

School Committee Meeting
Minutes of Wednesday, June 27, 2018

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 – Call to Order

Chair Scully called the School Committee to order at 5:30 P.M. in the School Committee Meeting Room in the School Administration Building.

II. Executive Session

Susan McCready moved that the School Committee enter into Executive Session pursuant to M.G.L. Chapter 30A, sec. 21(a) purpose 2: To conduct strategy sessions in preparation for negotiations with non-union personnel (Superintendent of Schools); and to reconvene in Open Session. The motion was seconded by Joel Blumstein. 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

Shannon Scully 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.

B. Recognitions & Communications

Dr. Berman:

~Harvard Business Review has a book available on Social/Emotional Learning.

~The Summer Math Programs offers Boot Camp for Grades 7-8, Algebra I for Grades 7-9, and Geometry for Grade 9th. Currently, 51 students have registered and there are openings available for interested students.

~Spring sports events: Congratulations to the Girls' Track/Field, Girls' Tennis Team and the Boys' Track & Field teams for their achievements this spring.

Paul Szymanski announced that the webpage for West Elementary Building is available on the Town's website.

Joel Blumstein commented on issues of immigration that are being heavily reported and reminded folks of the statement the State Attorney General issued about the State Law that provides equal opportunity for access to free education. Joel will be recommending that an issue on immigration status be added to the School Committee Policies.

The School Committee congratulated all of the students who participated in the end of year Celebrations of Learning and to the Middle School 8th Grade students on their graduation ceremonies. The Andover teachers were recognized on their efforts to make the last few weeks of school educational and palpable for the students.

Paul Murphy and Susan McCready held an Informal School Committee on June 16th with 3 parents in attendance. The discussions/requests included items on survey feedback, IT issues,

Learning Management System, consistency across the district in terms of how teachers use Aspen and Google, etc. Parent asked if they could expect a School Committee Policy on movies and what is acceptable to be shown, and commended Dr. Berman for sharing the information on the *13 Reasons Why*. They also requested information on the recycling/disposal warrant article approved at Town Meeting, praised the Athletic Program and Athletic Director, and to not consider commercial advertising to raise money.

Tonight is last School Committee Meeting for Dr. Duclos as she moves onto retirement. Dr. Berman recognized Nancy for the curriculum work she organized and led across the district and which is greatly appreciated. The Andover School Community will miss her guidance and steadiness. The School Committee presented Dr. Duclos with a parting gift.

Agenda amendment: Item # 1 Verification of vacation days for Superintendent Berman will be on the agenda for the July 18th School Committee Meeting.

C. **Public Input**

Richard and Betsy Streeter, Williams Street, spoke about people who are not able to move on from the coaching incident. Mr. Streeter is calling for a nationwide search for a new superintendent before Dr. Berman's contract is renewed and that Dr. Berman should resign.

Meg McLaughlin, 5 Greenbrier Circle, thanked the School Committee for considering the change in the school calendar and suggests that all religious holidays be removed.

Response to Public Input

Shannon Scully: Clarified that a DESE Critical Shortage Waiver was not necessary to hire Dr. Berman either as interim or as permanent Andover Superintendent.

Joel Blumstein: The School Committee recently adopted a policy for the observance of religious holidays during scheduled school days. Having this policy in place is important to recognizing the many religious holidays observed by district families and not just those currently on the school calendar. In addition it aids in facilitating consideration for removal of religious holidays from the school calendar beginning in September 2019.

Tracey Spruce: Clarified her review of Dr. Berman, she did not doubt his honesty, and does not think or suggest that he has ever been dishonest.

D. **Education**

1. **Initial: 2019-2020 APS School Calendar Options**

Dr. Berman explained the two calendar options, one which includes three religious holidays (Yom Kippur, Rosh Hashanah, Good Friday) and one which does not. Both options have school beginning for teachers and students before Labor Day but having the Friday off before Labor Day, which reflects the recent agreement between the School Committee and the AEA. The Committee discussed gaining feedback from the community and it was noted that residents were asked to provide calendar feedback in January 2018 with over 100 responses received. Residents are welcome to email additional comments to the School Committee. The process for finalizing the calendar has two review periods: 30-day review by AEA and feedback on holiday options provided to the School Committee followed by a 15-day review. The School Committee's approval target for the 2019-2000 school calendar is mid-August-early Fall 2018. Release Days will continue to be scheduled on Fridays.

Response by School Committee

The only basis for having a non-state or federal holiday in the school calendar is not due to favoring a particular religion but because of the expected low-attendance by staff/students. However, this is difficult to verify and may take a pilot year in which the district holds school on religious holidays and monitors attendance. Both calendar options presented have vacation on Christmas Eve. Dr. Berman explained that the Winter Holiday is extremely long, typically has a weekend bracketed by vacation days, and for 2019 Christmas Eve falls on a Monday which brings an expectation that a single school day that would have low-attendance.

F. Continuing Business

1. Proposal of Food Services Fees, second reading

Susan McCready moved that the Andover school Committee vote to approve the proposed Food Services as presented. The motion was seconded by Tracey Spruce and voted 5-0 to approve.

2. AHS Athletics Fee Restructuring, third reading

The Committee has had an opportunity to listen and debate the information presented from the Athletic Director Bill Martin and feedback has been received from parents and staff. Restructuring of ticket prices and rentals of facilities have been removed from the proposal. The School Committee's decision is due by July to meet fall sport season timelines. The School Committee shared their thoughts on the proposed restructuring of fees and Athletic Budget/deficit and each stated that although they don't want to increase fees and they struggled with their decisions, it has been a long discussed necessity given the significant athletic budget deficit.

Joel Blumstein's preference is per-season tiered fee option.

Paul Murphy recommends a single annual fee option between \$380 to \$450.

Susan McCready recommends the single annual fee option.

Tracey Spruce recommends the single annual fee option.

Shannon Scully recommends the per-season fee option.

Susan McCready moved that the Andover School Committee vote to approve the Athletic Fee Increase to a \$450.00 rate beginning in the 2018-2019 School Year. The motion was seconded by Tracey Spruce and voted 3-2 to approve. Shannon Scully and Joel Blumstein opposed.

3. Financials – as of May 31, 2018

Paul Szymanski provided the financials for the end of May, 2018 and explained the current financial status of the School Department. The school department is not projecting a deficit and more detail will be provided when they ask for a budget transfer request. The balance would be in the range of \$40,000 and spending less out of Circuit Breaker; the transfer will go to paying Out-of-District Placements.

4. Budget Transfer Request

Susan McCready moved that the Andover School Committee vote to approve a request by the Business Office to transfer unencumbered funds from the Salary Account to offset negative General Expense balances as needed. The motion was seconded by Paul Murphy and voted 5-0 to approve.

G. New Business

1. Superintendent Evaluation

The evaluation process began with a 29-page Report on the Standards and Goals document provided by Dr. Berman. This document was used by the School Committee to form their individual evaluations. The individual evaluation reports used a DESE template and were sent to the School Committee Chair who worked with Human Resources to ensure opinions of the five individual School Committee members were properly reflected into the draft composite document. The five individual evaluation reports, a summary rating matrix, and the composite evaluation report are available on the Andover Public School website. The Committee members individually provided comments on their evaluation of the Superintendent of Schools.

Joel Blumstein moved that the Andover School Committee vote to accept the Committee's Composite Superintendent Evaluation as presented with an overall Summative Performance rating of Proficient with an impact on Student Learning as High. The motion was seconded by Paul Murphy and voted 5-0 to approve.

Dr. Berman thanked the School Committee for their comments. He is honored to be in this district and to work with the School Committee.

3. Superintendent Compensation

Joel Blumstein moved that the School Committee set the Superintendent's Salary for the 3rd Contract Year July 2018 –June 30, 2019 at 2% above the salary set for the second contract year. The motion was seconded by Susan McCready and voted 5-0 to approve.

4. School Committee Meetings Calendar for 2018-2019 School Year

The Committee provided a draft of proposed School Committee meetings for 2018 which is subject to change as events come up during the course of the year. Feedback on the draft calendar should be sent to Alison Phelan at aphelan@aps1.net. Summer meetings have been scheduled for July 18th and August 30th, 2018.

G. Consent Agenda

1. Warrants: Expense: SW182 Payroll: 18S052, 18S051, 18SS14
2. Minutes: May 31, 2018 including 2 minor revisions

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

H. Adjournment

At 9:35 P.M. on a motion by Joel Blumstein and seconded by Paul Murphy the Andover School Committee voted 5-0 to adjourn the meeting of June 27, 2018.

Respectfully submitted,
Dee DeLorenzo
Recording Secretary

Documents: Link to School Committee evaluations of Superintendent: [News Update-Super Evaluation](#)
Draft of School Committee 2018.2019 Meetings