

Andover School Committee
Minutes of Wednesday, September 2, 2020
Virtual Meeting

Participants from the School Committee: Shannon Scully, Susan McCready, Tracey Spruce, Paul Murphy, and Lauren Conoscenti.

Also participating: Superintendent Shelley Berman, Assistant Superintendents Sandra Trach, & Sara Stetson , COO Stephen Nembirkow, , Director of Communications Nicole Kieser, Director of Innovation Stephen Chinosi.

I. Regular Meeting

Call to Order/Moment of Silence

Chairperson Scully called to order the meeting at 6:00 PM and the Committee immediately voted to meet in Executive Session. The Regular SC Meeting will be broadcast by Andover TV and on Comcast Channel 99, Verizon Channel 43 or streamed: www.andovertv.org.

Public Participation via email: scremote@andoverma.us

II. Executive Session:

Susan McCready moved to meet in executive session pursuant to M.G.L. chapter 30A, sec. 21(a) for Purpose 3, to discuss strategy sessions with respect to litigation with the Andover Education Association (AEA) regarding the AEA's work action (refusing to report to their school buildings for work) announced publicly on August 28, 2020 and to discuss strategy with respect to collective bargaining with the Andover Assistants, Andover School Food Services, and Andover Administrators Association because an open session may have a detrimental effect on the litigating position of the Committee. The Committee will reconvene in regular session at approximately 7:00 PM. The motion was seconded by Paul Murphy. Roll call: P. Murphy-Y, T. Spruce-Y, L. Conoscenti-Y, S. McCready-Y, S. Scully-Y. Motion passes 5-0.

III. Regular Meeting Resumes 7:06 PM

The meeting began with a Moment of Silence.

A. Recognitions/Communications

Susan McCready said the Mass School Building Authority met last Wednesday and the West Elem School Project has been moved to schematic design for a Pre-K to Grade 5 school. Thank you to everyone who has been part of the process.

Shannon Scully said that the SC Negotiation Sub Committee met with the AEA recently to discuss school re-opening and have scheduled a seventh meeting for Tuesday, September 8th. Shannon also reported that although the School Committee is still meeting remotely and bound to public meeting laws, they have been looking into

returning to in-person meetings but would need a location that would hold over 25 people and offer live video broadcast. Susan McCready reported that they have reached a tentative agreement with the SEIU Local 888 Food Services Unit. After the agreement is ratified, the contract will be submitted for approval by the School Committee at their next meeting.

B. Public Input

Susan McCready and Dr. Berman read the public input submitted by email. Susan summarized a letter signed by 240+ Andover Community members regarding re-opening schools and in-school learning.

C. Response to Public Input

There is a significant difference in the curriculum learning being provided this fall compared to the spring, especially with the new Learning Management System in place. We have prepared all summer with extensive professional development and technology for teachers.

In response to the question on changing the elementary release time to 3:15 PM, Dr. Berman said they are staying with this same release time and start times that in were in place last year, but having a later start and end time at AHS.

The elementary cohorts are now available in Aspen and the Middle School cohorts will be available on September 8th. We expect to release the schedule for AHS next week.

Returning to in-person learning models showed what the classrooms would look like to have everyone back in school. Feedback from the School Committee at the time was that it was impractical logistically and financially given the guidance provided by DESE. If the guidelines change, the School Committee will review.

D. Education

1. Update on School Reopening Plans

An update of school reopening plans was given by the Superintendent and Asst. Superintendents Sandy Trach and Sara Stetson.

On the first day teachers reported back to school, about 45% of our teachers did not enter the building to participate in professional development and preparations for returning to school. Dr. Berman thanked the teachers for returning to school today and for participating in a variety of activities including identifying equipment in the classes that was to be kept or moved to storage. The teachers were excited about the work they are doing and being in the presence of their colleagues. He plans to visit all the schools over the next two weeks.

Steve Chinosi recognized members of the Technology Department who have done an incredible job organizing and distributing the computer hardware to the schools. The whole team has been remarkable and the distribution is on-going. There were 500+ users on line today participating in Schoology professional development courses. We will be hosting parent Show & Tell sessions next week on Schoology.

Steve Nembirkow reported on the PPE supplies that have been ordered as well as containers to store furniture moved out of the classrooms. Additional sanitizer sprayers were ordered so that every school has more than one. We still have to adhere to 30B procurement regulations competing with all other states to buy from the same vendors. Steve addressed the photographs of the classrooms that emerged on social media. Custodians are available to handle any issues found throughout the day. Our 40 custodians have worked tirelessly over the past several months to prepare for reopening.

2. Report on Professional Development

Sandy Trach reported that they are delighted to have teachers return to the school buildings where they were offered teacher training, including the new Learning Management System, as well as mandatory and encouraged topics. Teachers have been engaged in instructional planning and collaboration, team content, and department meetings. They have also been working on policy and procedures. We have continued to work on classroom setups and other space responsibilities (way-finding, space planning of desks/chairs, mask breaks, arrival/dismissal, and technology and scheduling).

Sara Stetson said they have been working on specialized instruction spaces to manage therapies. They are working on protocols for both the in-person and remote assessments, and working on special programs with Rita Casper's team and Special Ed teams to develop detailed safety protocols. They have a wide variety of other on-going specialized professional development offerings. A team of literacy tutors is attending an advanced course with Dr. Elizabeth Orkin along with an advanced course through Landmark Outreach for Instructional Assistants with extensive mental health professional development planned and many other opportunities. Teachers are enthusiastic.

Rita Casper reported on the training for school nurses and online trainings on protocols that are in place relative to hygiene, masks, etc. We are making good progress.

E. Continuing Business

1. FY21 Budget

The Superintendent will make a recommendation to the Committee on the breakdown between the general and salary expense.

Dr. Berman said due to COVID-19 our circumstances have changed and we have built those circumstances into the budget. Steve Nembirkow reviewed the changes in the budget, and the new expenses we have had to incur due to COVID-19. They are looking

at hiring 3 long-term custodial substitutes. There will be a loss of revenue this year from AHS parking fees that pay for crossing guards, a loss of revenue from the Collins Center, and loss of half of the pre-school revenue. They expect to have \$1.1M in increased expenses and Mr. Nembirkow explained how these expenses will be offset. A summary of expenses to be covered by the \$1.2 M from the COVID Relief Grant includes cost for High School and Middle School Virtual World Language Classes, additional custodians, additional nurses, and a custodial supervisor plus custodial over time and the cost of PPE supplies. Salary and Expense accounts total \$89,246,700, which is the same budget number originally approved. Shelley recognized our Town Manager for his financial management of the Town and for acknowledging that because our State Aid will be at last year's level and Town Revenues being higher than indicated, we do not have to reduce the school budget.

Paul Murphy moved that the Andover School Committee vote to approve the General and Salary expenses in the following amounts:

General Expenses:	\$ 17,165,939
Salary Expenses:	<u>\$ 72,080,761</u>
Total Expenses:	\$ 89,246,700.

The motion was seconded by Susan McCready. Roll call: P. Murphy-Y, T. Spruce-Y, L. Conoscenti-Y, S. McCready-Y, S. Scully-Y. Motion passes 5-0.

2. **Policy Updates, Second Reading**

Susan McCready reviewed the two policies the School Committee will vote on.

a. ACAB: The U.S. Department of Education has adopted new Title IX regulations which require changes to policy ACAB. Our legal counsel reviewed and created a revised policy it has recommended for adoption. The Massachusetts Attorney General has joined her counterparts in other states in filing a lawsuit to block the implementation of these regulations. Unless and until a Court orders a stay of the proposed regulations, school districts must comply.

Tracey Spruce moved that the Andover School Committee vote to adopt Policy ACAB as presented, and to authorize the restoration of Policy ACAB as approved on January 10, 2019 at such time as a court with the appropriate authority invalidates Title IX regulation 34 CFR Part 106.30 and/or Part 106.31 as approved by the Department of Education on May 19, 2020 with an effective date of August 14, 2020. The motion was seconded by Susan McCready. Roll call: P. Murphy-Y, T. Spruce-Y, L. Conoscenti-Y, S. McCready-Y, S. Scully-Y. Motion passes 5-0.

b. EBCFA: Adopted from a MASC template written using guidance from the State and the Centers for Disease Control and is intended to provide districts with a model for

requiring face coverings during the COVID-19 pandemic. The policy subcommittee modified the policy with input from district administrators and legal counsel. The policy is for staff and students.

Tracey Spruce moved that the Andover school Committee vote to adopt Policy EBCFA as presented. The motion was seconded by Paul Murphy. Roll call: L. Conoscenti-Y, T. Spruce-Y, S. McCready-Y, P. Murphy-Y, S. Scully-Y. Motion passes 5-0.

F. New Business

A. Financials Legal Fees

Dr. Berman gave an analysis of the information shown on the 10-year spreadsheet provided showing the costs of legal fees from 2011 through 2020 for Non-SPED Legal Fees School Committee and Special Education Legal Fees, and Non-SPED Settlements and SPED Settlements. This year \$380,000 was spent on legal costs. Prior to 2017, we did not have these legal classifications for comparisons.

G. Consent Agenda

- a. Grants/Donations to District (report from Grants Adm):
- b. Minutes (March 11 Tri Board)

Lauren Conoscenti move to approve the Consent Agenda as presented. Motion seconded by Paul Murphy. Roll call: P. Murphy-Y, T. Spruce-Y, L. Conoscenti-Y, S. McCready-Y, S. Scully-Y. Motion passes 5-0.

H. Adjournment

At 8:36 PM on a motion by Susan McCready and seconded by Paul Murphy the Andover School Committee voted 5-0 to adjourn from the Regular Meeting of September 2, 2020. Roll call: P. Murphy-Y, T. Spruce-Y, L. Conoscenti-Y, S. McCready-Y, S. Scully-Y. Motion passes 5-0.

Respectfully submitted,

Dee DeLorenzo

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Recording Secretary

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