

Andover School Committee
Regular Meeting of September 4, 2014
School Administration Building - School Committee Room

Members in Attendance: Annie Gilbert, Paula Colby-Clements, Barbara L'Italien, David Birnbach, and Joel Blumstein

Others in Attendance: Dr. Marinel McGrath, Superintendent, Paul Szymanski, Assistant Superintendent Finance and Administration, and Assistant Superintendent of Curriculum & Instruction, Dr. Nancy A. Duclos.

I. Executive Session

The School Committee on a motion duly made and seconded voted to meet in Executive Session for the purpose of discussing strategy relative to collective bargaining for Secretaries, Instructional Assistants, and LPNs, and to return to open session. Roll call: A. Gilbert-Y, P. Colby-Clements-Y, B. L'Italien-Y, D. Birnbach-Y, J. Blumstein-Y. At 7:03 P.M. on a motion by Paula Colby-Clements and seconded by Barbara L'Italien, the School Committee voted to adjourn from Executive Session and return to Open Session, not to return to Executive Session. Roll call: A. Gilbert-Y, P. Colby-Clements-Y, B. L'Italien-Y, D. Birnbach-Y, and J. Blumstein-Y.

II. Regular Meeting

A. Call to Order and Opening Ceremonies

Annie Gilbert called the meeting to order at 7:14 P.M. followed by a Moment of Silence and a Salute to the Flag.

B. Recognition/Communication

Superintendent McGrath reported that the first day of the 2014.15 school year went smoothly. The Town Municipal Services Department, and custodians did an incredible job preparing the schools for opening day and school principals and teachers were in over the summer in preparation as well. Transportation Coordinator Mary Lu Walsh scheduled bus routes and the Human Resources Staff processed all the new hires.

Assistant Superintendent Nancy Duclos congratulated David Hughes, School Social Worker and Mark Deschene, PE Teacher at West Middle School on receiving a \$5,000 grant from the NEA Foundation for a Warrior Wake-up Fitness Program to bring fitness to the forefront thru Warrior Walking, and also APS Learning, Living, and Teacher Blog.

Paula Colby-Clements appreciates the amount of work conducted over the summer by Town/School staff and is in awe of the students who are excited to be back. Thank you to everyone for making school an exciting time.

C. Public Input - None

D. Education

1. School Opening 2014

Superintendent McGrath reported on the highlights from around the District which includes the continued work on the Strategic Plan with School Administrators at their summer retreat and will be presented at a School Committee workshop. Teachers in Grades K-8 participated in professional development training sessions to learn the new Math in Focus Program and, Middle School Teachers were trained in the Science Engineering Lego Mindstorm curriculum, and over sixty teachers across the district participated in a three day Project Based Learning Workshop. Additional highlights include introduction of the National pilot on Code.org at the elementary level and as a class offered for high school students along with the new engineering and humanity courses. Space in the High School Library was converted to improve communication and the launch of the 1:1 laptop initiative for students in Grade 8 will be implemented in January.

2. Bancroft Opening

Annie Gilbert welcomed Tom Deso, the newly retired Chair of the School Building Committee (SBC), and Joe Riley, who is the new Chair of the SBC. She also recognized members of the team that participated in the many stages of development of the new Bancroft School from its inception in 2006 beginning with the School Facilities Task Force up to the opening of the new school in August 2014. A powerpoint presentation given by the SBC Chairs showed the progression of the building project right up to opening day. The project began with a contingency account of \$2.5M, and they have expended about \$1.4M of that leaving an anticipated surplus of approximately \$1.1M which they are authorized to but will not be spending. On behalf of the School Committee, Annie Gilbert thanked Tom Deso for his incredible leadership throughout the course of the project.

Superintendent McGrath said many of the Bancroft teachers were in the building over the summer and the AEA and APS leadership teams contributed to an honorarium to recognize the teachers' time and efforts. Members of the Leadership Team spent five hours the week before school opened helping teachers unpack and setup their rooms.

3. Report: Summer Curriculum & Professional Development

Assistant Superintendent Duclos reported on the curriculum and professional development that occurred over the summer as a result of recommendations by the Curriculum Advisory Board. Curriculum revisions and new curriculum writing were conducted by teachers in Science, English, Math, Social Studies, World Language, and Fine Arts. In addition, teachers spent over 25 hours per course developing curriculum for new courses offered in the 2014 Program of Studies at AHS including game and web development (Digital Learning), Music Production and Recycled Instruments (Fine Arts), Forensic Science (Science), and Modern Middle East (Social Studies).

Over fifty K-12 teachers and administrators participated in technology courses offered over the summer that included Teaching in a 1:1 Laptop/iPad Environment, APS Apple Academy, and 21st Century Leaders in addition to the sixty teachers who participated in the Project-based Learning Workshops facilitated by the Buck Institute. Approximately 115 teachers registered for a variety of on-line courses offered by accredited organizations over the summer while some partook in area courses that focused on math instruction using strategies outlined in the Math in Focus program. Teachers also participated in many workshops offered at the second Annual Technology Conference held at AHS on the first teacher workshop day. Trainers from Houghton-Mifflin Harcourt will be conducting professional development training sessions for teachers in the Math in Focus Program on October, 6, 7, 8, and 9th. The Parent University will also be held that week.

4. Middle School 1:1 Laptop Initiative

Director of Digital Learning Joanne Najarian and her team worked diligently to develop the work for the 1:1 Learning Initiative for middle school students that will begin in January with 8th grade students. Joanne and Dan Downs shared accomplishments made in this endeavor and benefits of the program which includes fostering of the Four C's, promoting student engagement, and self-directed learners. Benefits for teachers include comprehensive professional development that will provide training in technology as an integral tool to enhance teaching and learning. Benefits for families includes a reduction in school supplies, extending classroom learning, tech resources provided to students (e-books, blogs, aps, video lectures), reduction of consumables (paper) and fostering student responsibility.

The implementation timeline begins this fall with communications for teachers and parents, an orientation for parents in January 2015, followed by a showcase (Digital Learning Summit) in the spring of 2015 and roll-out of the initiative to grades 6, 7, 9, and 10 in the fall of 2015.

Specifics on the leasing of laptops by parents as a student fee will be provided to the School Committee in October. The District is contracting with Apple who will offer lower lease rates and the lease amount will be costed out over x number of years and at the end of the lease the laptops can be purchased by student/parent for one-dollar. It was noted that the District will not be the leasing agent. David Birnbach suggests supporting Apple, PC, and Chromebook Platforms (all platforms) and a mobile link as Smartphones is becoming the device of choice. The availability of all platforms, embracing choice, and options should be provided.

5. ALICE Protocol

A new life-saving protocol, ALICE, was presented by Andover Police Detective Mark Higginbottom. Assistant Superintendent Paul Szymanski has worked closely with Detective Higginbottom attending a two-day workshop to develop APS's training program. Detective Higginbottom explained the ALICE Program which stands for: A-Alert, L-Lockdown, I-Inform, C-Counter, and E-Evaluate. This protocol allows for proactive strategies and additional options in the event of a violent situation. Education of the new program will be provided to parents, staff, and students with an overview given to the Town-wide PTO by Detective Higginbottom. Enhancements to our intercom systems will be requested through the Capital Improvement Program (CIP) to the Town Manager.

IV. New Business

1. AHS International Travel Requests

Costa Rica: March 15-23, 2015

Paula Colby-Clements moved that the Andover School Committee vote to approve the proposed extra-curricular trip for Andover High School to a Leadership Summit in Costa Rica from March 1-23, 2015 as presented and in accordance with the provisions set forth in the Andover School Committee Policy entitled "School-sponsored trip and student travel. The motion was seconded by David Birnbach and voted 5-0 to approve.

Strasbourg, France: April 20-24, 2015

Paula Colby-Clements moved that the Andover School Committee vote to approve the proposed extra-curricular trip for Andover High School to in France: Strasbourg and Paris on April 17-26, 2015 as presented and in accordance with the provisions set forth in the Andover School Committee Policy entitled "School-sponsored trip and student travel. The motion was seconded by Barbara L'Italien and voted 5-0 to approve.

Joel Blumstein commented on the costs of both trips which are very expensive and out of reach of most families. It was noted that they are investigating opportunities that provide for education and growth which are more affordable and will be developing a strategy for local programs at a lower cost.

V. Old Business

1. Successor Contract: Andover Administrator's Association 2014-2017

Paula Colby-Clements thanked the Administrative Team who worked collectively to arrive at an agreement beginning July 2014-June 30, 2017 with increases of 1.5% for FY-14, 2% for FY-15, 2% for FY-16. She reviewed the changes to the Andover Administrator's Association (AAA) contract and compensation package which falls in-line with the Strategic Plan with provisions added to ensure more controls. The goal was to invest in all employees and more away from benefits that affect only a few.

Joel Blumstein moved that the Andover School Committee vote to approve the Andover Administrators Association Contract as presented in the Memorandum of Agreement: three (3) year contract agreement (July 1, 2014 to June 30, 2017), with changes as noted and percentage increases of 1.5% for 2014-15; 2% for 2015-16; and 2% for 2016-17. The motion was seconded by Barbara L'Italien and voted 4-0 to approve. David Birnbach opposed.

David Birnbach went on record that he is against constraints in compensation of our leaders, treating them all the same, independent of performance, and leaving no mechanism to award personnel for the most important roles they have been asked to take on. This is the type of compensation plan that takes incentive away from this group of administrators.

2. Finance Committee Request for FTE Reports

The Finance Committee has requested that the FTE Report be provided monthly rather than quarterly. The School Committee and Administration discussed the request noting that the information is valuable to have and helpful in tracking trends, etc. but given the fluidity in the schools, it is not good allocation of our staff time to perform the request to provide the report monthly at this time but rather to wait until the Munis Position Report is out monthly. The School Department uses the Town module and Town personnel are working on the position control module in Munis - we have been waiting three years for the module. It was determined that the School Department will continue to provide the reports quarterly until the automated report module becomes available.

3. FY-14 Unaudited End of Year Financials

Paul Szymanski, Assistant Superintendent of Finance and Administration, reported on the FY-14 End of Year Financials noting that the net remaining unfunded balance is zero. They use \$400,000 of the appropriation to acquire items such as mobile laptop carts, upgraders to the cafeteria service line at Andover High School and purchase of educational supplies and materials. They expect to receive year-end Circuit Breaker funds and combined with the current balance anticipate having approximately \$1.7M in that account.

VI. Consent Agenda

1. Warrants: Expense: SW1504 and Payroll 15S010, 15SS02, and 15S009
2. Minutes: June 12, June 19, 2014

Paula Colby-Clements moved that the Andover School Committee vote to approve the Consent Agenda as presented. The motion was seconded by Joel Blumstein and voted 5-0 to approve.

VII. Adjournment

At 10:05 P.M. on a motion by Paula Colby-Clements and seconded by Joel Blumstein, the Andover School Committee voted to adjourn. Roll call: P. Colby-Clements-Y, J. Blumstein-Y, B. L'Italien-Y, D. Birnbach-Y, and A. Gilbert-Y.

Respectfully submitted,

Dee DeLorenzo
Recording Secretary

Documents: School Warrants
June 12 and June 19 Minutes
ALICE Implementation Calendar
FY-14 YTD Budget Report