

Andover School Committee
Regular Meeting of June 5, 2014
School Administration Building - School Committee Room

Members in Attendance: Annie Gilbert, Paula Colby-Clements, 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 to discuss strategy relative to successor contract negotiations with custodians and food service employees and potential litigation and to return to open session. Roll call: A. Gilbert-Y, P. Colby-Clements-Y, D. Birnbach-Y, and J. Blumstein-Y. At 6:58 P.M. on a motion by Paula Colby-Clements and seconded by Joel Blumstein, the School Committee unanimously 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, D. Birnbach-Y, and J. Blumstein-Y.

II. Regular Meeting

A. Call to Order/Moment of Silence/Salute to the Flag: Shawsheen Elementary Students

Annie Gilbert called the meeting to order at 7:00 P.M. followed by a Moment of Silence and Salute to the Flag led by Shawsheen School students Mir and Zain Durrani. On behalf of the School Committee the students were presented certificates of appreciation.

B. Recognition/Communications

1. APS Employee Retirement Recognition Ceremony

Dr. McGrath welcomed the retirees to the 4th Annual Retirement Recognition Ceremony. Each retiree was recognized by their school principal and presented with a small glass bowl in recognition of their dedication to Andover students. This year, twenty-five staff/teachers are retiring with a combined 559.5 years of dedication and several with 20+ years of service to the Andover Public Schools. Annie Gilbert, on behalf of the School Committee, said it is a pleasure and privilege to hear the recognitions and stories of how they served the Andover Public Schools in so many different fashions. The School Committee is deeply thankful to the retirees for their gifts of wisdom and experience that have impacted students, teachers, parents, and the community.

2. Town Meeting Review

Annie Gilbert reported on a meeting with the Chairs of the three Boards along with the Town Moderator, Town Manager, and School Superintendent to debrief the Town Meeting. Attendees were asked to share their thoughts on the timing of Town Meeting, increasing participation through technology, absentee voting, timing of presentations, reading of legal opinions, reversing recommendations on the floor of Town Meeting vs what is recommended in the Finance Committee Book, mixing-up articles to alleviate participation for pet projects only, heightened scrutiny on town spending and tax bills, and how to conduct a better budget process. The next steps will be a conversation to bring forward a better plan for the budget process. Opinions should be shared with the Town Moderator.

On June 3rd a presentation on the OPEB Actuarial for Andover and an analysis of how Andover's liability is determined was provided by Segal Consulting to the members of the Triboard. The next steps is to form a small working group (2 members from each Committee/Board) to review information and generate a list of items that could be applied towards reducing the liability.

Joel Blumstein, School Committee representative of the Audit Committee, reported on the Audit Committee's meeting on May 21st at which time a presentation was given by the Town's Auditors explaining what is involved in the audit, key items, and the audit timeline. The Audit Committee will meet again on September 10th.

C. Public Input - None

D. Education

1. New Adoption: K-8 Mathematics Program: Math in Focus

Dr. Duclos introduced the members of the Math Team who conducted an extensive amount of work vetting out several math programs to arrive at their recommendation of Math in Focus for Grades K-8 for the Andover Public Schools. A formal presentation of the program was provided at the previous School Committee meeting. The team and Dr. Duclos strongly recommend the School Committee approve their recommendation of Math in Focus for Grades K-8. A 2/3 vote of the School Committee is needed for approval.

Paula Colby-Clements moved for the Andover School Committee vote to approve the adoption of the Math in Focus for Grades K-8 as of September 2014 for a cost of \$403,058.62. The motion was seconded by Joel Blumstein and voted 5-0 to approve.

2. New Adoption: Gr. 6-8 Engineering Program: Lego Mindstorms

Steve Sanborn, K-12 Science Program Advisor, provided an informational presentation on Lego Mindstorms at the previous School Committee Meeting. Dr. Duclos stated that this program would move the Engineering Program at the Middle Schools to the next level and bring the three middle school programs together. Andover Fund for Coalition (ACE) is funding \$33,999.75 of the requested funds leaving a balance of \$14,690.28 which is included in the FY-15 CIP School 3 Textbook account. Professional development will be provided to teachers in June and continue throughout the year on Early Release Days.

Paula Colby-Clements moved for the Andover School Committee vote to approve the adoption of *Lego Mindstorms* for the Middle School Engineering Program as of September 2014 at a cost of \$14,690.28. The motion was seconded by Joel Blumstein and voted 5-0 to approve.

3. 2014-2015 PARCC/MCAS Recommendation

This year, Andover participated in the first year of a two year pilot of PARCC (Partnership for Assessment of Readiness for College and Careers). The Commissioner of Education is allowing school districts to choose to continue to administer the PARCC or to use MCAS to test grades 3-5

for Math and English Language Arts in 2015. Andover's curriculum is aligned to the most recent 2011 Mass State Frameworks and incorporates the Common Core Standards. PARCC is also a more rigorous test and the next generation assessment will most likely be online prompting us to be proactive to ensure that our IT Structure is prepared. In two years, the test will change to either a next generation MCAC or PARCC. The state will look at the progress and performing index, scores of all students and students with high needs and the overall percentile relative to the performance with other schools and then the schools will be leveled accordingly. Level 1 School-meets target; Level 2-did not meet target or fell within lowest 20%of schools performance relative to other schools, Levels 4 and 5 – Schools are not meeting target and require state assistance.

The Andover School Administration is recommending the Andover Public Schools participate in the PARCC testing in grades 3-8 in the areas of Math and English Language Arts. Grade 5 Science and Technology will still be an MACS test and the MCAS Alternative students will continue with their current testing procedures. The School Committee does not need to take a vote on this recommendation until the June 12, 2014 meeting. They have until June 30th to inform the Department of Elementary and Secondary Education of the decision.

4. Quarterly Report CREST Collaborative

Barbara L'Italien reported on the status of the Quarterly Report from CREST Collaborative. She talked about services, training and academic/educational opportunities provided by the Collaborative such as; Academic Bowl, yearly and quarterly Literacy Magazines, ELL consultation and training for educators. CREST will be establishing a mobile finger-printing site in line with the new DESE requirements for finger printing of all staff.

5. Appoint CREST Collaborative Representative for 2014-2015

Paula Colby-Clements moved that the Andover School Committee vote to reappoint School Committee member Barbara L'Italien as the Andover Representative to the Collaborative for Regional Education Services and Training (CREST) Collaborative Board for the 2014-2015 school year. The motion was seconded by Joel Blumstein and voted 5-0 to approve.

6. Bancroft School Project Update

Annie Gilbert and School Building Chair Tom Deso said the building team did an amazing job of pulling together to solve the water pressure problem (which could have affected the occupancy certificate and demolition of the old building) with no change in the schedule opening of the new school in August, with final completion by October. All furniture will be in the building within the next two weeks.

E. Old Business

1. FY 14 May Financials

Assistant Superintendent of Finance and Administration Paul Szymanski provided an overview of the FY-14 May Financials stating there was a favorable balance at the end of May and school principals have been encouraged to encumber expenses for the remainder of the year now. They do not anticipate any unexpected expense at this time.

2. Policy: Bullying Prevention and Intervention Plan

Sub-Committee members Paula Colby-Clements and Joel Blumstein reported on their meeting to

review the changes and plans to the Bullying Prevention and Intervention Policy noting the Policy is now much more streamlined. The public comment period was extended from April 2, 2014 to May 3, 2014 with three comments received since initially posted on the website last October. The comments received and were reviewed by the Sub-Committee and Superintendent McGrath. They recommend the School Committee vote approval of the Bullying Prevention Intervention Plan.

Barbara L'Italien moved that the Andover School Committee vote to approve the APS Bullying Prevention and Intervention Plan as presented. The motion was seconded by Joel Blumstein and voted 5-0 to approve.

F. New Business

1. Policy:

a. Concussion Policy – 2 year review

Dr. McGrath reported that this policy was approved by the School Committee two years ago and although there were no changes mandated by the Department of Public Health, Andover's Athletic Director Don Doucette and School Attorneys it was noted there was not sufficient information regarding academic re-entry. The policy has been revised to include these protocols which can be found in Section VII of the revised Policy JJIF-R.

Paula Colby-Clements moved that the Andover School Committee vote to approve the "Concussion Policy/Protocol for Academics, Athletics, and Extracurricular Activities" as presented. The motion was seconded by Joel Blumstein and voted 5-0 to approve.

b. Fingerprint-Based Criminal History Record Information (CHRI) Checks

Under a new law, fingerprints of all employees will be taken and submitted to the State Police for criminal background checks and forwarded to the FBI for a national criminal history check. Cori checks for staff, volunteers and prospective employees will still be required. Finger-printing will be fee based and payable by the applicant.

Paula Colby-Clements moved that the Andover School Committee vote to approve the "Fingerprinting Based Criminal History Record Information (CHRI) Checks made for non-criminal justice purposes" policy as presented. The motion was seconded by Joel Blumstein and voted 5-0 to approve.

2. 2014-2015 AHS Athletic Handbook - Tabled

3. Overview - Evaluation Process: Superintendent

Annie Gilbert provided an overview of the evaluation for the Superintendent which is meant to be a high-level process and more prescribed this year because of the implementation of the Educator Evaluation Process. The School Committee agreed to base the Superintendent's goals on the Strategic Plan aligned to the standards and multi-year goals. Goals include: 1) Innovation and collaboration and 2) Creating partnerships in and outside of the Andover Public School System.

The Superintendent will provide an end-of-year report by June 8, 2014 and according to the Open Meeting and Mass General Law, the evaluation will be conducted in an open meeting. The goals, agreed to by the School Committee in December, were distributed to the School Committee members, and each member will provide comment on their assessment of the Superintendent. The School Committee has to vote a rating for each goal (Needs Improvement, Satisfactory, Proficient, and Exemplary) and also vote on an overall proficiency rating. Performance ratings will then be provided to the Department of Elementary and Secondary Education (DESE). The School Committee will deliberate and vote on the Superintendent's salary in Executive Session and then vote in Open Session.

G. Consent Agenda

1. Minutes: May 20, 2014 with changes
2. Warrants Expense SW1426, Payroll 14S048 and 14S049

Paula Colby-Clements moved that the Andover School Committee vote to approve the consent agenda as presented. The motion was seconded by Barbara L'Italien and voted 5-0 to approve.

H. Adjournment

At 9:27 P.M. Paula Colby-Clements motioned the Andover School Committee adjourn the meeting of June 5, 2014. The motion was seconded by Joel Blumstein and voted 5-0 to approve. Roll call: P. Colby-Clements-Y, D. Birnbach-Y, J. Blumstein-Y, and A. Gilbert-Y.

Respectfully submitted,

Dee DeLorenzo
Recording Secretary

Documents: School Warrants
Year-to-Date Financials
CREST Collaborative Update-Board of Directors
Draft of Finger-printing policy
Draft of Concussion Protocols and Policy
Minutes of May 20, 2014