

Andover School Committee
Minutes of Thursday, November 5, 2020
Virtual Meeting

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

Others participating: Superintendent Shelley Berman, Assistant Superintendents Sandra Trach, Sara Stetson, Chief Operating Officer 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 School Committee 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 and vote to meet in executive session pursuant G.L. chapter 30A, section 21(a) for the following purposes: Purpose (3) to discuss strategy with respect to collective bargaining with unionized personnel, namely AEA Unit A, AEA Secretaries and Andover Assistants because an open session may have a detrimental effect on the litigating and bargaining position of the Committee. The Committee will reconvene in regular session at approximately 7:00 P.M. 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 resumed at 7:00 P.M.

The meeting began with a Moment of Silence.

A. Recognitions/Communications

Dr. Berman acknowledged the efforts of the staff who have been in school since the second half of September. Our Staff has done an excellent job working to maintain in-person classrooms.

Andover's student enrollment has decreased by 260 students. The majority of which is at the elementary level with a significant increase in students being home-schooled and attending private schools. Our Chapter 70 Aid is deeply tied to student enrollment. A proposal has been put forth to the legislature for school districts be held harmless for enrollment this year. This is a significant issue for budget planning.

Susan McCready provided an update on the Oct 27th West Elementary Building Meeting. At a prior meeting, they voted to go forward with the CM At Risk Program. There are a number of focus groups working together with Committee members and the public. Susan explained the amendment with the OPM and the architect as well as the 2018 Town

Meeting appropriation having remaining funds to cover the few items that were not included in the request; the full detail can be viewed in the West Elementary Building Committee Meeting either online. The architect is still considering keeping a West Elem Pod operational during construction which would decrease costs.

Paul Murphy and Tracey Spruce are representing the School Committee as members of the Search Committee on the Interim Superintendent.

Students in the AHS Drama Guild put on eight 10-minute student directed plays in the courtyard outside of AHS in the rain last week. Susan Choquette worked with students to provide these opportunities. Tracey Spruce acknowledged everyone in the Drama Guild who helped make it happen.

Shannon Scully reported that the process of submitting a request for proposal for a professional search committee to conduct a superintendent search is underway.

Shannon also updated the Board on the status of the Memorandum of Agreement that the School Committee has been trying to negotiate with the AEA since last June because they had an obligation to bargain the impacts on our teaching staff on the return to school plan. They reached agreement in many areas, but unfortunately not all and are now at an impasse. The School Committee put out a press release on Monday that lists the areas where they were unable to reach a formal agreement.

In October, there was a public discussion on how to engage public comment during meetings. The work continues to be on-going to find a technical solution that includes having a Meeting Administrator who will put everyone into a 'lobby' and move them into the meeting for direct public comment to the School Committee. More updates to follow.

B. Public Input

Susan McCready reported that there are none at this time.

C. Response to Public Input N/A

D. Education

1. Update on Hybrid and Remote Learning

a. November 3rd Professional Development

Sandy Trach thanked the APS teachers and leaders for a wonderful professional day, which took a tremendous amount of planning. Pre-K held parent conferences. In Grades 6-12, the day focused on content planning, collaboration, wellness, and digital learning. The Middle School teams met as three schools in subject specific areas. The High School collaborated in small groups. It was a wonderful day to have time to speak collaboratively. Sara Stetson thanked the Digital Learning Team for their assistance in providing professional development opportunities. The Wellness Team put together a Mid-Day Choice Board that included information on mindfulness, developing self-care plans, drop-in sessions, and more information about the trauma enforced care.

Steve Chinosi recognized Shelagh St. Laurent and Matt Hall for bringing the PD together for the faculty team and for making choices meaningful. There were 38 sessions

offered on various opportunities, with 250 faculty filling out the Exit ticket sharing their opinion of the day. Approximately 262 staff members shared best practices. The IT Team and Karla Kohl's team also joined them. Many technology tools were reviewed. It was a refresh on the curiosity and commitment our teachers have always had, there was a lot of positive energy.

b. Review of Community Covid Color Code Protocols

The Superintendent reviewed the Community Covid Color Code Protocols the State published to help determine what restrictions are needed to be put in place. Over time, it has been realized that some nuances and some changes needed to go in effect. Changes in decisions on when to go 'remote' that show as red with an asterisk. Shelley read a memo from the Commissioner regarding guidance on monitoring districts before making changes in plans. Communities are encouraged to stay open even if a community is in red, so long as there are no cases in the schools. Director of Health, Tom Carbone expects that Andover will be moving to red; right now, we do not count any of the Merrimack College cases but that will be changing to reflect those cases on the campus within the Town of Andover. On the whole, the number of positive cases in our schools is very low.

2. Inclement Weather Days

One of the benefits of remote learning is that instead of a snow day, DESE has decided that we can have a remote learning day in place of a snow day. A letter was emailed to parents, staff, and faculty last week. However, when working with technology, it is critical that we have internet access. On days that there are severe storms with significant power outages we may not be able to have remote days, but instead a snow day.

E. New Business

1. Stipend Requests (AHS Daily News; BioBuilder Club)

Susan McCready moved that the Andover School Committee vote to approve the two AHS Club stipend requests as presented and to authorize the Chair to sign the MOA. Motion seconded by Lauren Conoscenti. Roll call: L. Conoscenti-Y, P. Murphy-Y, T. Spruce-Y, S. McCready-Y, S. Scully-Y. Motion passes 5-0.

2. Transportation Agreements: NRT and TROMBLY

The MOA's for Trombly and NRT reduce the cost of transportation because the FY21 school year was shortened to 170 days and Wednesdays are fully remote days requiring no transportation. The daily service rate is reduced by 50% for the ten days eliminated from the school calendar and by 22% (78% of total) for Wednesday's when school is fully remote. These MOA's expire on January 31st with the hope that schools may return to full session, otherwise a successor MOA should be negotiation based on the instruction schedule at that time. Should the committee choose to implement a fully remote model, another agreement on busing costs should be negotiated to reflect a payment for continuity of service. These rates and parameters are similar to the terms agreed to with Trombly and NRT after the shutdown last school year. School Committee approval is required because the MOA's alter previously bid contracts.

In the last contract, we had the right to request certified payroll records to confirm that the bus companies were continuing to pay their drivers and the right to request documentation as to whether the bus company received any funds related to COVID. Tracey Spruce asked if we have that documentation. Dr. Berman believes the records were requested, but will check on to confirm. If the attorney has not requested the records, he will ask them to put forward the request.

Susan McCready moved that the Andover School Committee vote to approve a Memorandum of Agreement between Andover Public Schools and NRT Bus, Inc. for services performed in accordance with the attached MOA. Motion seconded by Lauren Conoscenti. Roll call: T. Spruce-Y, L. Conoscenti-Y, P. Murphy-Y, S. McCready-Y, S. Scully-Y. Motion passes 5-0.

Susan McCready moved that the Andover School Committee vote to approve a Memorandum of Agreement between Andover Public Schools and Trombly Motor Coach Services, Inc. for services performed in accordance with the attached MOA. Motion seconded by Lauren Conoscenti. Roll call: S. McCready-Y, L. Conoscenti-Y, T. Spruce-Y, P. Murphy-Y, S. Scully-Y. Motion passes: 5-0.

3. FY21 Revised Budget Development Assumptions and Guidelines

Steve Nembirkow and the Superintendent provided the School Committee with a revised FY21 Budget Dev. Assumptions and Guidelines for this school year. There were large changes last year due to Covid expenses. The budget wasn't formally voted on by Town Meeting until September 12th so it took time to make the changes.

Susan McCready moved that the Andover School Committee vote to approve the FY-21 Revised Budget Development Assumptions and Guidelines as discussed with changes as noted. Motion seconded by Tracey Spruce. Roll call: P. Murphy-Y, S. McCready-Y, L. Conoscenti-Y, T. Spruce-Y, S. Scully-Y. Motion passes 5-0.

4. FY22 Budget Development Assumptions and Guidelines

Steve Nembirkow and the Superintendent Berman provided a draft of the FY22 Budget Development Assumptions and Guidelines. They used the changes in FY-21 that apply and assuming the year will start as a normal year, but built in the provision in case we have to begin with a remote start for the FY21-22 school year.

F. Continuing Business

1. Capital Improvement Projects FY22

Since the October 15th School Committee Meeting, there has been a change to SCH-5 to include repair of the AHS elevator but postponethe WMS Air Conditioning Designand renovation to the Doherty Middle School Nurses' Office. Repair of the elevator at Andover High School is urgent. The rest of the CIP articles haven't changed.

Susan McCready moved that the Andover School Committee vote to approve the following CIP FY-22 Articles as presented:

SCH 1 – SCHOOL WIDE MAINTENANCE PROJECTS

SCH 2 – MINOR PROJECTS BY BUILDING

SCH 5 – MAJOR SCHOOL PROJECTS

FAC 3 – TOWN AND SCHOOL SECURITY PROJECTS

FAC 7 – TOWN/SCHOOL ENERGY INITIATIVES

IT 1 – STAFF DEVICE REFRESH

IT 2 – STUDENT DEVICE REFRESH

IT 3 – PLATFORM AND INFRASTRUCTURE UPGRADES

FR-4 – PUBLIC SAFETY RADIO BI-DIRECTIONAL AMPLIFIER SYSTEM

Motion seconded by Tracey Spruce. Roll call: S. McCready-Y, L. Conoscenti-Y, P. Murphy-Y. Motion passes 5-0.

G. Consent Agenda:

1. Grants/Donations to District; Minutes – October 1, 2020

Susan McCready moved that the Andover School Committee vote to approve the Consent Agenda as presented. Motion seconded by Paul Murphy.

Roll call: T. Spruce-Y, L. Conoscenti-Y, P. Murphy-Y, S. McCready-Y, S. Scully-Y.

Motion passes 5-0.

F. Adjournment

At 8:31 P.M. Paul Murphy moved to adjourn from Open Session and to reconvene in Executive Session. Motion seconded by Tracey Spruce. Roll call: L. Conoscenti-Y, T. Spruce-Y, P. Murphy-Y, S. McCready-Y, S. Scully-Y. Motion passes 5-0.

Respectfully submitted

Dee DeLorenzo

Recording Secretary