

**Andover School Committee
Business Meeting and Work Session
Minutes of July 28, 2016**

Members in Attendance: Chair, Joel Blumstein, Vice-Chair, Susan McCready, Ted Teichert, Shannon Scully, and Paul Murphy

Others in Attendance: Superintendent Dr. Sheldon Berman, Assistant Superintendent of Finance and Administration, Paul Szymanski, and Assistant Superintendent of Teaching and Learning, Nancy

1. School Committee Business Meeting:

A. Call to Order – Opening Ceremonies

Chairman Blumstein called the School Committee Meeting to order at 5:00 P.M. in the School Committee Room located in the School Administration Building. The meeting began with a moment of silence followed by a salute to the flag.

B. Recognitions/Communications

Dr. Berman is pleased to announce the appointment of Rebecca Perry, Beverly, MA as the new Assistant Principal at Doherty Middle School, and that interviews for the Assistant Student Services Director and open teacher positions are in process.

Andover Public Schools is very grateful for the generous donations from Andover Coalition for Education (ACE) who has awarded the Andover Public Schools \$2,000 to create a communications brochure which will be on line and available to all, and \$14,600 for the Global Pathways Program which will be part of Steve Chinois's work at AHS.

Shannon Scully reported on the Full-day Kindergarten discussions occurring within the community and talked about the importance of the community having accurate information. Susan McCready has reached out to contacts in other districts to find out about their programs and how they are funded. These findings will need to be validated with officials in these districts. Full-day Kindergarten tuition is an issue and the School Committee will continue to gather information and explore what other towns are doing.

Joel Blumstein and Shannon Scully held an open forum session on Saturday, July 23rd at the Memorial Hall Library. Some of the issues discussed included Full-day Kindergarten tuition and the possibility of a fee reduction, math curriculum issues, investment in teachers and program coordinators, feasibility for after-school programs, more innovation classes and incorporation of a district-wide chess program.

Members of the Policy Subcommittee (Susan and Joel) have been actively meeting with MASC (Michael Gilbert) to conduct a complete review of the School Committee's Policy Manual. MASC has model policy statements that can be altered to reflect differences among communities. Dr. Berman said it would be beneficial to provide a sample of the policies as a vast majority of changes are modernization changes, new laws, etc. AHS Principal Phil Conrad and Athletic Director Don Doucette attended a meeting to discuss a policy on tailgating. A preliminary draft of a tailgating policy is being worked on with a first reading scheduled for the next School Committee Meeting on August 25th.

C. Public Input

Dr. Ruth Ann McDougall, new Chair of SEPAC, introduced herself and hopes the School Committee and Administrative Team will be able to attend their meetings and let her know what topics they are interested in. The School Committee welcomed Dr. McDougall and thanked her for the invitation to their meetings.

D. Education

1. Doherty Middle School Field Trip: Annual Quebec City/Mt. St. Anne trip – January 2017

Susan McCready moved that the Andover School Committee vote to approve the proposed extra-curricular trip for Doherty Middle School students to Quebec City/Mont Ste. Anne on January 14-16, 2017 as presented and in accordance with the provisions set forth in the Andover School Committee Policy entitled "School-sponsored trip and Student Travel Policy". The motion was seconded by Shannon Scully and voted 5-0 to approve.

2. Side Letter of Agreement with AEA - Board Certified Behavior Analysts

A letter of agreement amending Article 1-02 details the agreement between the AEA and the Andover School Committee to move Board Certified Behavior Analysts members into Unit A by September 1, 2016 as per the AEA Agreement. The Agreement was negotiated with Human Resources and the AEA and impacts one certified individual at this time.

Susan McCready moved that the Andover School Committee vote to appoint the proposed side letter of agreement between the Andover School Committee and the Andover Education Association as per the Collective Bargaining Agreement as presented. Ted Teichert seconded the motion and the School Committee voted 5-0 to approve.

E. Old Business

1. Language-Based Program Progress Update

Student Services Director, Sara Stetson, and Asst. Superintendent, Dr. Nancy Duclos provided an update on the Language Based Program that included an overview of action items such as Universal Screening, programmatic needs for regular education students, and professional development for all regular education and special education teachers, and parents.

Additional actions include reviewing and evaluating universal screening and progress monitoring in early-mid September, abandoning the DRA while fully implementing DIBELS in grades K-6, and to begin the process of structuring an early identification protocol for students at the Pre-K and K-Level.

Tiered instruction, interventions and proposed actions include establishing clear protocols based on early universal screening, identifying categories, purchasing and implementing tools for teachers to use in the Tier 2 Intervention model, establishing a Community Speaker Series to provide guest lectures, and parent forums with the Landmark Outreach Program.

LEAP Programmatic Needs include: Identifying core programs for LEAP, protocols for types of Dyslexia a student is experiencing, and developing specific benchmark assessments to establish specific entrance criteria and evaluations. Team meetings will be held between levels and establish clear learning routines to teach students specific strategy routines.

F. New Business

1. Superintendent Letter to School Committee re Superintendent's Organizational Affiliations

Dr. Berman has presented a letter to the School Committee formally notifying them of his affiliation/board membership with non-profit educational organizations, and he will continue to disclose these organizational affiliations on an annual basis and update during the school year as needed.

2. SC Response Letter re Superintendent Organization Affiliations

Chairman Joel Blumstein discussed a proposed letter to Dr. Berman from the School Committee accepting his letter of disclosure of his organizational affiliations.

Ted Teichert is concerned about conflicts with State Ethics relative to his affiliation with CAST. Dr.

Berman said Attorney John Foskett has reviewed and approved the disclosure information. Ted Teichert wants to discuss the disclosure with Attorney Foskett before voting. The School Committee members thanked Dr. Berman for disclosing the information and for providing an explanation on his affiliation with CAST. Disclosure is vital to ensuring there is no conflict of interest.

Chairman Blumstein shared the letter received from Krystal Solimine asking the School Committee to reconsider changing their position on giving a blanket approval of all affiliations, which she believes is not a best practice. In response, Chairman Blumstein said this is not a blanket approval, but includes very specific associations. Susan McCready reported that she reached out to Krystal Solimine offering to meet to discuss her concerns.

Dr. Berman reported that through a grant given and funded by the U.S. Dept. of Education, CAST has been working with teachers and students at Sanborn School looking at Science Notebooks and recording information, and looking at ways all students can access science through technology and provide their observations through a Universal Design Notebook. Andover is one of several communities asked to participate. Dr. Berman indicated that he would not be personally involved in contractual matters involving CAST.

The School Committee will vote on the Superintendent's letter of organizational non-profit affiliations at their next meeting.

G. Consent Agenda

1. Warrants: In order
2. Minutes: June 9, 2015 Regular Meeting Minutes
3. Surplus Textbooks: Disposal of Textbooks request by R. Wilson for Doherty.
The Science books from DMS are outdated determined as surplus.

On a motion by Susan McCready and seconded by Paul Murphy, the School Committee voted 5-0 to approve the Consent Agenda as presented.

III. Business Meeting Adjournment

At 6:30 P.M. on a motion duly made and seconded, the Andover School Committee voted 5-0 to adjourn from the Business Meeting of July 28, 2016, and to return after a break to open/work session.

At 6:55 P.M. The School Committee returned to open session.

IV. Work Session

Ed Ataide, Superintendent of Plant and Facilities for Town/School and Dr. Berman provided a review of the Master Facilities Plan which included:

- a. Review facilities scoring and prioritization
- b. Plan option 1 and pros and cons
- c. Plan option 2a and 2b and pros and cons
- d. Plan option 3 and pros and cons
- e. Questions and discussion
- f. Discussion of decision-making process

A full report of the Master Facilities Plan is available on the Andover Public Schools website at www.aps1.net.

The handout included detailed information, a list of the buildings in order by age, dates of major renovations, and the amount of acreage at each site; with the exception of our three newer schools, all of

Andover's schools are 50 years or older. The information also includes a Facility Assessment Scoring, enrollment projections, school utilization scores, and priorities by site. Timelines for each of the three options, along with the pros and cons were discussed.

Option 1 is the lowest projected budget and includes:

- Adding an addition to AHS as the first step, no renovation
- Renovation of Shawsheen School location and West El replacement with a preschool on site
- DMS renovation
- Sanborn renovation

Option 2:

- AHS renovation bringing it up to current educational standards and adding space
- Middle School replacement of WMS off current site.
- Adding a pre-school to the High School site
- Placing both West El and WMS on West El site (similar to WHMS/HPE) leaving WMS empty allows use for DMS students during DMS renovation
- Combining West El & WMS benefit allows for a highly efficient building
- Sanborn Renovation

Option 2A:

- Placing West El and WMS on a combined school campus - which fits on the entire West El site.

Option 2B:

- Places Sanborn and WMS on one site. Sanborn Building could be converted into a preschool. West El would still be replaced on its same site.

Option 3:

- Replacement of West Elementary and West Middle
- Constructing a new high school combining the area of the current WMS. WMS would house students while AHS is under construction.

Andover is moving towards new ideas and new ways of using space. There should be conversations on the kinds of things that can be accommodated (or not) in the existing spaces with renovations, realizing that the more ambitious the renovation the higher the cost. There could be some complexities (unknowns) that would affect the cost differential between renovation and replacement; the key is to think about life cycle events. Next steps: Meet with Jack McCarthy, MSBA for insight on improvements and to conduct site studies.

Questions:

Ted Teichert: Where do you start, would it be a campus type approach, where to put student/schools, removal of WMS from current location provides AHS options for future. A generalized survey with options and ideas should be sent to residents to find out what they want. Show the community the presentation.

Joel Blumstein: dollar amounts will need to be attached to each option. Is there a scaffolding plan showing the most renovations to the least amount of renovation? Does the MGT study assume we will be renovating the high school media center?

Option I is \$31M, Option 2 is \$96M, and Option 3 is \$225M, what does each option provide?

Shannon Scully: Where do the kids go during renovations and what is the cost of educating them somewhere else. What is the amount of savings if we take the renovation approach compared to a new building? The community should weigh in on repurposing ideas for Shawsheen. The renovation of Shawsheen as a school building was rejected as too costly. Other options should be considered. All

options assume a high school would have 4 grades, have we considered 3 grades at Andover High School.

Susan McCready – Where do the funds received for the media center renovation fit in?

Paul Murphy: Hasn't heard comments that the high school is unsafe – what happens if the population increases, what are the program needs and what is not happening because we have no room or flexibility? Expansion only may suit the population but may or may not meet the programming needs.

Dr. Berman replied to questions:

Public/parent forums would be held to gather questions and comments and to educate the residents on the options and plans.

MSBA makes renovations based on square footage and differentiate on the cost per square foot for renovations vs replacement. Projects would be phased in and areas closed off so there is no interaction with students or workers during renovations. There is a dollar value assigned to replacing high schools and replacement has been shown to increase rankings. Paul Szymanski will be in charge of the statement of interest and the feasibility study.

Funds received from the State for the AHS Media Center will be used for design work and then it is up to the School Committee to decide to move forward or roll into a larger AHS project. Having design funds will provide a sense of what can be done.

One of the primary concerns is AHS and what might occur there, how we would go about making renovations, and consider what it would look like if the Media Center is Phase I, what would Phase II look like. We should visit some of the more recently built high schools to look at how they are configured, and survey the high school faculty for their ideas.

Next Steps: Tours of newer high schools
 Have Dobbs return for questions/discussion
 Talk to High School Staff
 Initial Site Analysis of AHS
 List of Needs /Nice to have
 Schedule another work session
 Look at retired debt dates - reducing impact on tax payer

Public comment:

Mike Roli, College Circle, how do the costs discussed tonight impact our taxes and to take into consideration the impact on taxpayers.

V. Adjournment

At 8:40 P.M. on a motion by Susan McCready and seconded by Paul Murphy, the School Committee voted 5-0 to adjourn the School Committee Workshop Session of July 28, 2016. Roll call: P. Murphy-Y, T. Teichert-Y, S. Scully-Y, S. McCready-Y, and J. Blumstein-Y.

Respectfully submitted

Dee DeLorenzo

Documents: AEA Letter of Agreement – Amending Article 1-02
 Letter from Dr. Berman: Re: memberships in non-profit, educational organizations
 School Committee Response Letter
 Surplus Textbook/Supply Disposal Inventory Form
 Minutes of June 9, 2016