

School Committee Meeting Meeting Minutes for June 26, 2017

Members in Attendance: Chair-Susan McCreedy; Vice Chair – Shannon Scully; Joel Blumstein, Paul Murphy and Ted Teichert

Others in Attendance: Dr. Nancy Duclos, Paul Szymanski, Town Manager Andrew Flanagan

I. Call to Order/Moment of Silence/Salute to the Flag

The meeting began with a Moment of Silence followed by a Salute to the Flag. Susan McCreedy opened up the meeting at 5:00pm.

C. Public Input - No input from the audience.

D. Response to Public Input - None

E. Education

1. DMS Travel Request – 8th gr. trip to Quebec City Canada – Jan 13-15, 2018

Dr. Duclos summarized the field trip that each year a group of Doherty Middle School students take in January. She pointed out that the students would be traveling over MLK weekend. Therefore, no school time would be missed by students. After some discussion, Joel Blumstein moved that the Andover School Committee vote to approve the proposed extracurricular trips for Doherty Middle School 8th Grade students in the DMS Outing Club to Quebec City Canada on January 13-15, 2018 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 Paul Murphy and voted 5-0 to approve.

F. New Business

1. AEA: 2017-2020

The Negotiations Sub Committee Chair, Joel Blumstein will review the fundamentals of the MOA w/the Committee. The AEA ratified the new contract on June 23, 2017. Susan stated the subcommittee on negotiations was made up of Joel B, Susan M, and Town Manager, Andrew Flanagan. This SC meeting was scheduled for 5pm today because members had scheduling conflicts otherwise. Andrew Flanagan has been with the Committee for every negotiation session. This was very much a collaboration between the schools and town. The MOA wasn't released beforehand so as not to set an expectation for future years. The Public is not privy to all factors of negotiations so as not to compromise the negotiation.

Joel Blumstein: Spelled out terms of the process - SC began meeting last fall to prep for negotiations, including data review, health insurance premiums, teacher salaries, student body enrollment, and appointed the SC negotiating subcommittee. In early Feb meetings with the AEA began and included with many in-depth conversations, (10 neg sessions with the AEA); and finally reached a MOA which was signed on June 14 by the SC negotiation subcommittee and AEA reps. The AEA ratified contract 6/23.

Terms of results – neither side got everything they wanted, quite spirited conversations, but respectful. In line with teacher contracts from other towns, also in line with what the other Andover unions settled for with the Town and provides substantial savings in the coming years on healthcare premiums.

Major components –

Increase to health insurance premiums for those employed after July 1, 2017. 70%/30% premium split for new teachers aligns with changes with town CBA's settled to date. Projected to save \$4.9m over the next 10 years.

Beginning w/2019-20 student day extended by 15 min at all levels – 75 min/week equal to 7.5 days each school year. Our current student day is one of the shortest in comparison, this will put us in the middle of our comparison communities.

2019/20- Increase teacher administration collaboration time at elementary level; total teacher salary increase total by 6.35%: 1.5%, 2.0%, 2.85% over the next 3 years. The total costs is approximately \$5.5m; also increase in stipends for coaches and other extracurricular activities; this is an area where we had fallen behind other communities. We will post a copy of the MOA on the website.

Joel also thanked everyone involved with negotiations from the AEA led by Pat Thompson and Brian Shea; Candace Hall, the Superintendent, Alison and Dee for their help; the negotiations sub committee and Committee of the whole; TM Flanagan; Paul Murphy and Shannon Scully for her data analysis throughout the process.

Town Manager, Andrew Flanagan: Reiterated the quality of the process 100+ hours collaboration; it was a good process. He is supportive of the agreement and most importantly the long term implications for health care premium costs. This means a savings of \$30m in 20 years for long term planning. Based on what other communities agreed to, we have exceeded these expectations. The extended student day – enormous community benefit equaling 7.5 days each school year. He is supportive of this agreement; very balanced deal.

Shannon Scully: Our hope is to put together a comprehensive document to put out on the website so people can understand the financial point. I think it is important for community to understand the level of detail that went into this agreement. We talked thru many options and scenarios with the Committee in Executive Session. In the end we ended up with the traditional long held method that is consisted with other MA communities.

Ted T – He was not involved in negotiations because of conflicts – a family member who is an Instructional Asst. He didn't get a copy of the MOU until today. However, he can vote on the contract as the IA contract is separate from the teachers' contract. He asked why not wait til Aug 3rd to vote. Shouldn't other boards have time to look at agreement? He questioned the extended time – why is this not a separate topic to take up with the School Committee. This should not be tied to the contract. How does that affect the 990hrs of learning time. The public should have say on these items. Susan McCready responded that all this was talked about during the negotiation meetings. Shannon stated that the school day is written in the contract. Susan stated that Ted had chosen not to participate in the process. Ted objected to this, he couldn't participate because of his conflict.

For the record, Joel objected to Ted's late participation in the vote since reason for the recusal is no different today than before. He stated that there must have been 20 discussions on some of the items Ted is raising today. He is troubled that Ted is raising them today as they were discussed at length during negotiations.

Shannon is also disappointed and asked Ted to participate early on, but he had responded it was not possible. She told Ted that she wishes he had understood all the collaboration that took place. The 3 votes at the negotiation table when the MOU was voted must stand – these votes cannot change.

For the record, Ted responded that he didn't want to risk being fined for conflicts of interest in these meetings by the state. He cannot take part in the financial conversations but it is his intention to vote on the AEA contract as he notes that he can legally do this. This is a separate contract from the IA contract. Shannon asked Ted if he will vote on the contract and Ted responded in the affirmative. Ted asked if there would be enough time for the other boards to look at the proposed contract. Susan responded that in accordance with the MA statute, it is School Committee's responsibility to negotiate school contracts and not subject to approval by other boards.

Fincom Member Janie Moffit: Asked about the COLAs and the operating budget. Shannon stated that her analysis was on high assumptions rather than low ones. With all the assumptions, it looks the AEA and other union salaries would absorb 72% of the operating budget and FY20 that number would go to 88% of operating budget. But we could have lower out of district costs. She asked how they came out to the health care savings amount. Joel responded the assumption would be about 50 new teachers/year was in the equation of the savings. Ms. Moffit stated that she understands it is up to the SC to negotiate their own contracts, but wanted to know how the FINCOM could have been involved more. Joel and Susan stated that 2 FINCOM members were invited to a meeting and one was available and did attend. They also pointed out that the Town Manager was an active participant more than in any other negotiating years.

Fincom Member Linn Andersen – Thanked Shannon for the financial analytical analysis and asked if other school needs such as facility improvements were discussed during the process. Susan stated that they were and hoped that new revenue resources such as those the Town Manager is pursuing would be embraced by the town for benefits to schools as well. Ms. Andersen just wanted to be sure when they did their own analysis for the most accurate numbers to understand the numbers and bottom line.

1. Contract: Remaining bargaining units: The Chair will discuss with the Committee a timeline for bargaining with the other unions and units. The Committee was provided with a copy of the list of Union reps and their respective unions/units. There are 7 more bargaining units remaining. These have been divided amongst the Committee members. The SC will post an Executive Session for Aug. 3rd for the Committee to begin negotiations discussions amongst the team on common interests across the units.
2. Review Open Meeting Law Complaint: A review of the OML complaint was brought by School Committee member, Ted Teichert. The complaint alleges that the SC met in ES for an improper purpose and improperly posted. The Committee responds that the meeting was properly posted and for purposes that couldn't be discussed in open session. Ted asked if the OML complaint could be included in the minutes and Susan responded in the affirmative.

Joel Blumstein moved that the committee authorize a response to the Open Mtg Law complaint which denies that there has been a violation of the Open Meeting Law and which asserts that the session and the posting were proper. The motion was seconded by Paul Murphy. The vote passed on a 4-0-1 vote – Mr. Teichert abstained.

Joel Blumstein moved that the committee delegate to school counsel the responsibility for drafting and filing a response consistent with the first vote. The motion was seconded by Paul Murphy. The vote passed on a 4-0-1 – Mr. Teichert abstained.

CONSENT AGENDA

Paul Murphy moved that the Andover School Committee vote to approve the consent agenda as presented. The motion was seconded by Shannon Scully and voted 5-0 to approve.

E. Adjournment

Joel Blumstein moved that the Andover School Committee vote to adjourn. The motion was seconded by Paul Murphy and voted 5-0 to approve. Meeting adjourned at 6:21pm

Alison Phelan, Recorder