



ANDOVER SCHOOL COMMITTEE

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

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THURSDAY, JUNE 25, 2021

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

8:00 AM

Executive Session: Meet in Executive Session pursuant to G.L. chapter 30A, section 21(a), purpose (3) to discuss strategy with respect to litigation with Fusion Academy because an open session may have a detrimental effect on the litigating position of the Committee and with respect to bargaining with unionized personnel, namely the Andover Education Association (AEA) Unit A, Andover Administrators Association, Andover Assistants' Organization, Andover Educational Secretaries Association, Occupational and Physical Therapists Association, Licensed Practical Nurses Association and SEIU Local 888 (School Custodians) and purpose (2) to conduct strategy sessions in preparation for negotiations with nonunion personnel or to conduct collective bargaining sessions or contract negotiations with nonunion personnel 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 930 AM.

II. Resume SC Regular Open Session Meeting

9:30 AM

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

B. Recognitions/Communications

I.O.

C. Public Input

D. Response to Public Input

E. New Business

1. Collective Bargaining Agreements 2020-2021

A.R.

2. Memorandum of Agreements:

A.R.

a. SEIU Local 888 (School Custodians)

b. Andover Educational Secretaries Association

c. Director of Nursing

3. Contribution to unfunded Liability offset (ULO) account

A.R.

4. AHS Graduating Class Fund Transfers

A.R.

5. Private School Tuition Prepayment

A.R.

F. Continuing Business

1. AHS Field Trip Change to France – March 2022

A.R.

G. Consent Agenda

A.R.

1. Grants/Donations to District:

2. South School Student Activity Fund Transfer

3. SC Meeting Minutes: 4/15

H. Adjournment

A.R.

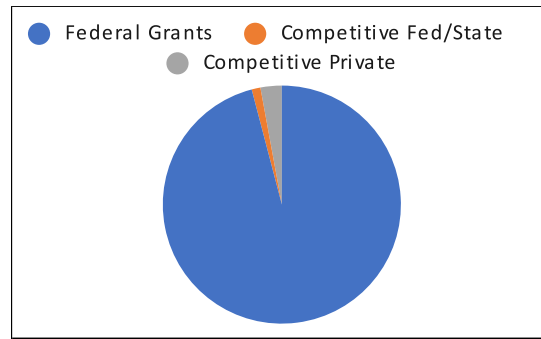
This is the SC posted agenda for the upcoming meeting to the best of our knowledge at the time of posting; however, other agenda items may arise; therefore, the SC reserves the right to discuss additional items if merited.

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.

As of May 29, 2021, regulations for in-person gatherings have been updated by Governor Baker. The School Committee intends to hold in-person meetings when practical in accordance with these evolving health and safety regulations. Members of the public who attend School Committee meetings in person are asked to maintain physical distancing and wear a mask unless they have been fully vaccinated against COVID-19.

FY21 Andover Public Schools Grants and Contributions

School Committee Meeting Date
June 25, 2021



		Budget
Grants for School Committee Approval		
South	South School PTO for Courtyard	\$3,000
		\$3,000

		Budget
Competitive Federal/State Grants		
District	SEL in Action for Elementary Arts Curriculum (2 year FY 22/23)	\$50,000
District	DESE: Student Opportunity Act for Early Literacy PD	\$20,000
District	DESE: Individuals with Disabilities Education Act Part B (IDEA) Federal Targeted Spe	\$2,500
District	DESE: FY21 Summer and Vacation Learning Program Grant for EL students	\$12,000
		\$110,774

		Budget
Competitive Private Grants		
Gifts and Grants to the District		
District	Center for Collaborative Education (installment 2 of 4)	\$10,000
District	ACE for At-Home Art Learning/Arts Coordinator	\$9,771
District	ACE for At-Home Art Learning/Arts Coordinator	\$8,568
District	ACE for At-Home Science Learning/Science Coordinator	\$16,069
District	ACE for At-Home PE Learning/Health and Physical Education Coordinator	\$2,500
District	Lueders	\$75
		\$46,983

		Budget
Gifts and Grants to Individual Schools		
AHS	Yawkey Sports Training Center for Unified Sports	\$500
AHS	Andona for Arts Club	\$250
WEL	Andona for Arts	\$1,500
DMS	Massachusetts Computer Using Educators (Mass Cue) Reimbursement Grant	\$2,964
AHS	Andona for AHS Andover READS	\$500
AHS	DCU for Scholarships	\$10,000
AHS	Asia Society for Chinese language learning	\$9,799
AHS	Andover Cultural Council for AHS Art Club (Reimbursement-based)	\$1,500
Sanborn	Gifts & Grants Thermo Fisher Employee	\$60
Sanborn	Alliance Energy LLC	\$500
AHS	Strogov/Liang donation for Rocket Club	\$970
AHS	AHS PAC for Environmental Club	\$475
AHS	Educational Divide Reform for WL	\$3,000
AHS	DCU Student Scholarship (Guidance Dept.)	\$7,500
AHS	Society for Science and the Public (Regeneration Talent Search)	\$2,000
AHS	HSA for Veronica Pierni for Global Pathways	\$400
AHS	HSA for Eleanor Storch for Global Pathways	\$400
AHS	Andona for Global Pathways	\$500
AHS	Service Club of Andover	\$1,000
Andona	Andover for Senior Fund	\$2,000
Bancroft	Andona for Bancroft Arts	\$500

High Plain	Benevity Community Impact Fund	\$50
High Plain	Andona for Clay Curriculum	\$1,500
Sanborn	Dr. Yang Zhao for donation/books	\$3,000
South	Andona for UDL	\$1,463
WMS	WMS PAC for outdoor recreation area	\$7,000
Doherty	Raytheon for UNKOWN	\$750
	First Robotics	\$3,500
	First Robotics	\$3,500
		<hr/>
		\$67,081

Budget

Grants Pending

None

\$0

Andover School Committee
Minutes of Thursday, April 15, 2021
Virtual Meeting

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

Others participating: Interim Superintendent Dr. Claudia Bach, Assistant Superintendent Sandra Trach, Assistant Superintendent Sara Stetson, Chief Operations Officer Stephen Nembirkow, Director of Innovation Stephen Chinosi, AHS Student Liaison Jeffrey Connors.

I. Regular Meeting

Call to Order/Moment of Silence

Chairperson Scully called to order the meeting at 6:00 PM and the Committee immediately voted to meet in Executive Session. The Regular School Committee Meeting will be broadcast by Andover TV and on Comcast Channel 99, Verizon Channel 43 or streamed: www.andovertv.org. ***Public Participation via email:*** scremote@andoverma.us or by [video via WebEx](#).

II. Executive Session:

Susan McCready moved to meet in Executive Session pursuant to G.L. chapter 30A, section 21(a), purpose (3) to discuss strategy with respect to bargaining with unionize personnel, namely the Andover Education Association (AEA) Unit A and Andover Assistants' Organization because an open session may have a detrimental effect on the litigating position of the Committee. The Committee will reconvene in regular session at approximately 7:00 PM. The motion was seconded by Tracey Spruce. Roll call: P. Murphy-Y, T. Spruce-Y, L. Conoscenti-Y, S. McCready-Y, S. Scully-Y. Motion passes 5-0. Meeting resumed at 7:06 P.M.

III. Public Hearing – FY22 Recommended School Budget

A. Budget Presentation by Steve Nembirkow and Interim Superintendent

Dr. Bach thanked the School Committee and the Community for the opportunity to present the formal hearing of the FY-22 Budget.

Chief Operating Officer Steve Nembirkow began the budget hearing with the highlights of the budget that have been revised to reflect the priority additions.

Personnel	\$75,632,187	
General Expenses	<u>\$16,961,265</u>	
Total	\$92,593,452	3.75% Increase over FY-21
Town Manager's Recommendation	\$92,593,452	3.75% Increase over FY-21

Andover is anticipating \$11,837,131 in Chapter 70 Aid for FY-2022.

Dr. Bach talked about the FY-2022 Budget Drivers that included areas of cost increases: Contract negotiations with 8 Unions with cost to be determined.

Step and Track changes \$1,300,000.

Legal costs for negotiations and complaint resolution in the amount of \$145,000.

Utility Costs for health and safety measures \$407,150.

Custodial Services \$190,504.

Athletics Program \$59,281.

Full Day Kindergarten \$306,098.

The FY-22 Budget Reductions explained by Mr. Nembirkow showed the following:

Athletics	\$ 50,000	
Transportation	\$ 10,000	
Custodial Overtime	\$ 15,000	
Substitutes/turnover savings	\$ 50,000	
Applied Circuit Breaker- OOD Expenses	\$273,000	unexpected additional FY-21 funding
Applied Circuit Breaker –OOD Expenses	<u>\$ 59,342</u>	
Total	\$457,342	

Distribution of Expenses shows 78.5% of the budget is expended on instruction; 5.1% on Transportation, 4.4% on Operations, 5.05 on Out-of-District Tuition 5.0% and 3.5% on Administration and 3.5% Other.

Superintendent's Recommended Priorities approved on March 25, 2021

1.0	HR Generalist	\$ 60,000
0.4	AHS Guidance	\$ 29,241
1.0	Elem Math Coach	\$101,631
3.0	Music Teachers	\$211,470
1.9	Nurse-West Elem	<u>\$ 55,000</u>
		\$457,342

FY-22 Investments:

These investments are very strategic and thoughtful providing an avenue to maintain what we have and increase our offerings to kids.

- ✓ Maintains current staffing to help address pandemic learning gaps.
- ✓ Increasing hours for existing Math Coaches.
- ✓ Adds additional music teachers that will impact multiple levels and curricular programs at the middle school, expand direct instruction time, music programs accessible to all students during the school day, restores investment in music previously cut and allows for the expansion of AHS Program of studies.
- ✓ Increases resources for health and safety.
- ✓ Increases capacity of Human Resources to service the schools and recruit diverse candidates.

B. Public Input regarding FY22 School Budget

Kerry Costello, former AEA President: asked if there would be any Covid funding that would not impact the budget proposed.

We will be addressing the questions on the use of COVID funds as we give a summary on what has been happening at all three levels. Steve has been central in buying furnishings and supplies. We are very careful to not spend Covid funds inappropriately.

The funds to date have been spent, except for the newly received American Recovery funds of \$1.2M for the school department, details not yet provided. We have spent a lot to get the kids back into elementary and middle; question remains on how to get the high school kids back into school.

IV. Regular Meeting Resumes – Moment of Silence

Shannon Scully reconvened the meeting to order at 7:08 PM.

Shannon announced that the agenda item on School Start time will be put on a future agenda.

A. Recognitions & Communications

Shannon announced that the School Committee voted unanimously to enter into negotiations with Dr. Magna Parvey to be the next Superintendent of Schools in Andover. She thanked everyone who reached out to learn more about the candidates to determine which candidate would be the best choice for Andover.

Dr. Bach extended her thanks to the School Committee for their excellent work on the Superintendent Search project which was conducted extremely well. She also reported that MSBA voted to approve the scope and budget of the West Elementary/Shawsheen School Project allowing us to go forward towards a positive vote at Town Meeting. MSBA did not approve our request for funds for the AHS project (for the 9th time).

People are talking about the Andover 375th anniversary which Ann Ormond, the Director of Business, Arts and Culture for the Town of Andover and Paul McKay are organizing. They want to have the major celebration not on just May 6th but throughout the entire year. This will also be a celebration also for coming out of Covid.

The AHS Student Government students presented a short video on the student created MineCraft project which students participated in yesterday and for School Spirit Day. Ohad Mamet and his team replicated AHS inside of MineCraft and opened up Survival World adding a few games to it as well. Louis Morrison spoke about the mini-game that he worked on and developed a plug-in that allowed students to join on the day of competition. Luke Zytovicz also worked on a mini-game where students competed to knock each other off the course into the water.

Steve Chinosi recognized the Global Pathway Scholars who were guided to the Annual Pathway Summit by 20 faculty members; the theme was Good Health and Well-being. Thank you to everyone who supported the AHS Global Pathway Students who participated virtually for the first time. The Global Pathway Endorsement Forum is available on the website.

Jeffrey Connors extended a thank you to the SC for allowing the AHS student government to meet with the Superintendent candidates. He also highlighted the success of the virtual Minecraft event yesterday that helped to foster school spirit. At Student Government Council, they discussed the plan to alter the Wednesday schedule and came to a consensus that the schedule change should be put in place for next year.

Lauren Conoscenti reported on the Virtual Informal SC Forum she and Shannon held last Friday with 7-8 parents joining them. They covered a lot of topics: high school students returning to school, the status of the After Dark Program at Greater Lawrence Tech, concerns about communications, the Superintendent search process, and they spoke at length about the overcrowding at AHS. The next Informal Forum will be held Thursday, May 13th at 7:00 P.M.

Susan McCready reported on the West Elem/Shawsheen Preschool Building Project. The project has been approved by MSBA to move to Project Scope and Budget and the Construction Manager-at-Risk process is underway. The next building committee meeting will be held on Wednesday, May 19th followed by a Community Forum at 7:00 P.M.

Shannon Scully reiterated how important it is for people to show up for Town Meeting on Saturday, June 5th to vote on the West El/Shawsheen Pre-school Project and the School Budget. In addition, residents are encouraged to vote for the West El/Shawsheen Project at the Ballot Box on June 15th.

B. Public Input

Susan McCready reported that three residents wrote in about school Start Time which has been removed from this evening's agenda and will be moved to a future Committee meeting date. Two parents asked about the AHS waiver and one noted that Minecraft was not on the School Committee agenda. (The students presented under Recognitions & Communications).

C. Response to Public Input

Sandy Trach reported that we do not have a waiver for AHS nor have we applied for a waiver for AHS.

D. Education

1. Learning Model Updates (remote/hybrid/in-person)

Dr. Bach said there has been universal excitement and support on the elementary return-to-school this week.

Sandy Trach provided an update on the middle schools preparation and thanked the MS Principals, Assistant Principals and everyone who assisted to making the return to in-person learning at the middle schools possible on Wednesday, April 28th. School personnel have been actively preparing for their return. Lunch will be in the cafeteria, in the gyms, and outside where possible. All Covid safety protocols are in place. Bus transportation information will be available in Aspen.

AHS Return to School presentation:

Caitlin Brown, AHS Principal, recognized the AHS Asst. Principals and Director of Guidance Aixa De Kelley who have been extremely helpful in the re-opening space considerations planning. The Dept. of Education (DESE) visited AHS today to look at the space. There are general capacity concerns at AHS complicated by DESE's guidelines for distancing of 3' in-class and 6' for lunch areas.

Currently there are 783-796 students in the different cohorts. They are trying to find a way to fit in additional students and to balance the class schedules. The presentation showed how they are using alternative spaces (Dunn Gym, Collins Center and Cafeteria). They are unable to use the front foyer because of fire code issues. They are working with Paul Puzanghera to increase the Wi-Fi, and with the Town to properly install and permit the outside tents.

The Field House can fit approximately 570 students at 6' apart without space dividers. The distance between the Field House and the current food preparation spaces make providing lunch there difficult. They will be meeting with the Fire Chief to determine how many students can be in this space at one time. They are already using the Library for classroom space and for Cohort C students. They would have to move all of the books out to make additional space available. There are other classroom spaces within the library being used.

The impact on using AHS spaces on Education:

- Physical Education classes will need to be relocated outside but will need space (tents, Collins center, etc.) for inclement weather.
- Science class labs and other electives may need to modify their course activities.
- Students need to remote into classrooms from an alternative location if there is not enough physical space available within their assigned classroom.
- Use of larger spaces and outside locations are contingent upon updating WI-FI capabilities.

The team from DESE that visited AHS today realized the constraints of the building and that we would still need to have big spaces for students that would not fit into their classes. If DESE changed their guidelines, it would be very helpful towards returning the students to in-school learning.

Shannon said that when she thinks about her son going to AHS being all-in, she would expect that he would go to a classroom and learn from a teacher within the classroom. But because of the distancing guidelines and the space, that is not the case. The amount of effort expended would allow for some kind of modification within the classroom. There are very few cases that fit the full enrollment of every class. The students that don't fit, are sitting in other spaces with their devices and headsets connecting remotely to the class.

Sandy Trach said DESE was very focused on space and were checking to see if we had exactly maximized the space in the room and soon realized that there are a number of students in the classrooms and that every classroom (when we return to in-person) have students that don't fit into the room. It would be difficult to think about space with the absence of staffing and it became very clear that PE would have to be outside, and would be a challenge if PE had to be held in-doors, we would not be able to have Fine Arts either. DESE did have many different suggestions but when they saw the spaces where we had desks setup per the metric, they remarked this this would essentially be the hybrid and the remote in one building. Students would not be able to be in their classroom with the 3'/6' guidelines. Students would be in their classrooms 50% of the time. This will pose as an issue for the fall. We look forward to DESE's feedback next week.

Lauren asked about alternative spaces off-site. Sandy Trach said the commercial areas for classrooms is an idea that is not off the table and that we have to give serious consideration to those for the Fall. We want our kids back in class in-person as soon as possible.

Dr. Bach said they have looked at office space and will continue to look at space off-site although it is not an optimal situation for students. The fundamental issue at AHS is that 70 of the 80 classrooms are undersized per today's standards for education. Janet Nicosia provided information on modulars and hope that in September we will not have the restrictions that we have now.

It is completely unacceptable that AHS students may not be able to be back in-person at AHS in the fall. The Committee had a lengthy discussion on how to return the AHS students to in-person learning.

2. Students from the Environmental Club gave a presentation on bringing Electrical Car chargers to AHS. By installing these chargers, it would reduce greenhouse gas emissions and help increase the range of an electric vehicle. They are recommending two dual-port chargers be installed at AHS accommodating 22 vehicles; under the assumptions that they would be used for 8 hours per day during a school day about 1,140 hours of charging per year. They are working with the Town and AHS Administration on pricing. There is a Mass EVIP Grant that they can apply for to help pay for the cost. If approved, it is possible that 100% of the installation cost would be covered. They are also asking for motor companies to sponsor the project as well. More information can be found at <https://andoverwecan.org/take-action/take-action-evs>

Susan McCready asked how you would prevent someone from driving onto the campus and using the chargers and where would the chargers be placed?

After school time, the chargers would be open to the public. The grant requires public access 7-days per week. Andover Facilities Dept. has found that the best place to locate the chargers would be next to the field house, allowing for 4 spaces which they can manage the shifting during the day.

Susan pointed out that School Committee Policy does not allow for outside advertising on school property at this time.

E. Continuing Business

1. Town Meeting Warrant Article Recommendations

a. Article P21: Authorize Electricity Supply/On Bill Credit Purchase Agreements at Sanborn School.

Article P22: Authorize Lease of Land/Rooftop Space at Sanborn School for Solar Photovoltaic Facilities.

b. Article P23: Authorize Agreements for Payment in Liew of Taxes at Sanborn School.

Tracey Spruce moved that the Andover School Committee vote to recommend approval of the Town Meeting Warrant Article P-21 Authorize Electricity Supply/on Bill Credit Purchase Agreements at Sanborn school as presented. Motion seconded by Paul Murphy. Roll call: T. Spruce-Y, P. Murphy-Y, L. Conoscenti-Y, S. McCready-Y, S. Scully-Y. Motion passes 5-0.

Tracey Spruce moved that the Andover School Committee vote to recommend approval of the Town Meeting Warrant Article P-22 Authorize Lease of land/rooftop space at Sanborn School for solar photovoltaic facilities, as presented and Warrant Article P-23 to authorize the lease of land/rooftop at Sanborn School for photovoltaic facilities, as presented. Motion seconded by Paul Murphy. Roll call: T. Spruce-Y, P. Murphy-Y, L. Conoscenti-Y, McCready-Y, and S. Scully-Y. Motion passes 5-0.

F. **New Business**

1. **School Start Times and Bus Information** - Hold until future meeting TBD.

2. **Updates to Bullying Intervention Plan**

Asst. Superintendent Sandy Trach reported that the District Bullying Intervention Plan was last dated January 29, 2019. Sandy reviewed the updates made to the Plan and reported that the Plan has been reviewed by Legal Counsel and our School Administrators. The Bullying Intervention Plan is available on the APS Website.

G. **Consent Agenda- None**

H. **Adjournment**

At 10:09 P.M. Paul Murphy moved that the Andover School Committee adjourn from the meeting of Thursday, April 15, 2021. Motion seconded by Tracey Spruce.

Roll call: L. Conoscenti-Y, T. Spruce-Y, P. Murphy-Y, S. McCready-Y, S. Scully-Y.

Motion passes 5-0.

Respectfully submitted,

Dee DeLorenzo
Recording Secretary