

**Andover School Committee**  
**Regular Meeting of June 20, 2012**  
**School Administration Building - School Committee Room**

**Members in Attendance:** Chairwoman Paula Colby-Clements, Vice-Chair Dennis Forgue, Annie Gilbert, Richard Collins, and David Birnbach

**Others in Attendance:** Dr. Marinel McGrath, Superintendent, Assistant Superintendent Nancy Duclos, and AHS Liaison Colin Johnson

**I. Executive Session**

At 6:12 P.M. the School Committee entered into Executive Session on a motion duly made and seconded to discuss strategy relative to collective bargaining and fact finding with the Andover Teachers Association and unsettled contracts with Secretaries, LPNs, Instructional Assistants, and non-union Independent contracts and to return to Open Session. Roll call vote: R. Collins-Y, D. Forgue-Y, and P. Colby-Clements-Y. Annie Gilbert and David Birnbach arrived after the meeting opened. At 7:06 P.M. on a motion by Dennis Forgue and seconded by David Birnbach, it was voted 4-0 to adjourn from Executive Session to move to Open Session and not to return to Executive Session. Roll call vote: A. Gilbert-Y, D. Forgue-Y, P. Colby-Clements-Y, and David Birnbach-Y. Mr. Collins was not present during the contract discussions.

**II. Regular Meeting**

**A. Call to Order**

Chairwoman Colby-Clements opened the Regular Meeting of the School Committee at 7:08 P.M. Mr. Collins asked for a moment of silence followed by the Pledge of Allegiance.

**B. Recognition/Communications**

Superintendent McGrath had the distinguished pleasure and honor to introduce and welcome the new Bancroft School Principal Dr. Malcom Foresman. Dr. McGrath shared Dr. Foresman's educational and career background as well as reading several complimentary remarks from his former staff members. Dr. Foresman will start his new position at Bancroft Elementary School effective August 1, 2012.

David Birnbach commented on the WMS Graduation Ceremony he attended which was very exciting; he also recognized retiring Assistant Principal Deb Downes who will notably be missed by everyone. Dr. McGrath said all of the end of year celebrations and moving up days were wonderful and exciting. Dennis Forgue attended the EXCEL celebration and commented on the high school students who as previous mentors also attended the ceremony.

Dr. McGrath recognized AHS Liaison Colin Johnson for providing insightful input on several items over the past year and wished him well in his college endeavors. Annie Gilbert commended Colin on his Senior Exhibition Project which was a series of web TV shows based at AHS which Colin very professionally wrote and filmed.

Paula Colby-Clements reported that the School Committee and the AEA met last night and reached a tentative agreement. The AEA will offer an informational meeting for teachers on June 21<sup>st</sup> followed by a vote to ratify the contract on June 26<sup>th</sup>. It has been a difficult two years and the School Committee appreciates the hard work of both Bargaining Teams in reaching an agreement.

**C. Citizen Input - None**

**D. Education**

1. Update on Bancroft School Project

Annie Gilbert reported the initial construction for the build-out of the West Knoll Road Extension is in progress, as is the on-going process of finding savings in the construction budget. As bids come in over the summer the construction manager will be asking for ideas for savings. A parent group wants to plan fundraising for the playground (beyond the budgeted amount) and will meet with the School Building Committee specifically to layout the process of how various designs will be received. As they move forward into the construction stage, the Town Manager will be appointing one or two additional people with construction experience.

Tom Deso, Chair of the SBC, said a process meeting will be scheduled with the parents to discuss the playground after the June 21<sup>st</sup> SBC meeting. Dr. McGrath suggested they plan a date for the groundbreaking ceremony this fall.

**E. New Business**

1. AHS Student Handbook

Dr. Sharkey, AHS Interim Principal, provided an annual review of the AHS Student Handbook noting there are many changes especially in the athletic realm. Dr. Sharkey provided a sense of the process, sources of changes and highlights of the changes to the athletic policies, process and issues bringing a significant adjustment to the culture at AHS. The Code of Conduct for students integrates high standards, an honor code, and an outline of consequences for plagiarism with an Honor Council to oversee consequences providing a balanced perspective. The handbook changes also include changes in parking privileges, and Saturday detention in lieu of school suspensions. The Athletic policies are included within the body of the Student Handbook and include items such as: Freshmen not participating on Varsity Teams, an overall GPA of 2.0 effective after the first marking period, and suggest no Sunday practices, a chemical health rule, and that coaches meet with students who do not make a team to explain why. Dr. McGrath and the School Committee thanked Dr. Sharkey for his diligence and thoughtfulness in putting together the handbook. The School Committee will vote on the changes to the AHS Student Handbook at their next meeting.

2. APS Wellness Policy

Rita Casper, Director of Nursing, provided background information on the proposed changes to the APS Wellness Policy. Mrs. Casper, Food Services Director Gail Koutrobus, and South School Principal Dr. McBride formed a taskforce to study the new laws and regulations regarding nutrition and wellness effective for the 2012.2013 school year and how to incorporate the regulations into our Health and Wellness Program including Health Education, Physical Education, Nutrition, Health Services. A School Health Advisory Group will be formed to devise a plan for implementing and evaluation of the policy and will work with school principals to implement the new Wellness Policy into their schools. The protocols to partner with the school Wellness Policy will be brought forward for discussion.

Motion: Dennis Forgue motioned that the Andover School Committee vote to approve the APS Wellness Policy as presented. The motion was seconded by Annie Gilbert and unanimously approved.

3. LPN's Contract – 2010.2011 and 2011-2014

Annie Gilbert said she and Candace Hall negotiated with the LPN Unit which is a unit of three members and arrived at an agreement that was ratified by the LPN's. Key points in the contract include a 0% COLA for the July 1, 2010-2011 contract term, and for 2011-2012 a 1% COLA, and a 2% COLA for both the 2012-2013 and 2013-2014 school year.

Motion: Annie Gilbert moved that the Andover School Committee vote to approve the LPN Unit contract as presented: one (1) year contract agreement (July 1, 2010 to June 30, 2011) terms in effect during the July 1, 2007 through June 30, 2010 agreement apply with a 0% increase and a three (3) year contract agreement (July 1, 2011 to June 30, 2014) with changes as noted and percentage increases of 1% - retroactive for 2011-2012; , 2% for 2012-2013, and 2% for 2013-2014. The motion was seconded by Dennis Forgue and unanimously approved.

4. Non-Union Individual Contracts: 2011-2012 & 2012-2013

Principals and Central Office Administrators have not received a COLA adjustment since 2009 and in addition took eight furlough days. Dr. McGrath recommends approval of their contract.

Motion: Annie Gilbert motioned for the Andover School Committee to approve the Non-union School Administrators on individual contracts a 1% retroactive COLA for the 2011-2012 fiscal year and a 2% COLA for the 2012-2013 Fiscal Year. The motion was seconded by Dennis Forgue and unanimously approved.

**G. Consent Agenda**

1. School Committee Minutes of May 24, 2012
2. Warrants:

Expense Warrant:	SW1223A	\$166,009.31
Expense Warrant:	SW1223	\$679,148.50
Payroll Warrant	12S050	\$2,068,370.50

Dennis Forgue motioned the Andover School Committee vote to approve the warrants as presented. The motion was seconded by Annie Gilbert and unanimously voted to approve.

**H. Adjournment**

At 8:45 P.M. on a motion Dennis Forgue and seconded by Annie Gilbert, the Andover School Committee unanimously voted to adjourn the School Committee Meeting of June 20, 2012.

Respectfully submitted,

Dee DeLorenzo, Recorder