

## **School Committee Meeting Meeting Minutes for July 6, 2017**

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

Others in Attendance: Dr. Sheldon Berman, Superintendent, Town Mgr Andrew Flanagan

Moment of silence in remembrance of Joel Blumstein's family member who just passed away and for Town Manager – Executive Assistant, Wendy Adams, mother.

### **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 McCready opened up the meeting at 5:00pm.

**A. Public Input** - No input from the audience.

**B. Response to Public Input - None**

### **C. New Business**

#### **1. AEA: 2017-2020**

Chair, Susan McCready, reiterated that the extended school day that begins in the last year of the contract is at all school levels which is 15 minutes more each day, equaling to 7.5 days/year. However, it does not extend the school year – the total number of days is still 180 days. Memorandum of Agreement clarification – 3 members have already cast their votes and are committed to that vote as the MOA is already signed. The members of negotiating subcommittee are in full agreement with the terms of the MOA. Town Manager, Andrew Flanagan was part of the negotiating team.

Susan also pointed out that while the provisions of the contract are not subject to the approval of the public, Town Meeting where the funding for subsequent years 2 and 3 of the contract are subject to the public vote to appropriate funds during the school budget process.

Joel Blumstein provided a reiteration of his presentation from the June 26 meeting:

- Process – SC began meeting last fall to prep for negotiations; very extensive data review of the existing contract, discussed what major interests would be and appointed a subcommittee on negotiations. Labor Counsel, Liz Valerio, was involved in the full process.
- Began negotiations with AEA in early February; detailed discussions on host of issues throughout the process; after 10 neg. sessions, the neg teams reached an agreement on June 14 and the AEA ratified contract on June 23.
- SC met on June 26<sup>th</sup> but chose to delay vote given number of resident emails received
- Emphasized these were spirited negotiations, but respectful – no one got everything they wanted
- Agreement is a fair one – in line with other town CBA's; Increases in healthcare premium contributions for new employees
- Beginning in 2019-2020 school day will increase by 15 min/day; 75 min/wk; = 7.5 days. Our current school day is among the shortest now, but with new contract puts us in the middle of the pack.
- Increase teacher administration collaboration time particularly at the elementary level

- Teacher salary table will increase 6.35% over the next 3yrs (1.5% in FY18, 2.0% in FY19 and 2.85% in FY20)
- Increase in stipends for coaches and other extracurricular activity leaders
- Agreement is posted on website
- No specific amount allocated for the 3<sup>rd</sup> year that's attributed to the extended school day
- Significance of school day is important although it may not sound like a lot

Town Manager, Andrew Flanagan: He went into the negotiations with the values of the school district and educational benefit to the students in the district of prime value. He is supportive of agreement, very rare that savings will be noticed – \$30m savings over time. He reviewed and found that other districts have settled for less, Andover got more. He is deeply committed to the long range plan and hope that budget process is settled earlier than in the past years. Thanks the Committee for including him.

Shannon Scully: She stated that the financial analysis had been posted on the website. She pointed out the COLAS stated – she urges not to oversimplify this, actual financial impact is more complicated than simply adding three COLA percentages. The results of the COLAS calculations are on the salary tables noted on the document. Also some COLA scenarios are spelled out for people to see comparisons between different COLA options. The committee arrived at a going rate –about 2%/year for settlement contracts. In comparison what they achieved is about \$300,000 less over three years than the going rate. Also in the document is information for 3 town contracts settled – comparing those COLAS, the AEA contract is \$190,000 more expensive – all the math is in the document. Finally, the achievement of the healthcare savings is significant - \$4.9m savings over the next 10 years.

Paul Murphy: This was a new experience to be able to sit on Executive Sessions prior to negotiations and he learned a lot. He spent an infinite amount of time for finite funding and appropriate compensation. He was very impressed with the process – these are not simple conversations and thank to others who did a lot of this work. He is proud of the finished product.

Ted Teichert: He stated that he spoke with Glenn Koocher, Exec. Director of the Mass Association for School Committees. He asked for guidance on state ethics and they told him he did the right thing in not taking part of the negotiations discussions. He was told it was fine for him to vote on contract. He said that Mr. Koocher also felt that the Board could have talked about the merits of the extended day. Ted feels no input from the public, FINCOM, or Board of Selectmen. He cited policy BA in seeking input from the public. He likened this discussion to the high school schedule discussion. He still feels that this is being rushed with having a meeting today. He thinks the costs is more than 6.5% with steps and colas and is lacking some inconsistencies. Does the extended day affect other unions and the costs? He would feel better delaying the vote until Aug. 3<sup>rd</sup>.

Shannon responded that every question that Ted raised was brought up during negotiations. She feels that it was irresponsible to do this now, and that it was his choice not to participate and listen to the hundreds of hours of data and feedback of the analysis of this contract.

Ted responded that he took offense to what Shannon said about him. He couldn't participate due to the conflicts of interest he already stated. Shannon said that her issue with Ted is that he is willing to participate in the vote when he did not participate in all the negotiation discussions leading up to tonight's vote.

Joel Blumstein: For the record hears what Ted is saying in not participating, thinks he did the right thing. But asks the question - how does the conflict goes away now that the final terms have been arrived at and those conflicts go away for the purpose of voting tonight. Also conflicts aside, to be second guessing is very troubling to him. They all looked at many issues and spent a lot of time, had many disagreements, but finally came up with a solution. Lastly public input has taken place over the last wk and half. The Committee has received 30 or so emails, people have commented. The members read every one of them.

Susan McCready: She feels that in collective bargaining, the opportunity to use Executive Session for discussion on strategy and negotiation is purposeful. She feels the School Committee is elected by public to have members do this; but there is a limit on public input as well.

Janie Moffit – 68 Beacon St: Thanks them all for the volunteer hours and thanked Shannon for meeting with her and Linn Anderson one on one. She feels this is a small step in the right direction She would have been more pleased if current employees could have given something in terms of healthcare costs.

- Extended hours – educational decision good; but it does cost –there is a compensation associated with it; there is a price tag, not sure what that is
- COLA – costs will come from operating budget – there will be less money on other things you may want to do
- Need to all work on the long term plan; they have to have budgets that are sustainable

Susan McCready: The Committee received an email from Andover resident Bob Pakeress. The email and subsequent exchange are attached to the minutes. Given violation of SC policy for public input, Susan did not read the email but summarized it and has the email entered into the record. In essence the email asked if the SC had requested any changes in work to rule provisions in the CBA. There are no changes in the proposed contract for work to rule.

Joel Blumstein moved that the Andover School Committee vote to approve the Memorandum of Agreement dated June 14, 2017 with the Andover Education Association Unit A for a successor collective bargaining agreement covering the period from September 1 2017 through August 31, 2020 as presented. The motion was seconded by Paul Murphy. The vote passed on a 5-0-1 vote including Mr. Flanagan – Mr. Teichert abstained.

Susan thanked the Committee and everyone who participated in the process.

Superintendent, Sheldon Berman: He wanted to also extend his thanks to everyone. He said it was an extraordinarily thoughtful considerate experience; very intense, difficult, but gratifying. He also thanked Andrew for participating throughout the process.

## **CONSENT AGENDA**

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

Joel Blumstein moved that the Andover School Committee vote to adjourn. The motion was seconded by Ted Teichert and voted 5-0 to approve.

Adjournment: 7:54pm

**ENTERED TO THE RECORD:**

**From:** Bob Pokress <bob.pokress@cga.alumlink.com>

**Date:** Wednesday, July 5, 2017 at 9:52 PM

**To:** Susan McCready <SMcCready@aps1.net>, Ted Teichert <TTeichert@aps1.net>, Teichert Ted & Jeanne <Tteichert@comcast.net>, Joel Blumstein <JBlumstein@aps1.net>, Paul Murphy <PMurphy@aps1.net>, Shannon Scully <Shannon.Scully@andoverma.us>, "wbroaddus@andovertownsmen.com" <wbroaddus@andovertownsmen.com>

**Subject:** Question I would like read and answered at the July 6, 2017 School Committee meeting

Susan,

I have some minor surgery scheduled for the morning of Thursday, July 6 that will keep me from attending Thursday's School Committee meeting. I would therefore appreciate if you would publicly read at tomorrow's School Committee meeting the following question to the contract negotiating team that I would have asked to be recognized to ask if I were able to attend the meeting. It will be appreciated if you insure that this question gets answered at tomorrow's meeting. My question follows:

"As residents of Andover will recall, the Andover teachers union, just several years ago, used students in our school system as pawns as a tactic for the teachers union to get their way during a contract dispute when the union had the teachers at the high school refuse to write college recommendations for the seniors during the period of the dispute, claiming that the teachers were working to rule under the contract and had no obligation to write college recommendations for the seniors.

Given this past unseemly behavior by the Andover teachers union, what have you put in the proposed new contract with the union to contractually protect the children in our school system from being used, again, as pawns by the teachers union as we saw high school students used by the teachers union as pawns during a contract dispute several years ago? "

Thank you.

Bob Pokress  
Cherrywood Circle  
Andover, MA

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**From:** Bob Pokress <bob.pokress@cga.alumlink.com>

**Date:** Saturday, July 8, 2017 at 12:45 PM

**To:** Susan McCready <SMcCready@aps1.net>, Joel Blumstein

<JBlumstein@aps1.net>

**Cc:** Ted Teichert <TTeichert@aps1.net>, Teichert Ted & Jeanne

<Tteichert@comcast.net>, Paul Murphy <PMurphy@aps1.net>, Shannon Scully

<Shannon.Scully@andoverma.us>, "wbroaddus@andovertownsman.com"

<wbroaddus@andovertownsman.com>, Kirk Bill <bkirk@andovertownsman.com>

**Subject:** Re: Question I would like read and answered at the July 6, 2017 School Committee meeting

Susan,

I just watched the video of Thursday's school committee meeting and I am stunned that you censored my question as you did to the point that the question was not understandable whatsoever to anyone at the meeting or watching the video of it. You buried the question by your censorship of it. As I indicated, had I not been recovering from surgery on Thursday, I would have attended and asked the question that you censored.

Contrary to your comment, it was not an "inflammatory" question but a question providing the actual fact of the teachers union figuratively holding seniors in the high school hostage to their contract demands several years ago as context for the question and why I was seeking to find out if the School Committee put protections of the kids from such unseemly behavior by the teachers union in the future into this latest contract. Obviously you have not put such protections of the kids into this latest contract by your blowing off the question and your censoring of the question even being asked publicly at Thursday's meeting.

The past unseemly behaviors of the teachers union, facts that cannot be whitewashed, is why the question is germane, why I was stunned that you would blow it off, and if I understand the garbled non answer answer you gave at the end, what sounds like you are saying that the contract you negotiated leaves the kids in our school system just as susceptible to the same kind of tactics by the teachers union in the future as the kids have been susceptible, and put in the middle of by the union, in the past. You cannot whitewash the union's bad behaviors (including their recent illegal campaigning on a state ballot issue in the schools during parent-teacher conferences). The teachers union behaved shamefully during that previous contract dispute and the kids in our schools deserved protections from such behavior in the future. Shame on you for viewing the sensitivity of the teachers union being held accountable for their unseemly behavior on contract matters as being more important than putting the kids in our schools first when there are contract disputes.

Regards,

Bob

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On Jul 8, 2017, at 11:12 PM, Susan McCready <[SMcCready@aps1.net](mailto:SMcCready@aps1.net)> wrote:

Bob,

Your email and my email response will be entered into the written record for the July 6th meeting.

I will refer you again to the Memorandum of Agreement for this negotiation which explicitly states the components of the agreement.

<http://www.aps1.net/DocumentCenter/View/8037>

I refer you as well to SC policy on public input in the event you choose to be present at a future meeting to raise this or any issue during public input. Policy sections BEDH & BEDH-E.

<http://www.aps1.net/DocumentCenter/View/418>

Finally, whether through email or in person, inflammatory and abusive remarks (regardless of the topic) are inappropriate at SC meetings and will not be tolerated.

Thank you,  
Susan McCready

Susan K. McCready  
Andover School Committee, Chair