

**Andover School Committee  
Minutes of October 24, 2019**

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

**Others in Attendance:** Superintendent Berman, Paul Szymanski Assistant Superintendent for Finance & Administration

**I. SC Regular Open Session Meeting**

**A. Call to Order**

The Chair called the meeting to order at 6:00 P.M. in the School Committee Meeting Room located in the School Administration Building.

**1. Executive Session**

Shannon Scully moved to meet in executive session pursuant to M.G.L. chapter 30A, sec.21(a) for the following purposes: Purpose 3: to discuss strategy with respect to collective bargaining with the Andover Education Association because an open discussion may have a detrimental effect on the bargaining position of the Committee. Motion seconded by Susan McCready. Roll call: P. Murphy-Y, S. McCready-Y, S. Scully-Y, T. Spruce-Y, J. Blumstein-Y.

**II. Regular Meeting resumed**

The Chair reconvened the meeting at 7:00 P.M.

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

The meeting began with a Moment of Silence and a Salute to the Flag led by Bancroft Students Sage Edward (4<sup>th</sup> grader) and Scarlett Edward (2<sup>nd</sup> grader).

**B. Recognitions & Communications**

On October 15<sup>th</sup> Dr. Berman, the Town Manager, and Paul Rollins met with the officials at MSBA to select the architectural firm for West Elementary School (3 firms presented) and chose SMMA architects who designed Bancroft School, Wood Hill Middle and High Plain Elementary. Once again, Lorraine Finnegan will be our principal representative from SMMA. Dr. Berman also acknowledged AHS Principal Phil Conrad who has been in discussion with students on decisions made regarding decorating the "Rock" in front of AHS. Joel Blumstein said it will be helpful to have clear procedures around painting the 'Rock' at AHS.

Sandy Trach recognized the teachers and administrators involved in professional development activities including those that attended and presented at MassCue. Sandy attended the League of Innovative Schools in Washington, D.C. with Joanne Najarian, Director of Digital Learning.

Sandy also thanked Greg & Ellen Sebasky for their generous donation of \$25,000 to start the Liz Roos Professional Development Fund; staff can apply for Professional Development funding beginning in the Spring of 2020.

On November 14<sup>th</sup> the West Elementary Building Committee will meet at 7:30 AM in the School Committee Room. Meetings are open to the public.

Tracey Spruce encouraged everyone to attend the AHS Annual Broadway Cabaret beginning next Wednesday at the Collins Center and support our incredibly talented students.

Shannon Scully stated that the State increased the Circuit Breaker Fund by \$200M per year which is a significant increase.

Joel Blumstein reported on the Retirement Board Meeting he attended today where there was discussion around eligibility for retirement benefits and restricting benefits for part-time employees (currently working 20 hours or more per week are eligible for retirement benefits). APS employs many part-time employees and a decision to limit retirement benefits to full-time employees would impact our ability to hire and retain top quality employees. Joel is attending the Chairs meeting tomorrow and will report back to the Committee. In addition, a Triboard meeting is scheduled for December 11<sup>th</sup> at 7:00 P.M. in the School Committee Room.

**C. Public Input: None**

**D. Response to Public Input: None**

**E. Education**

**1. AHS Overnight Field Trip (Model UN Jan 30-Feb 2, 2020)**

Sandy Trach summarized the request of Michael McCarthy, Social Studies faculty member, with the support of Principal Phil Conrad and Program Coordinator Adrienne Bock, to take the Model UN Club members to the annual Model UN conference in Boston on January 30, 2020.

Susan McCreedy moved that the Andover School Committee vote to approve the proposed extracurricular trip for Andover High School students to attend Model UN in Boston on January 30-February 2, 2020 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. Paul Murphy seconded the motion. Motion passes 5-0.

**F. Continuing Business**

**1. Turf Field at Wood Hill/High Plain Schools**

The Town Manager is seeking support from the School Committee to build two U-14 and one U-12 turf fields with the potential for future installation of lighting for night usage on the grounds of WHMS/High Plain Elementary. This request, if approved by the School Committee, would be included in the FY-2021 Capital Improvement Program contingent on appropriation from Town Meeting and ASA securing funding. The project would be funded through Free Cash in the amount of \$1.2M and \$750,000 from the Andover Soccer Association. The School Committee and Select Board will need to agree to the terms of the agreement with the ASA. Athletic Director Bill Martin said that P.E. classes at High Plain and Wood Hill would make use of the fields and that this is a great opportunity for the Town as a whole.

Tracey Spruce moved that the Andover School Committee vote to approve the Town Manager's request to support a submission to the FY-2021 Capital Improvement Program to design and construct two U-14 and one U-12 fields on the grounds of High Plain/Wood Hill subject to the Committees' review of the final warrant article and approval of a Tripartite Agreement to stipulate field usage as presented. Susan McCready seconded the motion. Motion voted 5-0 to approve.

## **2. School Start Time Report – Sandy Trach**

The Chair thanked everyone in attendance tonight and acknowledged the interest and passion around this issue and the importance it has to a lot of people. It is the duty of the School Committee to do what is in the best interest of all students. The discussion on sleep deprivation in adolescents began in Andover about a year and a half ago and was based on compelling research on the impact of sleep deprivation on adolescents. The School Committee is still gathering information and has not made a decision at this time. They have received a wide range of opinions across the community and there is not a consensus across the community on the way to progress. The transportation study results should provide us with better options. The School Committee will have a much more informed discussion before any decision is made.

Sandy Trach said studies have found that puberty is occurring in earlier years in young children and sleep restrictions associated with changes in start times could have an adverse effect on elementary students. They will continue the communication with Edulog for optimizing bus times. Sandy and Dr. Berman's discussions with other Massachusetts School Superintendents on their experience with changing school start times found that every district is individual.

### **Public Comment:**

There was an overflow crowd of parents in the audience who came to speak on this issue. Many people spoke and expressed a number of similar concerns. Some shared their angst around the process and timeline and the compressed nature of this decision. Others requested a delay in voting because there is very little information on the impacts and effects the flip option would have on elementary students, while others asked for more collaboration and patience in the process.

Linda Shorts-Bouchard, Director of Kids Club After-school Program, is concerned with the health and wellness and the social/emotional effects on students and stressed the importance of collaboration and patience in the process. Shelley Penna is requesting a delay in voting due to serious transportation reports surrounding accidents in the early morning hours of 6-7 A.M. and the need to develop a safe plan that benefits all students. Paul Wheeler said we are sending the wrong message; kids are up late on devices. More information on time management should be provided before shifting all schedules.

To have your name added to the community email list to receive information, please contact Nicole Kieser [Nicole.kieser@andoverma.us](mailto:Nicole.kieser@andoverma.us) Shelley will reach out to Carol Green at Shawsheen Preschool for contact information for area pre-schools.

The School Committee thanked everyone for sharing their thoughts and providing feedback and they look forward to having more discussions on this subject. This item will be on the School Committee agenda for the next few meetings in preparation for the November 21<sup>st</sup> potential vote on School Start Times.

Upcoming Meetings:

Tuesday, October 29 <sup>th</sup>	Informal School Committee Forum at MHL.
Tuesday, November 5 <sup>th</sup>	Presentation from Edulog with options and discussion
Saturday, November 16 <sup>th</sup>	Informal School Forum at 9:00 AM at MHL
Thursday, November 21 <sup>st</sup>	School Committee Meeting at 7:00 PM

**3. Approval of Superintendent Goals**

The Superintendent Goals were presented at the October 10<sup>th</sup> School Committee Meeting. The Chair summarized the seven (7) goals: sprints; building projects; continuing literacy efforts; data analysis; internal/external communications; budgetary item including Full Day K tuition elimination; and lastly, changing school start times.

Susan McCreedy moved that the Andover School Committee vote to approve the Superintendent's Goals as presented. The motion was seconded by Paul Murphy and voted 5-0 to approve.

**G. New Business**

**1. FY21 Budget Guidelines**

Paul Szymanski reported on the budget guidelines for FY-21 and has shared the information with the members of the SAT to assist the school leaders as they go through the budget process. The Committee will begin contract negotiations with the AEA this year and therefore the value for that expense will be contingent upon on-going discussions. Other budget concerns include rates for user fees, costs related to potential school start time change, and the cost of rentals. The High School Athletic Budget will be offset by an estimated \$343,500 in user fees, \$80,00 in rentals, and \$60,000 in gate receipts. This is a conservative approach due to the concern Triple E may have on gate receipts. Middle School Program fees have been increased to \$125.00 per student with a family maximum of \$250.00. To be more in line with Substitute Nurse pay rates offered by other districts, rates have been increased to \$200/day. The \$3,575 Full Day Kindergarten Tuition will stay in effect until the School Committee makes a decision.

Dr. Berman reported on DESE proportionate shares services and a lawsuit against the State for not providing the proportionate share to private schools. They have now increased both the standards set and funds received through the IDEA Grants.

Shannon Scully moved that the Andover School Committee vote to approve the FY-21 Budget Guidelines as presented. Tracey Spruce seconded the motion. Vote: 4-0 to approve. (Paul Murphy not in room at time of vote).

2. **APS School Calendar 2020-2021 – First Reading**

The Superintendent provided two APS School calendars for the 2020-2021 School Year; one with two religious holidays, and one without. Both calendars have schools starting prior to Labor Day and both calendars have been provided to the AEA. The Committee discussed the impact on attendance of students on the religious holidays; it seems that students felt pressured into being at school; showed in the student attendance.

3. **Monthly Financial Report**

Paul Szymanski provided the Committee with the financials for the period ending 09-30-19. The report shows a \$1.5M deficit and explanations will be provided when posted. Dr. Berman said Andover has two new Out-of-District students costing over \$800K per year. This expense may fall into the range of extra-ordinary relief (unanticipated costs) and provide about \$400K from the State. However, we will not know the outcome until after April 2020 and maybe after Town Meeting. In addition, there is \$350K deficit in the Human Resources Salary Account for employees who have been transferred from IT to the Town which the School Department has not been reimbursed for yet. All adjustments will be appropriately made and we will be reimbursed back to July 1<sup>st</sup> from the Town.

4. **SEPAC**

Joel Blumstein reported that after the SEPAC workshop presented by Leslie Leslie, Project Director for the Federation for Children with Special Needs, a group of parents have stepped up to form a new Andover SEPAC and will be coming forward to the School Committee for approval.

**F. Consent Agenda**

1. **Grants/Donations to Andover Public Schools**

Elizabeth Roos Staff Development Grant Fund  
Shawsheen, Funds from Andona  
Doherty Donation

2. **Surplus/Disposal Request(s)**

Disposal of old uniforms request from Sean Walsh, Program Coordinator for Fine Arts.

3. **Minutes** September 5, 12 and 18, 2019 SC Meetings

Susan McCready moved that the Andover School Committee vote to approve the Consent Agenda as presented. Paul Murphy seconded the motion. Motion passes 5-0.

**G. Adjourn**

On a motion by Susan McCready seconded by Tracey Spruce, the School Committee voted 5-0 to adjourn the meeting of October 24, 2019 at 10:07 P.M.

Respectfully submitted,

*Dee DeLorenzo*  
*Recording Secretary*