



ANDOVER SCHOOL COMMITTEE

SC Room Key: I.O. = Information Only; A.R. = Action Request

THURSDAY, JANUARY 7, 2021

Virtual Open Meeting Broadcast by AndoverTV

Comcast Channel 99, Verizon Channel 43 or streamed: www.andovertv.org

Public Participation

Public Input should follow School Committee [policy BEDH](#) Public Comment at School Committee Meetings and [policy BEDH-E](#) Guidelines for Public Comment.

<p>Public input via email: scremote@andoverma.us <i>please include name and address along with comments</i></p>	<p>Public input via live video: Registration link</p>
<p>Members of the public who wish to provide written Public Input, or to provide comment or ask a question on a particular agenda item can do so by sending email to the above email address. The public is encouraged to email questions ahead of time, and we will do our best to relay questions received during the meeting to the School Committee.</p>	<p>The Committee is piloting a method for members of the public to provide live video comment during the Public Input portion of the agenda. To participate via video, you must register in advance and the meeting administrator will move you from a WebEx lobby into the main meeting at the appropriate time. To participate in this way, please register using the above link.</p>

- I. School Committee Meeting – Call to Order **6:00PM**
Executive Session: Meet in Executive Session pursuant to G.L. chapter 30A, section 21(a), purpose (3) to discuss strategy with respect to litigation with the Andover Education Association (AEA) regarding wages for Instructional Assistants and Occupational Therapists, and Physical Therapists on August 31, 2020 (AAA Case Nos. 01-20-0015-7637, 01-20-0015-7640, and 01-20-0015-7643) and arbitration of disciplinary grievances (AAA case 01-19-0002-3290) 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 7PM.

- II. Regular Meeting Resumes – Moment of Silence **7:00PM**
 - A. Recognitions/Communications I.O.
 - B. Public Input
 - C. Response to Public Input
 - D. Education
 - 1. Update on Hybrid and Remote Learning (Sandy T, Sara S, Steve C) I.O.
 - 2. Update on Flu Shots (Rita Casper) I.O.
 - E. New Business
 - 1. Superintendent Search (Ray and Associates) I.O.
 - 2. Warrant Article(s) for Annual Town Meeting A.R.
 - F. Consent Agenda A.R.
 - 1. Grants/Donations to District; Minutes Dec SC meetings
 - G. Adjournment A.R.

Pursuant to Governor Baker's March 12, 2020 Order Suspending Certain Provisions of the Open Meeting Law, and the Governor's March 15, 2020 Order imposing strict limitation on the number of people that may gather in one place, this meeting of the Regular School Committee Meeting will be conducted via remote participation to the greatest extent possible. Specific information and the general guidelines for remote participation by members of the public body and/or parties with a right and/or requirement to attend this meeting can be found on the Town website. For this meeting, members of the public who wish to watch the meeting may do so in the following manner: Andover public access television (Comcast Channel 99, Verizon Channel 43) or streamed on the Andover TV Education Channel at www.andovertv.org. Every effort will be made to ensure that the public can adequately access the proceedings in real time, via technological means. In the event that we are unable to do so, despite best efforts, we will post on the AndoverTV website an audio or video recording, transcript, or other comprehensive record of the proceedings as soon as possible after the meeting.

Andover Public Schools Superintendent Search Constituent and Stakeholder Group Meetings for Input Facilitated by Ray and Associates

Draft proposal for discussion at January 7, 2021 School Committee meeting
Input meetings to be held Tuesday, January 19th to Saturday, January 23rd

- 2 for community in general (*weekday evening, Saturday morning*)
- 3 for parents (*weekday evening, weekday morning, Saturday morning*) *
- 2 for students (*one for AHS students, one for other schools*)
- 1 for principals
- 1 for assistant principals
- 1 for other administrators: program coordinators, other directors including facilities, public safety
- 1 for other support staff: administrative assistants, custodians, food services, transportation
- 2 for teachers
- 1 for leaders of Parent Teacher Organizations/Advisory (PTOs/PACs), Special Education Parent Advisory (SEPAC), English Language Learner Parent Advisory (ELPAC), Andover Coalition for Education (ACE), and ANDONA *

TOTAL: 14 meetings

* Spanish language translation available

Andover Public Schools – DRAFT TIMELINE

SUPERINTENDENT SEARCH *SUGGESTED* PROCESS AND TIMELINE

Items highlighted in yellow indicate an in-person meeting with the consultant(s)

DATE

Stage 1 Board Input & Preparation	<p><u>01/05/2021</u> Consultant planning meeting with the Chair and HR. <i>(Time: TBD) (option to conduct via Zoom or gotomeetings.com)</i></p> <p><u>12/21/2020</u> Begin preparing information for the District promotional flyer or job description and online application form with the District liaison representative(s).</p> <p><u>12/21/2020</u> Notify all associates and other professional contacts of vacancy.</p> <p><u>01/08/2021</u> Contact constituents and stakeholders for input meetings on <u>01/19-20/21</u>.</p>
Stage 2 Profile Development & Process	<p><u>01/08/2021</u> Online survey link, for input on developing the profile, available on District website from <u>01/08/2021</u> to <u>01/24/21</u>.</p> <p><u>01/19-23/21</u> Meetings with constituent and stakeholder group representatives. 1:1 Board member interviews.</p> <p><u>01/24/2021</u> 8 a.m. deadline for survey/input from constituents, stakeholders and Board members, including online survey.</p> <p><u>01/25/2021</u> Promotional flyer draft due.</p> <p><u>01/26/2021</u> Board to finalize Superintendent profile for the promotional flyer or job description and online application form. <i>(Time: TBD) (option to conduct via Zoom or gotomeetings.com)</i></p>
Stage 3 Recruiting & Screening	<p><u>01/27/2021</u> Print promotional flyer.</p> <p><u>01/27/2021</u> E-mail promotional flyer and online application instructions to interested candidates.</p> <p><u>02/27/2021</u> Deadline for all application materials. <i>(*See note below.)</i></p>
Stage 4 Candidate Presentation	<p><u>03/09/2021</u> Consultant develops and finalizes interview questions and procedures with the Board. Top candidates are presented to the Board and consultant assists the Board in selecting finalists for the interviews. If desired, consultant will meet with constituents and staff interview group(s) to discuss their roles. <i>(Time: TBD)</i></p> <p><u>Wk of 03/15/21</u> Interview top candidates (1st round).</p> <p><u>Wk of 03/15/21</u> Meeting with consultant following the last interview. <i>(Time: TBD)</i></p>
Stage 5 Selection of Finalist & Future Planning	<p><u>Wk of 03/22/21</u> Interview finalist candidates (2nd round). <i>(Optional)</i></p> <p><u>Wk of 03/22/21</u> Final meeting with consultant following the last interview. <i>(Time: TBD) (option to conduct via Zoom or gotomeetings.com)</i></p> <p><u>TBD</u> Consultant will discuss contract terms with the finalist.</p> <p><u>TBD</u> Offer the contract.</p> <p><u>TBD</u> Press release of new Superintendent.</p> <p><u>TBD</u> Board Self-Assessment Survey Results presented to the Board.</p>

***All applications will be reviewed. Materials received after the closing date may be given full consideration depending upon the number of applications received and other factors.**

(Actual dates to be determined in the first meeting with the Board.)

BORROWING AUTHORIZATION

That the Town of Andover raise and appropriate the amount of One Hundred Fifty Million (\$ 150,000,000) Dollars for the purpose of paying costs for the construction of a new Pre-K to Five West Elementary School, located at 58 Beacon Street, Andover, Massachusetts, inclusive of abatement and demolition of the existing school structures on said property, new parking lots, multi-purpose fields, and including the payment of all costs incidental or related thereto (the "Project"), which school facility shall have an anticipated useful life as an educational facility for the instruction of school children for at least 50 years, and for which the Town of Andover may be eligible for a grant from the Massachusetts School Building Authority ("MSBA"), said amount to be expended under the direction of the West Elementary School Building Committee . To meet this appropriation, the Town Treasurer, is authorized to borrow said amount under M.G.L. Chapter 44, or pursuant to any other enabling authority. The Town of Andover acknowledges that the MSBA's grant program is a non-entitlement, discretionary program based on need, as determined by the MSBA, and any project costs the Town of Andover incurs in excess of any grant approved by and received from the MSBA shall be the sole responsibility of the Town of Andover; provided further that any grant that Town of Andover may receive from the MSBA for the Project shall not exceed the lesser of (1) 40.47 percent (%) of eligible, approved project costs, as determined by the MSBA, or (2) the total maximum grant amount determined by the MSBA; provided that any appropriation hereunder shall be subject to and contingent upon an affirmative vote of the Town to exempt the amounts required for the payment of interest and principal on said borrowing from the limitations on taxes imposed by M.G.L. 59, Section 21C (Proposition 2½); and that the amount of borrowing authorized pursuant to this vote shall be reduced by any grant amount set forth in the Project Funding Agreement that may be executed between the Town of Andover and the MSBA.

Attachment A

ARTICLE

To see if the Town will vote to appropriate, borrow or transfer from available funds, an amount of money to be expended under the direction of the West Elementary School Building Committee for the design and construction of a new Pre-K through Grade Five Elementary School with an approximate square footage of 191,000 square feet located at 58 Beacon Street, Andover, Massachusetts inclusive of abatement and demolition of the existing school structures on said property, new parking lots, multi-purpose fields, and all other costs incidental and related thereto, which school facility shall have an anticipated useful life as an educational facility for the instruction of school children of at least 50 years, and for which the Town may be eligible for a school construction grant from the Massachusetts School Building Authority (“MSBA”). The Town acknowledges that the MSBA’s grant program is a non-entitlement, discretionary program based on need, as determined by the MSBA, and any project costs the Town incurs in excess of any grant approved by and received from the MSBA shall be the sole responsibility of the Town. Any grant that the Town may receive from the MSBA for the Project shall not exceed the lesser of (1) 40.47 percent (%) of eligible, approved project costs, as determined by the MSBA, or (2) the total maximum grant amount determined by the MSBA, provided that any appropriation hereunder shall be subject to and contingent upon an affirmative vote of the Town to exempt the amounts required for the payment of interest and principal on said borrowing from the limitations on taxes imposed by M.G.L. 59, Section 21C (Proposition 2½) and that the amount of borrowing authorized pursuant to this vote shall be reduced by any grant amount set forth in the Project Funding Agreement that may be executed between the Town of Andover and the MSBA. Or take any other action relative thereto. Sponsored by the School Committee.