

**Andover School Committee**  
**Minutes of July 16, 2020**  
**Virtual Meeting**

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**Participants from the School Committee:** Chair Shannon Scully, Vice Chair Susan McCready, Paul Murphy, Tracey Spruce, and Laura Conoscenti.

**Others participating:** Superintendent Shelley Berman, COO Steve Nembirkow, Assistant Superintendents Sandra Trach and Sara Stetson, Director of Communications Nicole Kieser, Director of Innovation Stephen Chinosi.

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

Shannon Scully called the meeting to order at 6:00 P.M.

**II. Executive Session**

Susan McCready moved that the School Committee meet in Executive Session pursuant to M.G.L. Chapter 30A, sec 21(a) for Purpose 3, to discuss strategy with respect to collective bargaining with the Andover Education Association Unit A and AEA Secretaries, AEA Occupational & Physical Therapists, Andover Licensed/Practical Nurses, Andover Assistants, Andover School Food Services, Andover School Custodians, and Andover Administrators Associations because an open session may have a detrimental effect on the bargaining position of the Committee. The Committee will reconvene in regular session at approximately 7PM. Motion seconded by Paul Murphy. Roll Call: P. Murphy-Y, Conoscenti-Y, S. McCready-Y, Tracey Spruce-Y, S. Scully-Y, Motion approved 5-0.

**III. Resume SC Regular Meeting //Moment of Silence 7:00 PM**

Shannon Scully reconvened School Committee to order at 7:00 P.M. for the Regular meeting of July 16, 2020 and opened up the Regular Meeting through a Virtual Meeting Broadcast by Andover TV and on Comcast Channel 99, Verizon Channel 43 or via streamed: [www.andovertv.org](http://www.andovertv.org) **Public Participation via email: [scremote@andoverma.us](mailto:scremote@andoverma.us)** Susan McCready and Shelley Berman will screen the emails. The meeting began with a Moment of Silence.

**A. Recognitions & Communications**

Dr. Berman said the School Committee is reviewing his evaluation and a review at their next meeting, and given the financial circumstances we are facing, he is not looking for nor anticipates and would appreciate that the School Committee not consider any kind of compensation increase.

Tracey Spruce acknowledged that there has been a wave of Instagram accounts popping up with respect to private school students sharing their experience of black students at their schools over the past few weeks. We need to pay attention to combating issues of racial discrimination in the district. She asks that we all pay attention to and acknowledge the stories by students to get an understanding of the work we have to do.

Paul Murphy attended a SEPAC meeting on July 9<sup>th</sup> which is a great group with lots of energy. Parents are invited to access information at [andoverSEPAC@gmail.com](mailto:andoverSEPAC@gmail.com).

Shannon Scully reminded everyone that the West Elem School Building Committee Forum is scheduled for Monday, July 20<sup>th</sup> at 7:00 PM broadcast by Andover TV, Comcast Channel 99 and Version Channel 43 and live streamed.

**B. Public Input - None**

**C. Response to Public Input - None**

**D. Education**

**1. Summer Programs and School Reopening Plan**

Dr. Berman reported that there has been continual guidance from DESE on re-opening and an email was sent to staff and parents on the guidance provided. The DESE Team believes we can use a separation of 3-6 feet for children but the 3' is at least a minimum for social distance and we are continuing to analyze that distance. We do not yet have guidance on transportation and funding. The Task Force for re-opening is being overseen by Asst. Superintendents, Sara Stetson and Sandra Trach who have taken significant leadership roles in this area.

Sandy Trach reported that the Title I Summer School in Literacy and Math had a very successful launch this summer as did the Title II Summer School both being run virtually. In addition, a Summer School Book Club for students for Grades 1 through Grade 6 is actively underway. Sara Stetson reported that approximately 300 children are participating in the Summer Extended Special Education Program. Next week they are welcoming the first wave of children with significant and complex needs, and several enrichment groups in the area of mathematics are being offered.

The overall mission of the Re-opening Task Force Group is to ensure the physical and emotional safety of students and staff as we anticipate the re-opening of our schools. The guiding principles include transparency, regular communication to bring together diverse stakeholders and experts to help develop solutions for equity. We recognize that we have to be decisive and move deliberately, making difficult choices and may need to adapt quickly as guidance continues to come out. Sandy and Sara, as Co-Chairs of the Steering Committee along with several School Administration personnel, have met regularly to provide oversight on the process with guidance from DESE.

The work has been divided into six broad areas; Health & Safety, Logistics and Operations, High-Quality Secondary and Primary Instruction, Learning Tools, Social Learning and Emotional Health. These groups have been divided into sub-categories. They have structured regular meetings with the Co-Chairs of each working group so that everyone is part of the plan. DESE has directed School Districts to submit their plans by July 31<sup>st</sup> but not to release their final plan until August. The School Districts have been asked to create one plan with 3 components: in-person, hybrid, and a remote learning plan.

A Virtual Community Forum will be held on Aug 13<sup>th</sup> from 6:00-7:30 PM with more information to follow.

School Committee Comments: The anxiety level of parents is very high, will there be opportunities outside of the email address for parents to express their concerns and questions prior to the August 13<sup>th</sup> Town Hall Meeting? Dr. Berman: We do want parent input and will have a survey for parents to complete. As soon as we have transportation information, it is critically important that we provide that information. Student Services is sending out information and scheduling forums for some groups and offering individualized meetings for students with more complicated needs. They welcome input from parents.

To what degree of detail have you been able to map out what a classroom layout looks like and what is the potential need to expand student parking at AHS? When the Commissioner initially announced a 3-ft. separation from seat to seat, our principals provided models of what that would look like for every one of our schools. We could accommodate our full student body back in school at the elementary and middle levels, but not at AHS. In terms of parking at AHS, they are still waiting for guidance on how many children will be able to be transported per bus. There are some classrooms at the elementary level where they may need to add another teacher to keep the enrollment of the classes low.

Is there any relaxation on time on learning requirements? Not at this time.

As parents and teachers, we have to be ready for everything and for each individual family to prepare for. How will you handle as a family things that are completely out of our control?

The three preliminary plans are due in two weeks, with final plans submitted by August 10<sup>th</sup>. The community forum scheduled for August 13<sup>th</sup> will address questions and options for parents.

One of the big questions is where does local judgement come from and what discretion do we have on which model fits our community? Yesterday's guidance from DESE called the 3 models a feasibility study. Who gets to determine the final model? The Commissioner's guidance has changed from what was initially put out. We are all perplexed on what discretion we have and what will count as the School Committee's vote. More information to come.

#### 1. **Learning Management System Update (Asst. Super Trach)**

The District has had an avid interest in purchasing a Learning Management System (LMS). We have have signed an agreement with Schoology, a single-sign on platform with teacher tools and many key features that are an excellent match with our needs and works on any device and integrates our instructional tools. Students can access the instructional tools inside their Schoology account and participate in various formats of learning used. The platform can be accessed anytime, anywhere, in any setting. Parents will have a clear and simple portal to view their child(ren)'s information. Training will be provided for

students, parents, and teachers. A kick-off team meeting will be scheduled with a full implementation in the fall.

## **2. Field Trips – International Travel SY 2020-2021 (Steve Chinosi)**

Given the instability of the pandemic and after talking with APS faculty trip leaders, it is recommended they cancel and or reschedule any APS international travel between Sept 1, 2020 and March 1, 2021. Steve Chinosi provided an update on the international trips that have been cancelled and the fall/winter trips and approved trips scheduled for Spring of 2021.

Susan McCready moved that the Andover School Committee vote to accept the Superintendent's recommendation to cancel or postpone all International Field Trips currently scheduled through March 1, 2021. The motion was seconded by Paul Murphy. Roll call: L. Conoscenti-Y, P. Murphy-Y, T. Spruce-Y, S. McCready-Y, S. Scully-Y. Motion passes 5-0.

## **E. New Business**

### **1. Reorganization of Digital and Remote Learning Resources**

A number of conversations were held with regard to services for on-the-ground service support for applications and to solidify what has happened at AHS in terms of innovation and direction, and puts back items that belong in IT back into IT. This is a cost neutral proposal using the existing salary of an open position and allows us to make some shifts that will better serve our teachers, students, and families. This new model addresses our current needs in the District. The reorganization shifts the vacated Director of Digital Learning position to the Director of Innovation, Steve Chinosi.

Susan McCready moved that the Andover School Committee approve the job descriptions for Capstone Coordinator, Digital Learning Program Coordinator, Instructional Applications Specialist, and Library Team Leader, as presented. The motion was seconded by Paul Murphy. Roll call: T. Spruce-Y, P. Murphy-Y, L. Conoscenti-Y, S. McCready, S. Scully-Y. Motion passes 5-0.

### **2. Proposal to name the Track and Field behind Doherty School**

A proposal to name the track and field area behind Doherty Middle School was submitted by local Andover community members requesting the field be named the "Tucker Family Field" a local and well known Andover family. Kay Frishman, Susan Stott, and Anne Thiam, three of the presenters of the proposal provided information on the request. Emails can be sent to [schoolcommitte@andoverma.us](mailto:schoolcommitte@andoverma.us)

The School Committee will schedule a period for public comment and target a meeting for late August to potentially take up deliberation and a vote on this request.

### **3. School Custodian (SEIU Local 888) FY21 Collective Bargaining Agreement**

Susan McCready reported on the one-year bridge contract ratified by the SEIU Local 888 Custodial and provided a summary of changes to the Service Employees contract. She recognized the work of former Asst. Superintendent, Paul Szymanski and his Assistant Betty Ann Zackuler on this contract. Susan thanked the members of the Custodial Unit SEIU Local 888 for the work their unit has done and continues to do as we work to getting back to school. The SEIU Local 888 Unit ratified the one-year bridge contract on July 14<sup>th</sup>.

Susan McCready moved that the Andover School Committee vote to approve the contract with the Service Employees International Union, Local 888, School Custodians for a Successor Collective Bargaining Agreement covering the period from July 1, 2020 through June 30, 2021 as presented and to authorize the Chair of the School Committee, Shannon Scully, to sign the contract on behalf of the School Committee. The motion was seconded by Paul Murphy. Roll call: L. Conoscenti-Y, T. Spruce-Y, P. Murphy-Y, S. McCready-Y, and S. Scully-Y. Motion passes 5-0.

#### **F. Consent Agenda**

1. Grants/Donations to Andover Public Schools: none
2. Minutes of June 11 2020

Paul Murphy moved that the Andover School Committee vote to approve the Consent Agenda as presented. The motion was seconded by Tracey Spruce.

Roll call: L. Conoscenti-Y, T. Spruce-Y, P. Murphy-Y, S. McCready-Y, and S. Scully-Y. Motion passes 5-0.

#### **G. Adjournment**

At 8:51 P.M. Paul Murphy moved to adjourn the School Committee meeting of July 16, 2020. The motion was seconded by Lauren Conoscenti. Roll call: P. Murphy-Y, T. Spruce-Y, L. Conoscenti-Y, S. McCready-Y, and S. Scully-Y. Motion passes 5-0.

Respectfully submitted,

*Dee DeLorenzo*

Dee DeLorenzo

Recording Secretary

*July 16, 2020 (f)*