

## **Andover School Committee Minutes of February 1, 2018**

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

**Others in Attendance:** Superintendent Berman, and Assistant Superintendent Paul Szymanski, Assistant Superintendent Nancy A. Duclos, and Noah Colby, AHS Student Government Liaison to the School Committee.

### **I. Call to Order**

Susan McCready called the School Committee to order at 6:07 P.M. in the School Committee Room located on the 2<sup>nd</sup> floor of the School Administration Building. Present: Paul Murphy-Y, Joel Blumstein-Y, Ted Teichert-Y, Shannon Scully-Y, and Susan McCready-Y.

### **II. Executive Session**

At 6:07 P.M. Joel Blumstein moved that the Andover School Committee enter into Executive Session for Purpose 3: To conduct strategy session with respect to collective bargaining (administrators, Custodial, Food Services, Instructional Assistants, Secretarial, LPNs Union and School Independents Unit) as an open meeting may have a detrimental effect on the bargaining position of the Andover School Committee and will reconvene in Open Session for a Regular Meeting at 7:00 P.M. not to return to Executive Session. The motion was seconded by Paul Murphy. Roll call: J. Blumstein-Y, T. Teichert-Y, P. Murphy-Y, S. Scully-Y, and S. McCready-Y. The School Committee adjourned from Executive Session at 6:51 P.M.

### **III. Regular Meeting**

#### **A. Call to Order/Moment of Silence/Salute to the Flag**

Susan McCready reconvened the School Committee to order at 7:06 P.M. in the School Committee Room located on the 2<sup>nd</sup> floor of the School Administration Building. Present: Paul Murphy, Joel Blumstein, Ted Teichert, Shannon Scully, and Susan McCready. The meeting began with a Moment of Silence followed by a Salute to the Flag.

The Bancroft students and art teachers were recognized for the beautiful display of artwork along the hallways and in the School Committee Room at the School Administration Building.

School Committee Chair, Susan McCready read a statement addressing the recent communications regarding the AHS Hockey situation and allegations made to the Department of Children and Families last week. The coaches have been placed on paid Administrative Leave until investigations into the allegations are complete and a determination is made. APS has been told by DCF that the DCF investigation needs to conclude before the district can conduct their own investigation into the charges brought to DCF. This issue will continue to be handled by the AHS Principal, Phil Conrad and Athletic Director, Bill Martin. The School Committee has no authority to intervene in personnel issues related to coaches. Susan reminded the Committee that they are to avoid any discussion and communication.

As a separate issue, the Superintendent's letter submitted to High School Principal and Athletic Director two years ago was on his own time as a parent. The Committee will not discuss this or any other personnel issue in open session, but comments can be sent by email to the School Committee.

#### **B. Recognitions & Communications**

Dr. Duclos announced that twelve Middle and High School teachers applied for and have been granted a total of \$8,270 from the Peggy Corbett Mini-Science Grants for the 2017.18 School Year. The Andover

Schools is deeply appreciative of the generosity of the Corbett Family. A reception recognizing the awardees and the Corbett Family will be held in spring.

Ted Teichert asked for a syllabus of the Program of Studies at the last meeting. Dr. Duclos responded that she inadvertently assumed Student Services had completed a syllabus, but they have not yet completed that process. Dr. Berman said the syllabus will be presented at the February 8<sup>th</sup> School Committee Meeting. Ted also asked about the situation with the AHS Varsity Hockey Coach. A few press releases were sent out, the School Committee was informed by email, followed by a second email from the School Committee Chair. Ted said he did not know about a press release submitted on behalf of the School Committee and was not briefed or told that DCF was involved or knew the magnitude of the situation; the use of the word we, in the press release, is troubling. Ted is requesting an Executive Session to discuss Dr. Berman's character.

Shannon Scully recognized Bancroft Librarian Nancy Snow who recently received the 2018 Massachusetts School Super Librarian Award honoring a member of the MSLA who demonstrates excellence for their school library programming. Shannon also reported that she and Paul Murphy held an informal forum at Memorial Hall Library on Saturday however, no one attended.

Susan McCreedy and Shannon Scully had an opportunity, at the invitation of Mary Lu Walsh, Transportation Coordinator, to attend an event on changing school start times which was very informative. Shannon suggested this item be put on a future agenda for discussion. Susan accepted an invitation by AHS Health Teacher Betsy Defosse, to hear a student's report supportive of this topic.

Joel Blumstein, District Representative to Board of Directors of CREST, attended the Board of Directors Meeting yesterday. The Board authorized the future sale of the building on Broadway, and to enter into a lease for 5 Branch Street in Methuen, to consolidate both CREST locations. Tuition rate increases for next year will increase by 2.2 to 2.3% for CREST.

Joel also reported that the School Committee will be receiving invitations for the Credit for Life Fair to be held on Friday, May 4, 2018. Through the assistance of the Service Club, the Fair is offered to AHS Seniors to learn about the realities of managing a budget.

**C. Public Input**

**D. Response to Public Input**

**E. Education**

**1. Presentation: Young Americans for Freedom and Diversity Club**

Matt Guthrie for the Young Americans for Freedom Club, along with student representatives from the Diversity Club at AHS shared the Mission of the Diversity Club, which is to spread awareness of their community on a global scale with positive fruitful conversations and achieve a sense of neutral understanding of others and spoke about the activities to bring awareness to diversity. Young Americans for Freedom Club helps students to feel comfortable having conservative opinions and point of views; and whatever their beliefs are doesn't make someone a bad person; starting conversations and about not hurting anyone else, making others feel safe. Dr. Berman thanked the Advisors and students for reporting on this topic.

**F. Old Business**

**1. AHS Facility Study Update:**

Annie Gilbert, Chair of the AHS Facility Study Committee and Mark Johnson also a member of the AHS Facility Study provided an update and answered questions from the Committee. Within the next few weeks an in-depth workshop with the School Committee and Triboard should be scheduled. Annie reported on the Summary of Strategies from one end of the spectrum to the other (minimum to the

maximum) (see handout). Architects outlined costs of each of the five strategies, ranging from \$7.4M for just safety and security upgrades to \$191M to build an entire new building. Each option discussed by the committee includes analysis of costs include escalation costs, percentage of each investment that would result in tangible assets, scope of the design, timeline to design and build after approval, and what goals each scenario resolves and does not resolve. Multiple components and options were broken out into a grid of potential components that could/could not be provided and helps prioritize thinking of what is most important in the mid-range scenario.

At the January 29<sup>th</sup> meeting, the architects provided more clarity by showing basic schematics and floor plans. There are so many iterations, they need to prioritize what components need to be included in the funding by the community and decide on options. Each option shows what problems it will resolve, and what it won't resolve. It is important for all three boards to understand how they are evaluating the process. The School Committee should strongly consider submitting a Statement of Interest (SOI) to MSBA for the April 6<sup>th</sup> deadline to keep that option open as a parallel path as the Facility Committee continues to refine options for community consideration. It is the Facility Committee's belief that the Pre-K will not fit on the site and should be removed from further consideration.

## **2. Pre-K at AHS Discussion and Vote:**

Joel Blumstein moved that the Andover School Committee vote to remove from further consideration the Pre-Kindergarten option at Andover High School. The motion was seconded by Paul Murphy and voted 5-0 to remove the Pre-Kindergarten option from inclusion in the AHS facility study committee work.

## **3. Athletic Budget**

A presentation of the Athletic Department's FY-19 Budget was distributed and reviewed by Athletic Director Bill Martin and AHS principal Phil Conrad and included revenue from the General Fund Budget, Revolving Revenue Sources, Athletic Fees, and expenses. The presentation showed results of what increasing Athletic Fees, additional fees for off-site programs with rentals (ice hockey, swimming, skiing), and increasing ticket prices, gate receipts, and rental income for the gym/fields could offer. Raising revenue through advertisements has been researched, but they need direction from the School Committee on what that would look like since there are existing policies limiting advertising that could potentially require modification.

## **4. FY19 Budget**

A list of potential additions to the FY-2019 Budget was distributed by Dr. Berman and included definitions of essential functions of a District Record Access Officer. The School Committee would be providing a 'conceptual' approval of the job description and additional comments on the functions and sent to Candace Hall, Director of Human Resources. The Committee discussed the additional items listed for the FY-19 Budget, including use of money in the kindergarten revolving account to offset full-day kindergarten tuition, bringing cost to \$3,975 per year. Shannon Scully pointed out that because the proposed revolving account expenditure is from savings and not recurring revenue, the operating budget would need to absorb this expenditure in future years to keep tuition level.

Joel Blumstein moved that the Andover School Committee vote to approve the potential additions to the FY-19 Operating Budget as presented and the use of \$50K from the full-day Kindergarten revolving account as presented. The motion was seconded by Paul Murphy and voted 4-1 to approve. Ted Teichert opposed.

## **5. Second Reading Policy Section G & H**

All changes and edits have been made to Policy G & H, by Policy Sub-Committee members Susan McCready and Joel Blumstein were explained.

Kerry Costello, AEA President, has two comments on Policy GCRD, tutoring for pay. It is unknown to most teachers that principals could maintain a list of tutors and not a policy that all principals are aware of. There is not a consistent practice at all of the schools and this is a policy that will need to be clarified and respectfully asked that Policy GCRD be held out until an explanation can be provided. This is a separate issue that would need to be bargained and not part of the tutoring. Dr. Berman said we cannot pay teachers whatever we choose, we have to negotiate it; this is simply an acknowledgement of that.

Shannon Scully moved that the Andover School Committee vote to approve the School Committee Policies Section G & H as presented. The motion was seconded by Paul Murphy and voted 5-0 to approve.

**6. Assistant Superintendent Process Update**

Dr. Berman reported two finalists have been selected for the Assistant Superintendent position and received feedback from parents, teachers, and administrators. The expectation is to have a decision to present to the School Committee by February 8<sup>th</sup>.

**7. Consent Agenda**

1. Warrants: Expense SW1818, and SW1818A Payroll 18S030 and 18S031
2. Minutes: None

On a motion by Joel Blumstein and seconded by Paul Murphy, the Andover School Committee voted 5-0 to approve the Consent Agenda as presented.

**8. Adjournment**

At 9:57 P.M. on a motion by Joel B. and seconded by Paul Murphy, the Andover School Committee voted 5-0 to adjourn the meeting of February 1, 2018.

Respectfully submitted,

Dee DeLorenzo  
Recording Secretary

Documents: AHS Feasibility Update  
Fee & Tuition History  
Potential Additions to FY-19 Budget  
Policies G & H