



## ANDOVER SCHOOL COMMITTEE

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

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**THURSDAY, MAY 19, 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.\*\*

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|--|---------|
| I. School Committee Meeting – Call to Order                | 7:00 PM |
| A. Call to Order/Moment of Silence/Salute to Flag          |         |
| B. Recognitions/Communications                             |         |
| C. Public Input  |         |
| D. Response to Public Input                                |         |
| E. Education   |         |
| 1. AHS Field Trip – Peru/Amazon Rainforest Feb 17-25, 2023 | A.R.    |
| 2. AHS Field Trip – Baja, Mexico April 15 – April 23, 2023 | A.R.    |
| F. New Business  |         |
| 1. Financials (April)                                      | I.O.    |
| G. Consent Agenda  | A.R.    |
| 1. Grants/Donations to District                            |         |
| 2. SC Meeting Minutes – April 1, 28 SC Meetings            |         |
| H. 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.*

FY22 ANDOVER PUBLIC SCHOOLS

GRANTS & CONTRIBUTIONS

SCHOOL	FUND USE	DONOR	AMOUNT
Andover High School	Robotics Club FTC qualifier expenses	First Technical Challenge	\$1,449.00

ANDOVER SCHOOL COMMITTEE  
MINUTES OF FRIDAY, APRIL 1, 2022  
SCHOOL COMMITTEE CONFERENCE ROOM

**WORKSHOP**

**Participants from the School Committee:** Chair Susan McCready, Tracey Spruce, Emily DiCesaro, and Sandis Wright.

**Others participating:** Superintendent Dr. Magda Parvey, Asst. Superintendent Dr. Julie Riley

**Call to Order/Moment of Silence**

Chairperson McCready called to order the workshop meeting of the Andover School Committee to order at 1:04 PM in the School Committee Conference Room. The meeting began with a moment of Silence followed by a Salute to the flag.

Susan McCready introduced and welcomed the two new School Committee members, Sandis Wright and Emily DiCesaro.

Dr. Parvey spoke about the organizational restructure whose purpose is to build capacity in the District. They are waiting the feedback from family and staff and will present those findings at the next School Committee Meeting.

**School District Administration Design Basics as defined by Dr. Parvey:**

Administration is a required set of functions that involve knowledge, skills, and capacities, typically not required of other employee positions. They are licensed by the state and typical scale patterns of their function are 2-4% of gross revenue for public school district. Andover is operating at just under 4%.

The new organization chart describes what and who, design of positions, titles, and people, reporting relationships, span of control and usually depicted in a vertical/hierarchical format. The operational charts describe the "How" design of the complex array of teams and protocols to design and delivery, the expectations, norms and culture, protocols and practices for continuous improvement, and performance and resource management. Positions are designed around key functions: knowledge, experience, skills, capabilities, and required licenses from the State for some positions. Consistent language and definition of titles around levels of positions and span of control are scaled for efficient and effective HR and performance management.

**New Business**

**1. Organizational Design**

The Organizational Chart was shared with the School Committee members and explained by Dr. Parvey. The Administrative positions are designed around functions beginning with the Superintendent, Assistant Superintendent and Director.

Superintendent: Is the sole employee of the School Committee, Director of the Office of the Superintendent, and oversees the executive management of the educational enterprise.

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Assistant Superintendent: Oversees the executive management of multiple service areas of Operations and Teaching & Learning. They are a member of the Superintendent's Office.

Director: Typically, in charge of operational management of multiple departments within a service area with a number of people who come under them i.e. HR Director, Director of K-12 Learning who reports to the Assistant Superintendent or Executive Director. The Director of Communications and Engagement typically falls under the Superintendent in medium to large school districts, and does not have others that fall under them.

Principals/Managers are managers of school programs, service contracts budgets and people. Supervisors: Oversee programs, services and people management. A Coordinator maintains oversight of services and programs in a school system.

Teaching & Learning. This title may have multiple managers, content areas, and interpretations in alignment with State and Federal standards. It may include managers of specialized student services (nursing, counseling, and mental health) and may have instructional coaches across content areas or specific content areas (i.e. K-5 Reading), with primary responsibility for delivery of consistent instructional and engagement practices across classrooms.

### **School District Administration points of uniqueness**

Operations: District operations may be purchasing, vendors, transportation, food services, custodial work, and service contract management, and relationship management. When operating within a Town/District model, district operations may be provided such as Purchasing, and Technology.

APS Organizational Chart presented by Dr. Parvey addresses our core mission of teaching and learning excellent.

The newly designed infrastructure better supports classroom instruction, promotes a continuous learning environment, creates internal capacity without relying on outside vendors, defines roles and responsibilities.

Dr. Parvey has often heard that most of the people in the school system do not know who to turn to for questions. This design will establish how the work gets done and eliminate ambiguity. We need to have an infrastructure to clarify how the work gets done and also monitoring reports. There will be internal checks and balances and presentations/ information provided at School Committee Meetings.

The Organizational Design has been shared with building leaders. Professional learning opportunities have already been started with school administrators.

Dr. Parvey explained the flow of the responsibilities for the Executive Director positions, which are new to the system. Going forward, they hope to be able to add coaches for science, similar to what they have for math at the elementary level. Executive Directors will supervise program coordinators and coaches. Director of operational services will be responsible for instructional learning technology and services. Instructional Facilitators will have the charge of keeping coaches up to date.

Hierarchy and vertical structure in terms of supervision: There will be a lot of cross-functional work because there is so much information that has to be communicated between departments,

i.e. HR and the Business Office. The structure of an organization should be clear; however, we need more people to be able to properly oversee and ensure the work is getting done.

**Question from the Committee:**

Anxiety by educators, how will that be addressed? Dr. Parvey believes the coaches will have an impact on classroom teachers as well as the clarity around roles. They will have coaching cycles working with different teachers at different times. Based on the budget, we will have four coaches for elementary schools next year and shifting to a program coordinator for elementary math and elementary science dedicating their efforts at the elementary level. The participants discussed the benefit of coaches.

Without knowing what the roles are and who is accountable/responsible, building in efficiency helps us to be able to do these things without having to add people.

It is helpful to let the public know that building efficiency into the system helps to identify issues and deficiencies more quickly and for strategically planning structures. Positions must be about roles, and cannot be about individuals.

Dr. Parvey would like the new positions to be posted for the 2022-2023 school year. New positions have to be agreed to by the School Committee.

There is a concern about inconsistency for students related to the teachers they have. We need to make sure our teachers are all 'well-armed'. Quality professional learning has to be part of this work.

**I. Adjournment**

At 2:15 PM Tracey Spruce moved for the School Committee to adjourn the workshop. The motion was seconded by Emily DiCesaro. Motion passes 4-0.

Respectfully submitted,

Dee DeLorenzo  
Recording Secretary

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*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.*

**Andover School Committee**  
**Thursday, April 28, 2022**  
**School Committee Room**

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**WORKSHOP**

**Participants from the School Committee:** Chair Susan McCready, Vice Chair Lauren, Tracey Spruce, Emily DiCesaro, and Sandis Wright.

**Others participating:** Superintendent Dr. Magda Parvey, Asst. Superintendent Dr. Julie Riley, Dr. Ryan Fielding, APS Clinical Director, Joe Yarid, Director of Social Workers, and Jennifer Murray and Mike Roseman of Effective School Solutions (ESS)

**I. Call to Order**

Chair Susan McCready called the meeting to order at 4:00 PM. Susan reported that they will be two presentations around Social and Emotional Learning and Mental Health, current and future programming. Dr. Parvey is excited to have Andover's Clinical Director Dr. Ryan Fielding and Joseph Yarid, the Director of Social Workers presenting at today's workshop, and on a partnership with Effective School Solutions (ESS) to help enhance some of our practices and also to build our MTSS playbook which will address our Mental Health Tiered System in the District.

**A. New Business**

**1. Mental Health Discussion Dr. Ryan and Joseph Yarid**

Dr. Ryan spoke about the factors that affect the disposition of students that includes mental health support and Social Emotional Learning (SEL).

A review of the current APS Mental & Behavioral Health Team at APS and the current mental and behavior health MTSS Structure was provided by Dr. Ryan. The team consists of Licensed Clinical Social Workers, School Psychologists, Board Certified Behavior Analysts and Registered Behavior Technicians.

The Tier Support Level I is universal for all students at all times, Tier 2 is targeted intervention and Tier 3 is intensive intervention. Andover has done many things that target certain cohorts of kids in different school houses including mental and behavioral health screenings, as well as targeted trainings for Tier 1.

Current Tier 2 Level Structure includes in-school therapeutic support with individual counseling; therapeutic support includes group counseling, group skills-building, as well as family support with research connections and collateral communication.

Annually, there are approximately 1,000 kids in the Andover Public Schools that need some degree of Tier 2 support. Of that number, a little less than half are students who have special education needs. Approximately 54% are General Education Students and students who are on 504 plans. Middle school grades have the highest density of students needing Tier 2 support.

The Andover Public Schools Behavioral Support Consultation Team includes behavioral analysis, working with Massachusetts General Hospital, Brigham's, and Tact, as well as staff who are board certified in Behavioral Analysis.

Dr. Fielding explained the Tier 2 into Tier 3 Level structures which serve students with behavioral health crises and psychiatric crises. When students present with crises due to unsafe externalized behavior (behavioral health crises), school staff utilize Safety-Care protocol which is an applied behavioral analysis-based method prioritizing de-escalation and the physical safety of students.

Psychiatric crises happens when students have crises due to internalizing symptoms of unsafe behavior. Mental Health Staff provide a safety assessment, parent support and referral to crisis resources. Procedures are outlined in the "APS Student Self-Injury and Suicidal Ideation Protocols".

General Education School Re-Entry Planning and Support is for students who need support for returning to school; using the School Team and Hub support for students in K-5 and the School Team & BRYT (The Brookline Center for Community Mental Health) Framework. For students in high school, they use the School Team plus TLC Program.

Future directions for Social Emotional Learning for Tier 1 includes using RULER through the Yale Center for Emotional Intelligence. Professional Development for APS Staff includes the Fundamental Principles of Trauma Sensitive Schools.

Addressing the Effects of Covid:

They have noticed that students are presenting with delayed development in social maturity, and that the disposition of students in the school house show areas of concern that includes student perception of themselves. At AHS, half of our students reported a little bit of anxiety and depression with 15% reporting an increased level of anxiety related to Covid.

Augmenting Services:

Increase targeted Tier 2 Supports include offering more types of therapeutic groups such as 6-8 week interventions for targeted needs, as well as additional push-in, in-class support for high needs students, and targeted school entry/re-entry support for school avoidance and truancy challenges.

Reflective Assessment: Identify new opportunities for student and behavioral health interventions, streamlining current practices, and assembling a singular repository for APS protocols related to mental and behavioral health.

On a daily basis, Mr. Yarid said the APS Social Workers are constantly accessing the needs of their students. The conditions of the pandemic increased children's anxiety. Having students in the schools 6-7 hours a day provides opportunities for their staff to address the situations to determine what is school-based and how they can provide services.

As increased needs are identified, Dr. Parvey said it would be helpful to share that information with the Committee. Andover has a talented group of social workers who work exceptionally hard with a greater caseload than what they have had before.

School Committee members responded with questions to Dr. Ryan and Mr. Yarid, asking about the benchmark tool, and the TLC Program provided which Andover has used as a model for the past 8-9 years; it is something that is a very important piece to have from the Bright Network at AHS. There was concern about mental health before the pandemic and which has increased since the pandemic. The School District can do school based counseling, but there are many students who need services outside of the School; there is a concern about the lack of providers. Mrs. McCready is pleased with all of the programs APS has and the work our Mental Health Team provides.

Dr. Parvey thanked Dr. Fielding and Mr. Yarid for their presentation.

Dr. Fielding and Joe Yarid have been working with Jennifer Murray and Mike Roseman to establish what they can provide in a data-backed, cost-effective clinical programs embedded in the school day.

#### **B. Expanding the Continuum of Mental Health Care in Andover Public Schools**

Jennifer Murray, District Director and Mike Roseman, Assistant Director of Effective School Solutions (ESS).

Information was provided on the three different listening sessions with building leaders and Special Education to identify areas of vulnerability in the existing continuum of student mental health care and to identify if there is a disconnect between programs that do exist in the district and not utilized as readily as people would hope.

Findings: There is a comprehensive plan in place for supporting the social-emotional health of students with numerous stakeholders mentioning the district's strong commitment and ongoing work. There is a need for a comprehensive approach, educator support, and development on mental health topics that is well thought out.

They expressed concern about the sufficient therapeutic capacity of the Tier 2 level to support the increased number of students presenting with mental health challenges. Building leaders shared that students were reluctant to come into the building and needed a lot of family coaching, consuming much of the existing bandwidth that exists in the buildings to support students at the Tier 2 level.

There is a desire to expand the Tier 3 level programming and also to create a path for the highest level of mental health care outside of the special education setting. There is a need for more family and parent engagement. They are also looking at a partnership for the upcoming school year.

Two focuses: Start serving students and getting them the mental health care they need and organize the current resources in the District and how they align to the changing student population.

Organizing Professional Development across the district by establishing MTSS (Multi-tiered System of Support) the same type of structure currently being used in Andover. Look at mental health and develop clear universal interventions at each tier of school, establishing a structure of tiers of support, and developing a playbook which will be used as a training and monitoring tool and to have focused professional development for all staff; particularly on the impact of trauma on student mental health.

Presentation of the Tier 2 Clinical Programming Model would be started with embedded clinicians at WMS, WHMS, and AHS to expand capacity for General Education students and offer flexibility at Tier 2 levels for students who do need the home school connection. Each clinician would have a caseload of 12-15 students providing weekly individual therapy and they do have the availability of offering Group Therapy.

Parent Workshops: The suggestion is to offering virtual workshops on a large range of options, caring for the caregiver, navigating the challenges parents and caregivers face in response to Covid, and using the “nurtured heart” approach.

In addition, ESS would provide a Regional Clinical Director to oversee the partnership coming on site regularly to make sure they are hitting the mark programmatically and to provide additional supervision to the clinicians. They can also provide urgent interventions if clinicians are not available throughout the day. ESS clinicians will be in the schools every day and will try to incorporate family therapy during the day.

It is evident that support is needed at AHS ,Wood Hill, and West Middle Schools due to Tier 3 levels that will provide equitable coverage across the District. They quantify and measure gains with students using a student self-report, and also have clinicians track student progress over time. They also have a parent satisfaction survey rating their experience on they are benefitting overall on the services provided.

They have an entire Professional Development Library that they can work with the District to organize a plan and identify the right kind of sequence and content.

## **II. Adjournment**

At 6:00 PM on a motion by Lauren Conoscenti and seconded by Emily DiCesaro, the School Committee voted 5-0 to adjourn the workshop of April 28, 2022.

Respectfully submitted,

*Dee DeLorenzo*  
Dee DeLorenzo  
Recording Secretary

**School Committee**  
**Minutes of April 28, 2022**  
**School Committee Conference Room**  
**2<sup>nd</sup> Floor-School Administration Building**

**Participants from the School Committee:** Chair Susan McCreedy, Vice Chair Lauren Conoscenti, Tracey Spruce, Emily DiCesaro, Sandis Wright.

**Others participating:** Superintendent Dr. Magda Parvey, Asst. Superintendent Dr. Julie Riley, Business Manager Paul Szymanski and AHS Student Liaison Justin Jin.

**I. Call to Order**

The Chair called the School Committee Meeting of April 28, 2022 to order at 7:00 PM.

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

**A. Recognitions/Communications**

Dr. Parvey shared her Superintendent's Report noting the many school visits and events at the various schools that included Bancroft Elementary Faculty Meeting, HPE Grade 4 Writing Celebration, DMS Presentation of "*The Lightening Thief*", AHS Climate Change Summit, Ms. Masters Class at AHS on different civilizations, AHS Professional Development and the AHS Faculty Meeting as well as the Credit for Life Fair, and the Warrior Way Program at all of the Elementary Schools along with a visit to West Elementary School

Administrative Updates included the following: Dr. Parvey attended a host of events including but not limited to: the West El/Shaw School Building Committee Meeting on April 6<sup>th</sup> on cost efficiencies of materials, Effective School Solutions Presentation with ESS to prepare for today's workshop, A.C.E. monthly meeting to discuss TIF Grants and other ways to fundraise, school Administrative Team (SAT) Meeting, the New Superintendents' Induction Program, a Webinar by M.A.S.S. on legal and practical issues around staffing, a Bancroft Principal Focus Group with Staff, and the New Superintendents Induction Program.

Dr. Riley thanked Scott Darlington for the fantastic job with the Credit for Life Fair which provided a great amount of information for students on what to expect once they are out of high school and in college. We are also working on the Vision of a Graduate Plan with to develop a long-range plan starting the work in May. They will be presenting updates to the School Committee. Dr. Riley also thanked Dee Delorenzo for her many years of service and dedication to the School Department and wished her well on her retirement.

Tracey Spruce shared her appreciation and such a great reflection of students in Andover's Warrior Way and how it has been expanded from just athletes to all extra curriculars so the elementary school students get to see all of that.

On April 8<sup>th</sup> Tracey and Sandis Wright hosted the latest informal forum of the School Committee in the Memorial Hall Library which was lightly attended by two people.

Lauren Conoscenti, with a nod to Sean Walsh, Director of Fine Arts and Music, shared that Andover was selected by the National Association of Music Merchants as one of the best communities for music education. On Wednesday, May 4<sup>th</sup> from 5-7 PM Andover High School Student Artists will be displaying their work in an exhibition held in the Robb Center.

Susan McCready also participated in the AHS Credit for Life Fair and thanked David Florina and Brad Heim from the Andover Service Club who started this Fair in 2015 as a way to provide some everyday financial education to our students at AHS. Scott Darlington has done an amazing job partnering with them. On another note, West Elementary School is all setup for the construction vehicles to come in.

Chair McCready asked that the School Committee move up Warrant Article 26 in the School Committee Agenda to which the Committee agreed.

**B. Public Input -None**

**C. Response to Public Input- N/A**

**D. Education**

**1. AHS Field Trip Students at SeaPerch International Competition – June 4, 2022**

Asst. Superintendent Julie Riley reported on the proposed AHS Field Trip for students to attend the SeaPerch International Competition on June 4<sup>th</sup> in Atlanta, Georgia. AHS Science Teacher, Dan Donovan, and students from the SeaPerch team were present and provided information on the requirements and expectations of the trip. The students won a Regional Competition in NH and now they have been invited to go to Washington, DC to participate in an International Competition. Students provided a demonstration of the robot they used in the competition and a copy of their report.

Lauren Conoscenti moved to approve the proposed extracurricular trip for Andover High School students to travel to the SeaPerch International Competition to be held at the University of Maryland, College Park from June 3 – June 5, 2022 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”. Motion seconded by Emily DiCesaro. Motion passes 5-0.

**E. New Business**

**1. Proposed Transportation Discussion and Contracts – Peter Delani, Director of Customer Relations, Lisa Alterisio, Vice President of Operations were present.**

- a) Regular Education, Extra Curricular – Trombly
- b) Out of District Special Ed School Year and Out of District Summer – NRT

In conversations that Paul Szymanski has had with Beacon Mobility’s Senior Vice President of Operations, Tim Sheehan, he was advised that due to the recent increase in the CPI and fuel expenses within this market, NRT and Trombly Motor Coach Services will need to retain the FY-2023 rates as originally bid in 2019, as they apply to one-year extensions for four transportation contracts. FY-22 is the last of a three-year contract. Per M.G.L C30b the contractor can hold the unit pricing initial bid, but cannot increase. The vendor can also offer lower pricing at his discretion.

Paul has invited two Beacon Mobility representatives, Peter Delani and Lisa Alterisio, to the meeting to answer questions regarding the extensions and to provide the Committee with operational updates.

Peter Delani, Director of Customer Relations, Lisa Alterisio, Vice President of Operations for Beacon Mobility were present and spoke about moving forward with a better product

and to look at best practices to bring uniformity to bus service. They are familiar with the questions and concerns the School Committee has, and of the unevenness of the delivery of their services. They, like many other bus companies, have been facing a shortage of bus drivers and are lobbying at different levels to try to alleviate this problem. They realized the data they were using was a false narrative and didn't truly understand where their gaps were in driver shortages and where the problems were, and did not do a very good job of communicating and articulating current situations.

They are now taking a proactive creative approach to hire bus drivers and monitors which can be an eight week process. They have had bi-monthly meetings with the Governor's Office and have setup an office in the Dominican Republic to recruit driver candidates. They are also working with the Dept. of Transportation, the DOT and the State School Transportation Association who are lobbying to reduce the requirements for a CDL license. The original contract with Andover was bid on a set of school start and end times which have changed and condensed the time for pickup and drop-off.

They are looking at balancing out routes to help make for a smoother process for next year by reducing and adjusting the number of stops. It is important to a district that they change the cultural component of parents asking for stops closer to their homes; causing the routes to get out of control.

Mr. Delani said they also attended a Customer Advisory Session to determine how they can better serve the school communities. They realize that their office staff was not contacting the school transportation office in a fair amount of time and will improve on that aspect. They are also investigating how to get substitute bus drivers back on board. The impact of multiple stops on routes, the impact of condensed times, construction, and driver shortages, have caused some difficulties with timeliness.

Paul Szymanski reported that they are looking at walk-to-stop and safety factors to determine if there are stops we can begin to combine that are reasonable and safe. This will be a big summer project and the continued collaboration with the Bus Company, should produce results.

### **Regular Education**

Emily DiCesaro moved that the Andover school Committee vote to extend, for one additional year, an existing transportation contract for regular route buses effective July 1, 2022 through June 30, 2023 to Trombly Motor Coach Services, Inc. of Dracut, Massachusetts. Pricing per contract dated June 18, 2019. Motion seconded by Lauren Conoscenti and voted 5-0 to approve.

### **Extracurricular, Field Trips and Athletic Transportation**

Emily DiCesaro moved that the Andover School Committee vote to extend for one additional year, an existing transportation contract for extracurricular, field trips and Athletic transportation effective July 1, 2022 through June 30, 2023 to Trombly Motor Coach Services, Inc. of Dracut, Massachusetts pricing per contract dated June 18, 2019. Motion seconded by Lauren Conoscenti and voted 5-0 to approve.

### **Out-of-District (OOD) Special Needs Student Transportation Services -School Year**

Emily DiCesaro moved that the Andover School Committee vote to extend, for one additional year, an existing Transportation Contract for Out-of-District Special Needs Student Transportation Services for our School Year Program effective July 1, 2022 through June 30, 2023 to NRT Bus, Inc. Of Methuen, Massachusetts. Pricing per contract dated June 18, 2019. Motion seconded by Tracey Spruce and voted 5-0 to approve.

**Out-of-District (OOD) Special Needs Student Transportation Services  
-Summer Programs**

Emily DiCesaro moved that the Andover School Committee vote to extend, for one additional year, an existing Transportation Contract for Out-of-District Special Needs Student Transportation Services-Summer Programs effective July 1, 2022 through June 30, 2023 to NRT Bus, Inc. of Methuen, MA. Pricing per contract dated June 18, 2019. Motion seconded Tracey Spruce. Motion passes 5-0.

**2. 2021-2022 School Year: Last Official Day for Students and Teachers**

Lauren Conoscenti moved that the Andover School Committee vote to approve Thursday, June 16, 2022, a half-day, as the last official day for students for the 2021-2022 School Year providing there are no more storm days prior to June 1, 2022. Motion seconded by Sandis Wright. Motion passes 4-0. Tracey was not in the room at the time of the vote.

Lauren Conoscenti moved that the Andover School Committee vote to approve Friday, June 17, 2022 as the last official day for Teachers for the 2021-2022 School Year providing there are no more storm days prior to June 1, 2022. Motion seconded by Sandis Wright. Motion passes 5-0.

**3. Kindergarten First Day – School Calendar amendment 2022-2023**

Dr. Riley is recommending the proposed change of first day for Kindergarten for the 2022-2023 school year and to consider making this a regular structure moving forward. The delayed start of Kindergarten would give time to conduct K-Screenings on Wednesday, August 31<sup>st</sup> and Thursday, September 1<sup>st</sup> and for students to get acquainted with arrival and dismissal routines without Kindergarten students.

Tracey Spruce moved that the Andover School Committee vote to approve the recommendation of the Superintendent of Schools to set Tuesday, September 6, 2022 as the first day of school for all kindergarten students in the District. Motion seconded by Emily DiCesaro. Motion passes 5-0.

**4. FY23 Warrant Articles**

The following articles were reviewed and voted on by the Committee.

**• Article 26 (P29): Retiree Cost of Living Adjustment Maximum Base**

To see if the Town will authorize the Contributory Retirement Board to increase the maximum base on which the cost-of-living increase is calculated for retirees and beneficiaries of the Andover Contributory Retirement System by \$1,000 each July 1st for the next two years resulting in a base change from \$12,000 to \$13,000 effective July 1, 2022 and from \$13,000 to \$14,000 effective July 1, 2023. Presented by Kevin Connors.

Tracey Spruce moved that the Andover School Committee vote to recommend approval of the Town Meeting Warrant Article 26-Retiree Cost of Living Adjustment Maximum Base as presented. Motion seconded by Lauren Conoscenti and voted 5-0 to approve.

- **Article 4 (P34): Instructional Assistants Special Articles General Fund**

To see if the Town will vote to create a special articles general fund for Instructional Assistants and to transfer from Free Cash a sum of money in the amount of \$500,000 dollars annually from the most recent certified Free Cash balance into this account for the purpose of providing supplemental wages to pay the Instructional Assistants a competitive wage equal to the 75% of the maximum Instructional Assistant compensation for the APS competitive set, or to take any other action relative thereto.

*On petition of Michael Meyers and others*

Tracey Spruce moved that the Andover School Committee vote to recommend disapproval of the Town Meeting Warrant Article 4 – Instructional Assistants Special Articles General Fund as presented. Motion seconded by Lauren Conoscenti and voted 5-0 to approve.

- **Article 6 (P33): Prohibiting the use of non-disclosure agreements (NDAs)**

To see if the Town will adopt the following: No municipal or Andover governmental entity (the term governmental entity includes but is not limited to authorities, boards, commissions, committees, departments, divisions, programs and services) shall include or permit the inclusion of a nondisclosure, non-disparagement or other similar clause as a condition of employment or in a settlement agreement between the governmental entity and an employee or student; provided, however, that such a settlement may include, at the request of the employee or student, a provision that prevents the governmental entity from disclosing the individual's identity and all facts that could lead to the discovery of the individual's identity.

*On petition of Michael Meyers and others*

Lauren Conoscenti moved that the Andover School Committee vote to recommend disapproval of the Town Meeting Warrant Article 6 – Prohibiting the use of Non-Disclosure Agreements as presented. Motion seconded by Sandis Wright. Motion passes 5-0.

- **Article 7 (P37): Mental Health & Wellbeing Special Articles General Fund**

To see if the Town will vote to create a special articles general fund for mental health and wellbeing services and to transfer from Free Cash a sum of money in the amount of \$1 million dollars annually from the most recent certified Free Cash balance into this account for the purpose of purchasing services or hiring resources such as mental health clinician, substance abuse program coordinator, social care worker to support Andover families, seniors, veterans, and our children, or take any other action relative thereto.

*On petition of Michael Meyers and others*

Tracey Spruce moved that the Andover School Committee vote to recommend disapproval of the Town Meeting Warrant Article 7-Mental Health & Wellbeing Special Articles General Fund as presented. Motion seconded by Sandis Wright. Motion passes 5-0.

- **Article 8 (P36): Annual public posting of every no-bid contract or agreement**

To see if the Town will adopt the following: The Town Manager shall annually and prominently post on the official Andover public website a page entitled "No Bid Contracts." "The page shall contain the name of all parties and the entire executed contract or agreement for every vendor or entity under agreement without participating in a posted competitive bid process.

*On petition of Michael Meyers and others*

Lauren Conoscenti moved that the Andover School Committee vote to recommend disapproval of the Town Meeting Warrant Article 8-Annual Public Posting of every no-bid contract or agreement as presented. Motion seconded by Tracey Spruce and voted 5-0 to disapprove.

- **Article 18: DMS Upgrades and AHS Design**

To see if the Town will vote to appropriate \$9,500,000 or any other amount, of which \$8,000,000 shall be used to pay costs of purchasing professional services related to the design, renovation and construction of the Doherty Middle School, including the payment of all costs incidental and related thereto, and \$1,500,000 shall be used to pay costs of the Andover High School Design project, including the payment of all costs incidental and related thereto; to determine whether this amount shall be raised by taxation, borrowing, transfer from available funds or by any combination thereof, or take any other action related thereto.

*On request of the School Committee*

Sandis Wright moved that the Andover School Committee vote to recommend approval of the Town Meeting Warrant Article 18-Doherty Middle School Upgrades and Andover High School Design as presented. Motion seconded by Tracey Spruce and voted 5-0 to approve.

**F. Continuing Business**

**1. Liaison Assignments – SEPAC Liaison, DEI Commission Liaison**

This evening the Committee will entertain new appointments for SEPAC and DEI Commission Liaisons as these are time sensitive. The remaining liaison and subcommittee roles will be discussed as usual during a summer meeting.

Tracey Spruce moved that the Andover School Committee vote to approve Emily DiCesaro as the SEPAC Liaison; and Sandis Wright as the DEI Commission Liaison effective immediately. Motion seconded by Emily DiCesaro and voted 5-0 to approve.

**G. Consent Agenda: Grants/Donations to District; Minutes**

**1. Grants/Donations to District – ACE 2022 Fall TIF Grants \$15,198.00.**

Tracey Spruce moved to approve the Grants/Donations to the District as presented. Motion seconded by Lauren Conoscenti and voted 5-0 to approve.

**2. Surplus/Disposal Requests (South)**

South Principal, Brenda Lee, has submitted a disposal inventory form for a piano at South Elementary. The upright piano will be disposed of in accordance with Chapter 30b regarding the disposal of surplus property.

Emily DiCesaro moved that the Andover school Committee vote to approve the disposal of surplus furniture from South School as presented. Motion seconded by Lauren

Conoscenti and voted 5-0 to approve.

**3. SC Meeting Minutes: March 3 and April 7<sup>th</sup> 2022**

Tracey Spruce moved that the Andover School Committee vote to approve the School Committee Minutes of March 3, 2022 as presented. Motion seconded by Lauren Conoscenti and voted 3-0 to approve. Sandis Wright and Emily DiCesaro abstained.

Tracey Spruce moved that the Andover School Committee vote to approve the School Committee Minutes of April 7, 2022 as presented. Motion seconded by Lauren Conoscenti and voted 5-0 to approve.

**H. Adjournment**

At 9:22 PM on a motion by Tracey Spruce and seconded by, the Andover School Committee voted 5-0 to adjourn the School Committee meeting of April 4, 2022.

Respectfully submitted,

*Dee DeLorenzo*  
Recording Secretary