious emotional challenges have gone down significantly, thus reducing our costs. They have had a long and multi-pronged program on Learning Disabilities and the history shows a reduced rate of placements and reduced program costs.

They have steadily reduced their contracted services for students on IEP's by consistently and plan-fully building the infrastructure to build better supports in-house. Despite the reduction in their OOD placement (43% approximately), the fairly constant increases in tuition is due in part to the Dept. of Education who responds to applications for tuition adjustments for schools that doesn't follow a budget cycle, but an application cycle. Other budget issues include the increases in transportation costs and the small number of tuitions that are very different and in excess of our typical tuition range.

They have been looking closely at their BRIDGE Program for students with autism. The BCBA is supporting more than 65 students with intensive needs. The Program Coordinator has more than 80 students with monthly case reviews in addition to IEP and Evaluation Team Meetings. They have identified some needs in the way they would like to train their staff and would like to increase their Board-Certified Analyst Support personnel.

They would like to have an ETF for the BRIDGE program who has a high-level of expertise and who can run the very complex meetings and use Just-in Time Training that will help us maintain our staff. They would also like to add one BCBA teacher to help with increased enrollment and an additional 0.5 speech Speech-Language Pathologist. Through restructuring, they feel they can do this at no cost.

Cost Analysis:

Clinical Director	Cost neutral
RENEW Program	Using existing PD budget
Doherty T3 Pilot Program	Cost neutral
HPE T3	Grants and delta between IA and first year teacher pay (\$40,000)
Bancroft T3	Grant funded
AHS Gr 9-10 T3	Cost neutral
AHS Gr 11-12 T3	Grants and addition of 1 teacher (\$65,000)
Language based SLP .5 FTE	\$40,000
Add 1.0 FTE Teacher	\$60,000
Total Cost Programs:	\$208,000 per year
Total Savings:	\$2,450,000 per year

II. Adjournment

At 7:35 P.M. Lauren Conoscenti moved to adjourn the School Committee meeting of January 11, 2022. The motion was seconded by Tracey Spruce. Roll call: S. Scully-Y, T. Spruce-Y, L. Conoscenti-Y, P. Murphy-Y, and S. McCready-Y. Motion passes

Respectfully submitted,
Dee DeLorenzo
Recording Secretary

Andover School Committee
Minutes of Tuesday, January 13, 2022

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

Others participating: Superintendent Dr. Magda Parvey, Asst. Superintendent Dr. Julie Riley, Assistant Superintendent Dr. Sara Stetson, Business Manager Paul Szymanski.

I. Budget Presentations

A. The Chair called the School Committee to order at 6:00 P.M. The meeting began with a moment of Silence and a Salute to the Flag.

B. AHS Budget Presentation:

AHS Principal, Caitlin Brown, presented the AHS Budget for FY-2023. She began with the need for building-based substitutes and what they value about them. Their consistency, knowledge of school routines and schedules, relationships with students and staff, and their understanding of curriculum strategies are an integral part of the school. They provide consistent coverage for staff absence.

In addition, Principal Brown said they need a 0.5 Engineering Teacher for the expanded and redesigned engineering classes. Steve Chinosi spoke about the collaborative effort between the AHS Science Team and the Digital Learning Innovation Team that led to a partnership with NuVu Studio in Cambridge. APS would like to make engineering and design accessible to all students through the appropriate scope and sequence.

Science Program Coordinator Steve Sanborn and Steve Chinosi have been working diligently to build out the Engineering classes. The goal of the redesign is to facilitate more opportunities and access for students with design starting in the 6th grade. They reimagined the scope and sequence so students could build on this for the next four years. NuVu is a spinout of MIT in the media lab and based on a studio model. Our teachers are getting year-round professional development and a week-long 'boot camp' which is a deep dive. The student demand is greater than capacity for 2021-2022 and they are projecting an even greater demand in 2022-2023.

Questions:

Is it possible to reorganize the services that are being delivered to optimize the headcount; is there a 0.5 that can be re-purposed for this opportunity? How many building-based subs does AHS currently have and how many more do you envision needing?

AHS has three building-based subs and some per diem subs, who cover the classrooms. They would like to retain these three subs, who have been helpful due to the higher level of staff absences as Covid has expanded. They try to use the subs for not one class, but for different classes; sometimes covering for 2-3 teachers in one day. Building based subs are benefit eligible. Justin Jin said the long-term building based subs are an asset to the students and a critical part of the school.

Athletics: Bill Martin, Athletic Director presented two proposals; one to add team uniforms to the Athletic Budget and the other to add 21 Assistant Coaches.

Uniforms: Andover is fortunate that our Booster Programs do quite a bit of fundraising for Andover to purchase athletic uniforms which are not covered in the Athletic Budget. They also need Marching Band uniforms to replace uniforms that are close to 10 years old. Mr. Martin is proposing they create a 5-year rotation plan that would cost an average of between \$35-\$40K per year to replace uniforms.

They have been fortunate for the help of the Booster Organization who previously, at times, funded the cost of assistant coaches, which is not legal. Mr. Martin presented three options for consideration to fund the assistant coaches. 1. The Athletic Dept. budget will be funded to add additional coaches. 2. Allow booster groups to donate money for assistant coaches at a pre-determined amount. 3. Combination of booster groups donating money and the athletic budget adding funding for additional coaches.

The Athletic Department has 74 teams consisting of 500+ student athletes per season. They would like to fund 21 assistant coaches to have on hand for safety and instructional purposes. The 21 Assistant Coaches for the 13 sports programs who currently have volunteer coaches include: nine assistant coaches for female programs, eight assistant coaches for male programs, and four assistant coaches for the Co-Ed Programs (track/cross country).

Questions:

Which of the items is the higher priority? Mr. Martin said uniforms would be the higher priority at this time. All but two districts provide uniforms for their students through their school budgets. If the Boosters Organization would like to donate money, we would work with them to do so through the proper channels and process.

C. Middle School: Doherty Middle, West Middle, and Wood Hill Middle

Presentation for the three Middle Schools was provided by Doherty Principal Robin Wilson and Wood Hill Principal Patrick Bucco.

The Middle Schools are continuing with their requests for guidance counselors at each of the schools. They spoke about the role distinction between guidance counselors and social workers. They have been diligently working to look at where efficiencies and opportunities arise that would allow them to fund these positions. They would like to use ESSER Funds for two years and at the end of the grant funding, to continue funding guidance counselors through the operating budget by repurposing funds through retirement, resignations, etc. They see the guidance counselors as a value to the middle schools.

There will be some overlap with social workers and guidance counselors. The struggle now is to be proactive instead of reactive to help support our students to make sure their needs are being met and assisting the parents and families through the development changes of students and the increased need for social emotional and academic supports.

Guidance counselors would provide support to students and families to understand what to expect as they transition from 5th grade to middle school and transitioning from middle school to the high school. They will look at student achievement, attendance, and behavior to prepare students to have the right skills as they go forward including exploration for career counseling and working closely with the guidance counselors at the high school.

The counselors will be looking at support students with personal and social development and to educate our families on the value of Andover middle schools vs private schools. The Guidance counselors would be working more in the classroom and consulting with teachers and families providing collaborative opportunities, and skill-based development and being able to refer to outside organizations, whatever that needs to be.

Question: Would we be able to find guidance counselors if it is just for a two-year position? Dr. Riley said there are so few guidance counselor positions available, many would take the opportunity to work with students to get the experience.

Math Interventionists:

Target Tier 2 Academic support, provide small group instruction, monitor student progress and serve as a liaison to teachers.

Building Based Substitutes. Robin and Patrick shared the importance of the knowledge building-based substitutes have of school routines and schedules, relationships with students and staff, providing additional classroom team support, an understanding of curriculum strategies, and provide consistent coverage for staff absence. They currently have two at each middle school and want to keep them.

D. Elementary /Preschool level

Principals Pam Lathrop (High Plain Elementary) and Jason DiCarlo (Sanborn School) presented the elementary and preschool requests.

Currently, Andover has a Math Program Coordinator for PreK-12 and two math coaches shared with the five elementary schools. The math curriculum 'Math in Focus' was adopted in 2013. They are going through the process of focusing on a new curriculum and their assessment data indicates the need for math support at the elementary level.

A Math Coordinator for PK-5 would provide targeted support, alignment of the curriculum, analyze and respond to district and school data.

The PK-5 Math Coordinator would work with principals, coaches and teachers to develop a shared vision for mathematics and to support new math curriculum. They would collaborate and support coaches and teachers to deepen pedagogy and provide targeted supervision for coaches and teachers.

Math coaches would strengthen a culture where teaching math is student centered and developmentally appropriate with emphasis on the MA Standards for Mathematics. Coaches would provide increased momentum with math teaching and learning and collaborate with

support staff including Special Education. They would develop action steps in response to district and school data and collaborate with teachers and teams to deliver PD to address student needs. They would be familiar with the schools, students, curriculum, procedures, and provide consistency in learning for students and develop strong relationships with both staff and students.

The Elementary and Preschool principals are also requesting retaining the building based substitutes (currently have 2 per school). Shawsheen School has one building-based substitute that they would like to retain.

Discussion

The Principals are asking for 20 building-based substitutes across the District, what would be the cost, what would that look like, and are there any benefits included? What is the process for hiring Assistant Coaches, do they have to go through the Collective Bargaining Agreement process? What will be the cost for each request? Clarify positions that are re-purposed. Helpful to see the costs associated for each request.

E. FY 2023 School Department Additional Budget Considerations

Preliminary Budget Totals for Personnel and General Expense: \$96,065,706

The Committee discussed additional budget considerations including the reduction of student fees for: Transportation, High School Athletics, High School parking fees, and Middle School Extra-Curricular Fees.

They also discussed Capital Needs for Plant & Facilities that included:

Andover High School Design: \$1,700,000 Town Project vs \$2,500,000 MSBA Project

DMS Improvements: Currently there is \$8,000,000 in the CIP (School 5)

Improvements needed include but not limited to: installation of an elevator, reuse of ramp area outside of the gymnasium; construction of new, accessible single-user restrooms; installation of HVAC system; and installation of sprinklers throughout the building.

School-wide Site Paving Work: \$5,000,000 in CIP for School 5 in FY2025

Improve or replace crumbling or failing pavement surfaces throughout the district.

Air-Conditioning: \$10,700,000 in the CIP in in FY2025

(Sanborn, South, West Middle) to provide comfortable learning environment and extend year-round building use.

Technology:

At the Chair's Meeting yesterday, Paul Puzanghera presented information on the CIP Projects for Information Technology: IT-1, IT-2, and IT-3.

IT-2 Provides for leasing student devices (iPads / Chromebooks) used for daily learning and annual MCAS testing (\$436,477 for FY-23). The Town Manager asked if the School Dept. would move \$150,000-\$200,000 for FY-2023 (student devices) to the School Operating Budget.

Susan McCready provided the list of items in the FY-2023 Budget Framework that includes Obligations, Improvements, and Capital Projects.

The Superintendent is conducting a district-wide assessment of areas of strength and areas for investment.

Next Steps

Consider requests and priorities, on-going refinement of costs by Dr. Parvey and Administration Team.

Work with the Town Manager to define potential package of CIP Investments for consideration and terms based on projects and estimated rates.

Annual cost for Student Refresh Loan.

Superintendent FY-23 budget recommendations

Submit School Dept. Budget to Town Manager

The Chair asked the School Committee and the Administration Team to review the budget and budget requests prior to the next Chair's Meeting two weeks from Friday. (January 28th).

F. Adjournment

At 7:49 PM on a motion by Lauren Conoscenti and seconded by Paul Murphy, the Andover School Committee voted 5-0 to adjourn.

Respectfully submitted

Dee DeLorenzo
Recording Secretary

Andover School Committee
Thursday, January 27, 2022
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, Assistant Superintendent Dr. Sara Stetson, Business Manager Paul Szymanski.

I. **Regular Meeting**

A. **Call to Order**

Chairperson McCready called to order the meeting of the Andover School Committee at 6:15 PM in the School Committee Room and the Committee immediately voted to meet in Executive Session.

II. **Executive Session**

Shannon Scully moved for the School Committee to meet in executive session pursuant to Massachusetts General Laws chapter 30A, section 21(a) for the following purposes: (b) 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. Motion seconded by Tracey Spruce. The Committee will reconvene in open session at approximately 7:00 P.M.

III. **Regular Meeting resumed at 7:15 PM**

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

Susan McCready explained the nature of her comments at a recent grievance hearing and apologized to her colleagues, administration and to the many wonderful educators in our District.

B. **Recognitions/Communications**

Superintendent's Report:

The Superintendent reported on her activities of the past two weeks that included but not limited to budget preparation, administrative meetings, participation in Mass REDI Program on Racial Equity Diversity and Inclusion Strategy, New Superintendents' Induction Program, District Organization Meeting, Emergency Management Working Group with Town Officials, Town-wide PTO, DESE at Home Testing Program Announcement.

She also participated in the Superintendent's Administrative Team professional development with Teamworks' which was very productive. The January 7, 2022 All Around APS newsletter had 10,343 views since the publication began in 2018. Thank you to Nicole Kieser, School Communications Director.

Covid update: Our numbers have decreased from earlier in the month. The DESE At-home Testing Program will be beneficial to us. Students and Staff will receive a box with two tests every two weeks to test themselves. Positive cases should be reported in ASPEN.

We will no longer participate in the Test and Stay Program and quarantining will no longer be required for close contacts; the APS Dashboard will continue to be updated.

Julie Riley announced that the Kindergarten Registration period will begin on March 1st due to some technology updates in ASPEN. The update will be placed on the APS Website and in the local newspapers.

Susan McCready reported that Joel Blumstein, Chair of the West Elementary -Shawsheen School Building Committee, will be providing an update to the Committee on the School Building Project and an opportunity for the School Committee to ask questions. Susan and Dr. Parvey will be presenting the FY-23 School Budget to the Finance Committee on Tuesday night and the Triboard Meeting is scheduled for March 9th at 7:00 PM.

Susan McCready shared that she recently participated in Mary Robb's US History II Class at AHS where all of the students were having a conversation around immigration. The interaction of the kids and their understanding of immigration was very interesting and insightful.

C. Public Input

Susan Greco, 22 Summer St, N. Andover, an Instructional Assistant for Andover Public Schools, spoke to the Committee about the School Department's FY-23 Operating Budget and shared what she believes to be the dollar amount necessary to settle the IA's contract. Mary Jay Hudack, 62 High Street, also an Instructional Assistant said the job requires perseverance, stamina and empathy; the job can be rewarding and amazing and at other times discouraging. Discouragement comes with the feeling that the IA's are not valued. Please negotiate a fair contract with them.

D. Response to Public Input

E. Education

F. Continuing Business

1. FY23 Budget Vote

Dr. Parvey and Asst. Superintendent, Paul Szymanski presented a financial analysis of the updated version of the APS FY-23 Preliminary Budget to the Committee.

Personnel	\$77,899,943
General Expenses:	\$18,100,948
Total:	\$96,000,891 (3.68% increase)

The budget includes major initiatives to expand coaching and instructional support for Math K-8, curriculum development process across grades and content, back-office effectiveness and efficiency (Business Office) and operational efficiencies. Staffing recommendation to strategically allocate staff and maximize efficiencies to address the learning gap, provide targeted support based on identified needs, provide structures to promote continuous professional learning and curriculum development and support for social emotional learning for students.

Budget Recommendation Highlights shared by Dr. Parvey included the Baseline Level-Service Drivers: salary/track & step, COLA, and other financial compensation and Transportation for general ed and special education contract increases.

Offsets & Cost Savings include:

Out-of District Special Education tuition expense reductions

Strategic management of the Circuit Breaker funds

Natural attrition (retirements) of tenured staff and resignations replaced by new hires at lower pay rates.

Resource response to enrollment declined, including FTE restructuring

Support through ESSER Funds and other grants

Budget Summary:

Obligations	\$1,383,569	
Operational Efficiencies	\$ 403,000	
Core Curriculum	\$ 524,585	
Spec Ed and SEL	\$0	(funded through grants and repurposing, as presented on 1/11/22)
Student Activities	\$ 238,302	
Capital Projects	\$ <u>854,000</u>	
Total FY-23 Budget Increase:	\$3,403,456	3.68% over FY-22

Teaching & Learning: \$524,000 allocation

ESSER Grant funds will be used for Middle School Guidance Counselors Professional Learning, and Math Coaching to help our schools/students.

Recommended investments in Special Ed and Social Emotional Learning: SPED & SEL: Addition of a BRIDGE Program, BCBA's EFTs, and Part-time SLP for this program. SEL Initiative addition of one SEL position and the addition of three Middle School Guidance Counselors grant funded for two years. All of the above will be covered by grants and at no cost to the District.

Julie Riley reported on the need for SEL position to look at what currently exists in the District and the SEL Sprint and to build out an SEL program that is well articulated across the elementary schools and bridges the gap between home and school.

Student Activities are included in the budget for items typically paid for by the Parent/Booster Club for a total of \$23,302 for Performing Arts, Athletics and the elimination of the \$125 per-student fee for middle school extra-curriculars.

Capital Projects (SCH-5) \$604,000 for Repayment of loan to accelerate some facility projects
Device Leasing (IT-2) \$250,00 to move the student device lease from the CIP to the Operating Budget.

The School Committee appreciates the efforts of the School Administration Team for their work on the budget for the FY2023 School Year. Dr. Parvey also thanked the School Committee for their support in the budget process.

The Board is pleased on the reduction in student fees and for their action on addressing diversity and equity, providing initiatives for social-emotional support for students and for responding to the requests for Fine Arts and Athletics and revising the transportation fees for families to a maximum of \$400 per year. Justin Jin is pleased that there are funds identified for building-based subs.

Shannon Scully moved that the Andover School Committee vote to adopt the Superintendent of Schools' recommendation for the Preliminary FY-23 Operating Budget in the amount of \$96,000,891 subject to further public input and consideration of other relevant information. This amount would consist of the following:

Personnel	\$77,899,943
General Expenses:	\$18,100,948

Motion seconded by Paul Murphy. The School Committee voted 5-0 to approve.

G. New Business

1. December Financials

The Superintendent and Paul Szymanski updated the Committee on the current presentation the budget. Our Financials are in good shape at this time.

H. Consent Agenda: Grants/Donations to District; Minutes

1. Grants/Donations to District – None to report

2. SC Meeting Minutes – December 16, 2021

Paul Murphy moved that the Andover School Committee vote to approve the consent agenda as presented. Motion seconded by Lauren Conoscenti
Motion passes 5-0.

I. Adjournment

At 8:30 P.M. Paul Murphy moved to adjourn the meeting of Thursday, January 27, 2022.

The motion was seconded by Tracey Spruce. Motion passes 5-0.

Respectfully submitted,

Dee DeLorenzo
Reporting Secretary