

**Andover School Committee**  
**Regular Meeting of November 6, 2014**  
**School Administration Building - School Committee Room**

**Members in Attendance:** Annie Gilbert, Barbara L'Italien, David Birnbach, and Joel Blumstein  
**Others in Attendance:** Dr. Marinel McGrath, Superintendent, Paul Szymanski, Assistant Superintendent Finance and Administration, and Assistant Superintendent of Curriculum & Instruction, Dr. Nancy A. Duclos.

**I. Call to Order**

Annie Gilbert called the meeting to order at 7:02 P.M.

**II. Executive Session**

The School Committee on a motion duly made and seconded voted to enter into Executive Session for the purpose of discussing strategy regarding Impact Bargaining for the High School Schedule with the Andover Education Association and to return to Open Session. Roll call: B. L'Italien-Y, D. Birnbach-Y, J. Blumstein-Y, and A. Gilbert-Y. At 6:52 P.M. on a motion by Joel Blumstein and seconded by Barbara L'Italien, the School Committee voted to adjourn from Executive Session and return to Open Session, not to return to Executive Session. Roll call: A. Gilbert-Y, B. L'Italien-Y, D. Birnbach-Y, and J. Blumstein-Y.

**III. Regular Meeting**

At 7:02 P.M. School Committee Chair Annie Gilbert reconvened the School Committee Meeting to Order.

**A. Opening Ceremonies**

School Committee Chair Annie Gilbert led the meeting in a and Moment of Silence followed by a Salute to the Flag led by Caroline Yates and Nate Byers, 5<sup>th</sup> Grade students at West Elementary School . The students were presented with Certificates of Appreciation by Barbara L'Italien on behalf of the Andover School Committee.

**B. Recognition / Communications**

Members of the School Committee congratulated Barbara L'Italien on being elected State Senator. Barbara said she will be stepping down from the School Committee at the end of December.

The School Committee and the Andover Educator's Association leadership team reached a tentative agreement through impact bargaining on the new high school schedule. The agreement has still to be ratified by the AEA Membership.

Over 1,000 staff members recently participated in ALICE Training (Alert, Lockdown, Inform, Counter, and Escape) that provides options to consider should an encounter with an armed intruder within school property occur. Superintendent McGrath recognized Detective Mark Higginbottom, Paul Szymanski, and Nancy Duclos for their work in organizing the training. Student training will be age appropriate. The Capital Improvement Projects (CIP) contains requests for enhanced communications systems to support training of the Alice Program.

**1. Bancroft Dedication**

Dedication of the new Bancroft School was held on Saturday, October 24<sup>th</sup> – it was a perfect fall day and the dedication was well attended by the community along with prior principals, students, and families returning to participate in the dedication and to see the new school. Superintendent McGrath thanked the Andover Food Service Department and the students who participated in the event.

## **B. Recognition / Communications (Cont'd)**

### **2. Triboard Meeting November 24, 2014**

The October 22<sup>nd</sup> Triboard meeting was cut short due to loss of power from a rainstorm and has been rescheduled to Monday, November 24<sup>th</sup> and the Town Manager's CIP has been released and will be presented at the November 17<sup>th</sup> Board of Selectmen's Meeting.

### **3. AHS Press Box/Dugout Renovation**

Improvements to the Peter Aumais Varsity Baseball Field at Andover High School (dedicated in 2000) were presented by Glenn Verrette who along with Jim Arnold have been heading up the improvement project raising over \$75,000 with additional pledges to come. Mr. Verrette said the project includes two new dugouts, new backstop, and a new press box that will be dedicated to Rick Harrison who coached youth baseball for many years and was a sportswriter for the Andover Townsman. They worked collaboratively with the Athletic Director, Town Manager, Director of Municipal Services, and Conservation Commission, as well as all other stakeholders. The School Committee thanked Mr. Verrette for all of their efforts.

## **C. Public Input**

Sheena Stack, Vice Chair of SEPAC, spoke to the School Committee members about their concerns with communications between SEPAC and the School Administration; specifically SEPAC newsletters. The newsletters are sent out from Student Services to only special education parents and it seems not everyone is receiving meeting notices. They would like the newsletter sent out district-wide the same as regular education communications are distributed. Annie Gilbert stated that the Superintendent and her staff work to make sure operational mechanisms are in order and thanked Sheena for outlining her concerns. She expects that Dr. McGrath will be in touch with them.

Steve Fink, Sustainable Andover, reported that the Andover High School Intern Program is working very well with student interns taking part in community leadership roles. A presentation on "Andover Tomorrow" will be held on November 20<sup>th</sup> at the Memorial Library with the interns participating. Mr. Fink invites the School Committee to join them on a site walk, co-lead by an intern, and share ideas for possible future redevelopment of the downtown area.

## **D. Education**

### **1. Presentation: AHS Environmental Sustainability Internship Course**

Joel Blumstein introduced AHS teacher Melanie Cutler and two students, Meghan Johnson and Sofia Allen from the AHS Environmental Internship Program. The students have been conducting an Indoor Air Quality Study of Andover High School by accessing the air-quality. A report on their findings with recommendations will be presented to the Municipal Services Department. Dr. McGrath thanked Ed Ataide of Plant and Facilities and Paul Szymanski, Assistant Superintendent of Finance and Administration for helping the students start the project. The School Committee supports the project and appreciates the efforts by Ed Ataide to work with the students.

## **E. Old Business**

### **1. 1<sup>st</sup> Reading: Draft School Calendars for 2015-2016 and 2016-2017**

This is the first reading of the draft school calendars that have been developed per the Calendar Subcommittee recommendations (Joel Blumstein, Barbara L'Italien, and David Birnbach). The recommendations were developed from responses received from the survey sent out, with consensus reached by the Sub-Committee on the start of the school year, changes to school vacations, development of a two-year calendar, and religious holidays observed. At the previous School Committee meeting Dr. McGrath was asked to develop draft calendars which are posted on the School website for the public to view and comment. Comments may be sent to the School Committee at [schoolcalender@aps1.net](mailto:schoolcalender@aps1.net) – the Public Comment Period closes on December 1<sup>st</sup>. The School Committee will meet on December 4<sup>th</sup> at which time the Sub-Committee will present a summary of the comments received, followed by a decision of the School Committee. The two sets of calendars are identified as Calendar A and Calendar B.

**Audience Comments:** Several Andover teachers spoke about the negative impact of removing the February-April vacation schedules (replacing with one March vacation) would have for staff members who live outside of Andover causing financial and scheduling difficulties with schedules not the same as other Massachusetts schools. They ask that the School Committee consider the impact of how deeply this change will affect many. A one week vacation in March is a drastic change for a gain of three days in June. There are concerns with having longer summer breaks, higher utility costs in the winter (at schools), additional snow days in February, MCAS/PARCC testing schedule, and sport schedules, and increased transportation costs. Concerns also reflected the need for students to have breaks in learning schedules.

Kerry Costello, AEA President, said the same sentiments were echoed by the AEA Board Members at their meeting today. They are concerned with illness in the schools without a February break to clear the air and sanitize the schools, and have concerns with a March vacation replacing February and April. The AEA will be conducting a survey as well. Andover resident, Nicole Keyes asked what data points other than the survey they have that supports their decision.

### **2. FY-16 CIP: informational Technology Requests**

Assistant Superintendent of Finance and Administration, Paul Szymanski, reported on the status of the Capital Improvement Projects (CIP). The Town Manager did not recommend the IT-4 request for Student Mobile Carts in the amount of \$84,214 (seven carts of 30 MacBook computers per cart) to replace and supplant end of life Windows desktop units deployed in labs and classrooms most of which are six years or older, to be paid for by CIP funds.

IT-7 Safety & Security Communications Enhancements was recommended and accepted in total to be paid through the Town Manager's CIP fund. The internal communication systems across the school department are in need of repair or replacement, and in accordance with Governor Patrick's Task Force Report on School Safety and Security to regularly evaluate and update communication devices within each school building to ensure communication with first responders during an incident, we are focusing on improving the interoperability of communications between the Schools, Town, and Police-first responders. The CIP request is for \$595,289.00.

## **E. Old Business (Cont'd)**

Originally, the mobile carts and improvements to the communication system were submitted under the School CIP and have since been reclassified in the CIP as Information Technology items.

### **3. Successor Contract Licensed Practical Nurses 2014-2017**

Annie Gilbert reported that the negotiations with the two members in the LPN's unit was very collegial with a few changes made, most notably one to issue a modest stipend/bonus when the LPN's have come to the end of their step increases but not a step increase that would not be added to their salary base.

Joel Blumstein motioned that the Andover School Committee vote to approve the contract for the LPNs Unit as presented: A three (3) year contract agreement (July 1, 2014 to June 30, 2017) with changes as noted and percentage increases of 1.5% for 2014-15 retroactive for 2014-2015; 2% for 2015-2016; and 2% for 2016-2017. The motion was seconded by Barbara L'Italien and voted 4-0 to approve.

### **4. Successor Contract Instructional Assistants 2014-2017**

Joel Blumstein motioned that the Andover School Committee vote to approve the contract for the Instructional Assistants' Unit as presented: a three (3) year contract agreement (July 1, 2014 to June 30, 2017) with changes as noted and percentage increases of 1.5% for 2014-2015 retroactive for 2014-2015; 2% for 2015-2016; and 2% for 2016-2017. The motion was seconded by Barbara L'Italien and voted 3-0-1 to approve. David Birnbach abstained.

## **F. New Business**

### **1. CREST Collaborative Agreement: Membership Change**

Barbara L'Italien explained that when a community/district wants to withdraw from the CREST Collaborative all school committees who are members of CREST must vote to approve the request.

Barbara L'Italien motioned that the Andover School Committee vote to approve the withdrawal of the Hamilton-Wenham Regional School District from the CREST Collaborative and to approve the CREST Collaborative Agreement that incorporates this change of member communities effective for the 2014-2015 school year. The motion was seconded by Joel Blumstein and voted 4-0 to approve.

### **2. AHS Travel Request: Dominican Republic Service Learning: April 17-26, 2015**

Dr. McGrath explained the Service Learning Trip to the Dominican Republic submitted by Tom Powers, AHS Language Teacher. Students depart on Friday, April 17 (after school) and return on Sunday, April 26, 2015. The trip is not a part of the school curriculum and it is open to students enrolled in an elective Spanish course on service learning. All proper documentation and information for field trips has been provided.

Barbara L'Italien moved that the Andover School Committee vote to approve the proposed extra-curricular trip for Andover High School Students to the Dominican Republic on April 17 to April 26, 2015 as presented and in accordance with the provisions set forth in the Andover School Committee Policy entitled "APS School-Sponsored Trip and Student Travel Policy". The motion was seconded by Joel Blumstein and voted 4-0 to approve.

### **G. Consent Agenda**

1. Warrants: Paul Szymanski said the warrants are in order
2. School Committee Minutes: September 22, and October 16, 2014

Joel Blumstein moved that the Andover School Committee vote to approve the Consent Agenda as presented. The motion was seconded by Barbara L'Italien and voted 4-0 to approve.

### **H. Adjournment**

At 9:21 P.M. on a motion by Joel Blumstein and seconded by David Birnbach, the Andover School Committee voted to adjourn. Roll call: J. Blumstein-Y, B. L'Italien-Y. D. Birnbach, A. Gilbert-Y.

Respectfully submitted,

Dee DeLorenzo  
Recording Secretary

Documents: CIP Project Request IT-7 – Safety & Security: Communication Enhancements  
CIP Project Request IT-4 – Student Mobile Carts  
MOA's with Andover School Committee and Assistant's and LPN's  
Draft School Calendars for 2015-2016, 2016-2017