

**School Committee Meeting**  
**Minutes of Thursday, October 4, 2018**

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**Members in Attendance:** Chair, Shannon Scully, Vice-Chair, Paul Murphy, Joel Blumstein, Susan McCready, and Tracey Spruce.

**Others in Attendance:** Superintendent Berman, and Assistant Superintendent Finance & Administration Paul Szymanski, Assistant Superintendent for Teaching & Learning Sandra Trach, Assistant Superintendent of Student Services, Dr. Sara Stetson, and Ben Roldan, AHS Student Government Liaison.

**I. Regular Meeting – Call to Order**

Chairwoman Scully called the School Committee to order at 6:00 P.M. in the School Committee Meeting Room in the School Administration Building.

**II. Executive Session**

Joel Blumstein moved that the School Committee enter into Executive Session pursuant to M.G.L. Chapter 30A, sec. 21(a) for Purpose 3: pursuant to Massachusetts General Laws Chapter 30A, section 21(a), to discuss strategy with respect to collective bargaining with the Andover Occupational Unit and Secretaries Unit; and to discuss strategy with respect to litigation, specifically MCAD Docket #17BEM00768 as an open meeting may have a detrimental effect on the negotiating positions and litigating position of the School Committee. The motion was seconded by Tracey Spruce. Roll call: J. Blumstein-Y, P. Murphy-Y, T. Spruce-Y, S. Scully-Y, S. McCready-Y. Motion passed 5-0.

**III. Regular Meeting Resumes**

**A. Moment of Silence/Salute to the Flag**

The Chair reconvened the School Committee to order at 7:05 P.M.

The meeting began with a Moment of Silence followed by the Salute to the Flag led by Bancroft School Students Sophia Rosselli and Samantha Weisman.

**B. Recognitions & Communications**

October is National Principals Month. The School Committee acknowledged the Andover Public School Principals joining the National Association of Elementary School Principals and the American Federation of School Administrators in honoring them in a month long celebration of the amazing work they do every day for students. Dr. Berman recognized the school principals for their leadership role and most especially for reaching out to students and families who have been affected by the gas explosions and providing whatever form of assistance they could.

This past spring AHS Science Teacher Dan Donovan and team of students including Nalin Sinha, Curtis Lee, Sarvesh Handa, and Aadith Arasu, participated in the SeaPerch Challenge, a Regional and National Underwater Robotics Competition. The AHS Team “Sharks” placed 2<sup>nd</sup> overall and moved on to the National Competition placing 25<sup>th</sup> overall and 3<sup>rd</sup> in the Engineering Notebook Competition. Raytheon is a major sponsor of this event.

Sandy Trach is pleased to announce that the Elementary Readers’ Literacy Workshop for the Tier I Core Program kicked off this week starting with the Read-Aloud Component. Many teachers from the elementary level attended the first of four components.

Sara Stetson is excited to be sharing in the work Children’s Hospital is conducting to look at early literacy indicators in very young children; the work is very cutting edge, and a social justice model.

Joel Blumstein reported that the AHS Renovation Study Committee held their first comprehensive Community Presentation on October 2<sup>nd</sup> at the Collins Center which was well attended. The presentation included options and associated costs for the renovation of AHS. The audience completed forms listing their preferences of the different options and costs. The forms will be tallied and ranked with results to be provided.

Susan McCready thanked the Andover Public School Transportation Department on the timely communications regarding impact to student transportation as a result of the construction and road closings going on in and town due to the gas line replacements, and for taking extra special care of our kids as they are transported to and from school.

C. **Public Input** - none

D. **Response to Public Input**

E. **Education Update of the Global Scholars Program at AHS**

**1. Report on Global Summit Presentation**

AHS Teacher, Brian Shea, and twenty-six AHS students participated in the Global Summit Scholars Education Institute this summer to introduce kids to international travel. A small group of the students who participated reported on the trip that took them to the cities of Rome, Florence and Milan, Italy, and to the City of Berlin, Germany where the Global Scholars Summit was held. Mr. Donovan and the students shared highlights of their trip.

**2. MCAS Results Report – Sandy Trach, Asst. Superintendent and Lisa Glickstein, Grants & Data Coordinator**

This is the beginning of the new MCAS Accountability System, the results are in and now public. Sandy and Lisa provided the Committee with some data analysis and highlights of the results.

Lisa Glickstein pointed out that the MCAS Test is an individual result that shows if the student(s) are exceeding and meeting expectations, and is just one measure of what students do in school every day. Accountability and Results: The Andover Schools performed well overall, and West Elementary School was name a School of Recognition, one of 52 State wide for excellence in succeeding targets.

The Accountability System (Percentile and Criterion Reference Percentile) results include all students including the lowest performing students. Chronic absenteeism is a new indicator in the MCAS Accountability Results and one that Andover did not do well in. Andover is meeting expectations in growth, and students did well in achievement, but chronic absenteeism is an issue as a measure of how much time on learning a student actually has; if kids are in school more, they will be learning more.

Attendance is highly correlated to student achievement and to further hold schools accountable to student participation, the State has provided a number of strategies to put into place on tracking attendance. The MCAS presentation is available on the APS Website at <http://www.aps1.net/421/School-Committee>.

F. **Continuing Business**

**1. AHS Facility: Reappointment Committee Members**

The membership of the AHS Facility Study Committee has changed and the School Committee is required to reappoint the members, including the voting members, liaisons, and resource members.

<b>Andover High School Facility Study Committee</b>		
	<b>Member List</b>	<b>Emails</b>
<b>Voting Members</b>	Mark Johnson, Chair	<a href="mailto:Mark.Johnson@andoverma.us">Mark.Johnson@andoverma.us</a>
	Sheldon Berman	<a href="mailto:Sheldon.berman@andoverma.us">Sheldon.berman@andoverma.us</a>
	Bethany Carey	<a href="mailto:Bethany.Carey@andoverma.us">Bethany.Carey@andoverma.us</a>
	Phil Conrad	<a href="mailto:Philip.conrad@andoverma.us">Philip.conrad@andoverma.us</a>
	Andrew Flanagan	<a href="mailto:Aflanagan@andoverma.gov">Aflanagan@andoverma.gov</a>
	David Howard	<a href="mailto:David.Howard@andoverma.us">David.Howard@andoverma.us</a>
	Samir Srouji	<a href="mailto:Samir.Srouji@andoverma.us">Samir.Srouji@andoverma.us</a>
	Renee Drueke- (AHS Teacher)	<a href="mailto:Renee.Drueke@andoverma.us">Renee.Drueke@andoverma.us</a>
	Janet Nicosia	<a href="mailto:Janet.Nicosia@andoverma.us">Janet.Nicosia@andoverma.us</a>
<b>Liaisons*</b>	Annie Gilbert -(BoS)	<a href="mailto:Agilbert@andoverma.us">Agilbert@andoverma.us</a>
	Shannon Scully -(SC Member)	<a href="mailto:Shannon.scully@andoverma.us">Shannon.scully@andoverma.us</a>
	Joel Blumstein - (SC Member)	<a href="mailto:Joel.Blumstein@andoverma.us">Joel.Blumstein@andoverma.us</a>
	Bonnie Zahorik - (FINCOM)	<a href="mailto:Bonnie.zahorik@andoverma.us">Bonnie.zahorik@andoverma.us</a>
	Sam Holland - (AHS Student)	<a href="mailto:sholland@k12.andoverma.us">sholland@k12.andoverma.us</a>
<b>Resource People*</b>	Kim Sousa	<a href="mailto:Kim.sousa@andoverma.us">Kim.sousa@andoverma.us</a>
	Steve Chinosi	<a href="mailto:Steve.chinosi@andoverma.us">Steve.chinosi@andoverma.us</a>
	Paul Szymanski	<a href="mailto:Paul.szymanski@andoverma.us">Paul.szymanski@andoverma.us</a>
<b>*Non-Voting Members</b>		

Tracey Spruce moved that the Andover School Committee vote to accept the reappointment of the AHS Facility Study Subcommittee as presented. The motion was seconded by Susan McCready and vote 5-0 to approve.

**2. Update on School Start Time Evaluation – Reschedule to next meeting**

Shannon Scully announced that Dr. Judith Owens, Director of Sleep Medicine at Boston Hospital will hold a discussion on Student Sleep Time at 7:00 P.M. on November 13<sup>th</sup> at the Veterans Memorial Auditorium. The first meeting of the Start Time Task Force was rescheduled so an update to the School Committee on School Start Time Evaluation will be rescheduled.

**G. New Business**

**1. Park, Playstead Municipal Complex Update**

Joseph Connelly, Director of Community Services, and Ron Hibbert, of GPI Landscape gave a brief overview of the plan for the Municipal Complex Project, that encompasses the Park/Playstead and all areas in-between. This project is part of a continuation of Town Planning Department goals. The end result will be a multi-year plan to create and maintain a welcoming space for people of all ages that promotes a healthy and active way of life, preserves the dignity of existing veteran memorials, and provides continuous stewardship of a public realm and plans for the future. Information can be found on the Town of Andover’s website at <https://andoverma.gov/173/Planning-Economic-Development> at [www.ppmcmasterplan.com](http://www.ppmcmasterplan.com).

## **2. First Reading Section J**

School Committee Policy Subcommittee members, Susan McCready and Joel Blumstein, reviewed the first reading of Section J – Students which was delayed from the September 20 meeting due to time constraints. For efficiency purposes, SC members were invited at the September 20 meeting to submit email comments to Susan McCready on Section J which were then reviewed during a subsequent policy subcommittee meeting (public). There was no deliberation amongst Committee members. This feedback and the resulting suggestions by the subcommittee were documented, attached to this evening’s agenda and discussed at this evening’s meeting. The document summarizing the initial recommended changes to this section was provided at the previous School Committee meeting. Joel and Susan reviewed the policies that had more significant changes and the School Committee members provided comment on several of the policies.

Suzanna Vasquez, a SpecEd Assistant at AHS, asked about File JLCB: Immunization for Students, and what the protocol is for the students being immunized, how is it monitored and is there a part of the policy that states immunizations are required by the State or the Town; and what happens if there are religious reasons to object to immunizations. Susan McCready said that M.G.L. requires immunization and the State Policy does have a section regarding religious exemptions.

## **3. Ratification Collective Bargaining Agreement: Andover SC – Andover Occupational and Physical Therapy Association Unit covering the period from Aug 25, 2018- Aug. 24, 2021**

There are six Occupational Therapists and Physical Therapists (OT/PTs) employed by the district, and in the Fall of 2017 they petitioned the Massachusetts Department of Labor Relations (DLR) to become a union. A bargaining subcommittee (Shannon Scully, Sara Stetson, Nancy Koch) was created to negotiate with this new unit on a Collective Bargaining Agreement (CBA). The bargaining teams met in five sessions before reaching an impasse, and then had two additional sessions with a DLR Mediator. An agreement with the OT/PT Association was reached by the bargaining teams on September 25<sup>th</sup>, and on September 29<sup>th</sup> the School Committee received notification that the OT/PT union had voted to accept the agreement. Shannon Scully described the major components of the CBA.

Susan McCready moved that the Andover School Committee approve the Memorandum of Agreement dated September 25, 2018 and the Collective Bargaining Agreement attached to the September 25, 2018 Memorandum of Agreement between the Andover School Committee and Andover Occupational and Physical Therapy Association Unit covering the period from August 25, 2018 to August 24, 2021, as presented, and authorize the Chair of the Andover School Committee to execute the Memorandum of Agreement and the Collective Bargaining Agreement on behalf of the Andover School Committee. The motion was seconded by Joel Blumstein and voted 5-0 to approve.

## **4. October 1 Enrollment Preliminary Report**

The Superintendent presented a preliminary October 1 enrollment report which shows our enrollment numbers to be ahead of projections, a little more than what we anticipated and a slightly higher than last year. At the elementary level, enrollment has grown within 40-50 students per year. The average class size has been maintained at very good ratio due to the staff changes made. The October 1 data was sent to Gerry McKibben and MSBA.

## **H. Consent Agenda**

### **1. Warrants:** In Order

**2. Minutes:** School Committee Minutes of August 20, August 30, 2018.

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

**I. Adjournment**

At 10:05 P.M. on a motion by Joel Blumstein and seconded by Susan McCready, the School Committee voted 5-0 to adjourn the meeting of October 4, 2018.

Respectfully submitted,  
Dee DeLorenzo  
Rev final/ddd

Documents: 2018 MCAS Analysis, Enrollment Report, Park/Playstead Municipal Complex Master Plan