

**School Committee Meeting**  
**Minutes of Wednesday, June 6, 2018**

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

**Others in Attendance:** Superintendent Berman, and Assistant Superintendent Paul Szymanski, and Assistant Superintendent Dr. Nancy Duclos.

**I. Regular Meeting**

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

Shannon Scully called the School Committee to order at 5:08 P.M. in the School Committee Room located on the 2<sup>nd</sup> floor of the School Administration Building. The meeting began with a Moment of Silence and a Salute to the Flag led by West Elementary students Gaby McDonough, Sharayu Josh, Emma Capaldi, Ian Chiang, and Owen Chatterji.

**B. Recognitions & Communications**

Noah Colby was recognized on the completion of his year as the AHS liaison to the School Committee and for providing a student's perspective to the conversations at their meetings.

Joel Blumstein attended the Math Olympiad with Dr. Berman yesterday and commended the students for the extra time they put into their math studies.

Shannon Scully announced a clarification to tonight's agenda. Athletic Fees is a 1<sup>st</sup> reading and therefore, the School Committee will not vote at this time. Shannon also spoke about the School Committee Policies in Natick noting that legal restrictions have been placed on what Natick can put in their policies until the case is decided which could have impact on Andover and other districts.

**C. Public Input**

Betsy Streeter, Williams Street, gave an update on the citizen petition she is circulating for removal of the school superintendent. She has 380 signatures to date.

Alison Teichert and Jean Teichert-5 Dufton Road. Alison expressed her feelings of being singled out for having dyslexia and, although she is ready to move on, she is not being allowed to return to Andover Public Schools, and in her opinion, the Director of Student Services was disrespectful to her. Jean Teichert requested that the School Committee not let anyone respond or dispute what a person is saying during public comment.

Jean Teichert: Her two children are ready for a less restrictive placement and to return to Andover, but they still need support. She disputes the support that Andover claims to provide special education students and stated that there is a crisis in the community within Special Education that the School Committee is not aware of.

Kerry Costello, AEA President, reported that the AEA will be voting to ratify the recently bargained contract language with the School Committee on Thursday. Kerry introduced Ben Holden as the new liaison to the School Committee for the upcoming school year.

Joselin Allen, 30 Rutgers Road, thanked the Committee for including the Inclusion Model on tonight's agenda under policies, and to accept kids with a welcoming tone

#### **D. Response to Public Input**

Susan McCready would be happy to talk to Joselin Allen off line about the group started at High Plain Elementary. Addressing Mrs. Streeter statement, Susan said it would be helpful to understand what the reasons are behind the petition to remove the School Superintendent.

#### **E. Education**

##### **1. AHS Field Trip: Show Choir to Travel to NYC Feb. 21-24, 2019 (February vacation)**

Beth Delforge and Principal Phil Conrad, would like to take the show choir students to a National Competition in New York City.

Susan McCready moved that the Andover School Committee vote to approve the proposed extracurricular trip for Andover High School Students to New York City, NY on February 21-24, 2019 as presented and in accordance with the provisions set forth in the Andover School Committee Policy entitled "APS School-Sponsored Trip". The motion was seconded by Paul Murphy and voted 5-0 to approve.

##### **2. Sprint Presentation: Literacy Sprint represented by N. Duclos, A. Decoste, J. DiCarlo, S. Boari, S. Murphy**

The Literacy Sprint is a combination of members from the Literacy Curriculum Advisory Board and the Literacy Sprint Team. Dr. Duclos reviewed the Curriculum & Instruction, Ms. Decoste spoke about the trainings and curriculum work completed, and Suzanne Murphy talked about the Middle Schools' progress with the Lucy Calkins Writing Model. The Team is focused on how to best support teachers in their Tier II interventions.

Jason DiCarlo addressed assessments for administrators and teachers. All administrators were trained to understand the data and how to run their school's data meetings along with 3 district wide data meetings. Teachers participated in the data meetings which were very productive in identifying and addressing needs of students.

#### **Recommendations:**

Implement Fountas & Pinnell Classroom Program in 2019.

Implement: Fountas & Pinnell Benchmark Assessment data tool to support literacy instruction.

Implement: Yearlong professional development to lay the foundation for Reader's Workshop for implementation in 2020.

#### **Next Steps:**

Provide Just Right Phonological Awareness focused Professional Development in a Tier I Workshop Model.

Continue using data meetings to drive instruction and strengthening Tier 2 meetings at all elementary schools.

##### **3. Sprint Presentation: Innovation Sprint (Liz Roos, Steve Chinosi)**

The Innovation Sprint includes a number of members of the Curriculum Advisory and Sprint Team. Having a collaboration of teachers was key to shaping the Sprint and embracing innovation through learning to provide authentic and personalized learning that is teacher involved. They are looking at all Sprints to see how they can integrate them to include Design Thinking, Capstones, growth in Design Thinking. Each of the Sprints are working together to move the District forward. We have a strong and solid academic program but what is making Andover unique is adding programming

that engages students in quality ways. The excitement and enthusiasm has reached across the District, it pushes boundaries and provides an in-depth learning experience.

## **F. New Business**

### **1. Review: Proposal for Athletic Fees Restructuring**

AHS Athletic Director Bill Martin and AHS Principal Phil Conrad reviewed the proposed Athletic Budgets of FY-19, FY-18 and FY-17. Currently, the Athletic Budget has a \$60,000 deficit and the reserve account has a zero balance. The presentation included proposals for increasing fees in the revolving account and options for athletic fees; single sport, multi-tiered fee, a one-time; fee of \$380-\$450 per student, or a steady consistent fee. They also shared options for increasing revenue, i.e. rental fees, ticket fees, and to consider advertising. Three recommendations included a study of athletic fee charges, advertisements, and yearly budget increase.

### **Public Input**

Marilyn Fitzgerald, 25 Washington Avenue and Varsity Swim Coach. The Swim Team has 41 athletes participating, expenses of \$13,744 includes salaries, cost for officials, transportation, and facility rental fees against an income of \$15,580.00. Nobody should be penalized by being asked to pay more because they are in a sport that has a fee. Parents pay an additional \$300 outlay for equipment, and an additional outlay if student makes a State cut. Expenses for 2-3 level sports is more expensive than one level teams and there should be equity with charges for fees.

### **School Committee Comments on Athletic Fees:**

Joel Blumstein: Agrees that the one-time facility fees for specific sports does not seem fair. Charging one fee across the board, no matter how many sports you play, is not fair for those who play only one sport. Is the School Committee being asked to make a specific decision over the next few weeks, or to delay the decision until we have time to research the situation? Dr. Berman is suggesting the School Committee make an interim/tentative decision that will cover the \$60K deficit.

Susan McCready: The School Committee has received a tremendous amount of email input and agrees that having to pay an additional facility fee is unfair, there is a strong case for looking at a tiered structure; she would like more time to research the issue.

Tracey Spruce: Opposed to the additional facilities fees, and we either have to address that for all sports or none. Not sure if she agrees that a single fee would encourage more participation. There may be students who want more variety i.e. one sport, show choir, capstone, etc. She favors the per season fee concept but wants more time to consider the options.

Paul Murphy: Sports is a big part of a community and Andover has had great teams that have made the community feel good. Sports are another classroom where kids are taught. He would like to look at additional models before making any decision.

Noah Colby: One fee for all seasons encourages students to try more sports.

Shannon Scully: Her concern centers around community building and the impact of increasing rates until there is a mechanism to address the deficit, and the impact one annual fee would have on students who only participate in one sport. She suggests we focus on how to make our operating budget pick up a lot more of these expenses and look at a potential restructuring. It would be more equitable to pay for what you use, and favors a per season rate.

Dr. Berman will meet with Bill Martin and Phil Conrad to discuss options and will continue to refine the discussion and keep as an action required item.

## **2. First Reading of APS Policies**

Tonight is the first reading of the policy, no vote taken tonight until the second reading.

### **a. Religious Accommodations Policy: First Reading.**

Before considering the calendar for the school year, there should be a discussion on a policy for religious accommodations that reflects a wide-range of religions and ethnicity with clearer rules. When school is in session it should be productive and students should not be penalized if they are not in attendance due to a religious observant; it would be considered an excused absence. There should be no penalty or deterrent to a student for being absent, flexible accommodations to make up the student work provided, and no scheduling of one-time events. The policy should encourage students and families to communicate with teachers on religious holidays and when students will not be in school.

### **b. Proposed Inclusive Participation Policy**

This policy originated from the High School Improvement Council to be included in the High School Handbook should be implemented across the district. It is in state law that no student should be discriminated against on account of race, color, sex, etc. Essentially ensuring that students can participate in all school activities that relates to their gender identity and calls for training of all staff and coaches to make sure they understand the policy, and student accommodations for locker rooms consistent with their student identity. AHS Principal Phil Conrad said the School Council is looking at equity to ensure all students feel safe and secure in the building. Nancy Duclos pointed out that every year teachers have to participate in an online training session. It is not an option to not comply with State law, and it is not an option to make students feel uncomfortable.

### **c. Revisions to Policies AC, GBA & GCF related to MA Pregnant Workers Fairness Act New law**

The revisions propose amendments to 3 different policies (general discrimination, equal employment policy, and professional staff hiring policy) and adding term pregnancy or pregnancy condition to those policies.

## **3. Proposal for Assistant Superintendent for Student Services**

Due to the increased level of responsibilities this position requires, Dr. Berman feels it is appropriate to recommend changing the position of Director of Student Services to an Assistant Superintendent for Student Services.

### **Discussion:**

Paul Murphy: Uncomfortable having this conversation after the budget process has been completed and also because of the need for an additional \$60,000 for Athletics, and the addition of the Communications position. Tracey Spruce echoes Paul's remarks. Joel Blumstein, Susan McCready, and Shannon Scully support the recommendation.

Joel Blumstein moved that the School Committee vote to create the new position of Assistant Superintendent for Student Services, which will perform the duties of the Director of Student Services and additional specified duties. The motion was seconded by Susan McCready and voted 4-1 to approve. Paul Murphy opposed.

Joel Blumstein moved that the Andover School Committee vote to appoint Dr. Sara Stetson as the Assistant Superintendent for Student Services pursuant TO G.L. c. 71B, sec 3A and G.L. c. 71, sec. 59.

The motion was seconded by Susan McCready and voted 5-0 to approve.

**G. Consent Agenda**

1. Warrants: Expense: SW1829A and SW1829; Payroll 18S049

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

**H. Adjournment**

At 8:40 P.M. on a motion by Susan McCready and seconded by Joel Blumstein, the School Committee voted 5-0 to adjourn the meeting of Wednesday, June 6, 2018.

Respectfully submitted,

*Dee DeLorenzo*

Dee DeLorenzo

Recording Secretary