

**School Committee Meeting**  
**Minutes of Thursday, May 24, 2018**

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I. **Regular Meeting- Call to Order**

Shannon Scully called the School Committee to order at 5:34 P.M. in the School Committee Room located on the 2<sup>nd</sup> floor of the School Administration Building.

II. **Executive Session**

Joel Blumstein moved for the School Committee to enter into Executive Session pursuant to M.G.L. Chapter 30A, sec. 21(a) for the following purposes: *Purpose 1*: To comply with, or act under the authority of, any general or special law or federal grant-in-aid requirements (Open Meeting Law, G.L. c. 30A, s. 22); specifically, to perform a review of executive session minutes dated 4/26/2018 pursuant to G.L. c. 30A s. 22(g) (2) to determine whether all or portions thereof may be publicly released; *Purpose 3*: To discuss strategy with respect to collective bargaining if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares; (specifically, to discuss collective bargaining with the secretaries) and a Step 3 Grievance filed by SEIU Local 888; and *Purpose 2*: To conduct strategy sessions in preparation for negotiations with non-union personnel. Susan McCready seconded the motion. Roll call: T. Spruce-Y, S. McCready-Y, J. Blumstein-Y, P. Murphy-Y, and S. Scully-Y.

**Regular Meeting Resumed**

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

Shannon Scully reconvened the School Committee to order at 7:10 PM

The meeting began with a Moment of Silence followed by the Salute to the Flag led by Doherty Middle School students Mia Jensen, Jacob Accardi, Isabella Watterson, and Justin Jin.

**Recognitions & Communications**

Dr. Berman:

Acknowledged the Global Scholar Students honored tonight and all of the students who participated in the Senior Showcase held at the Cormier Youth Center on Monday, May 21, 2018.

Congratulations to West Elementary Special Education Teacher, Pat Thomson recognized at Founders' Day for her 35 years of service and chosen as the Unsung Hero.

Congratulations to the Andover and North Andover students who participated in a Special Olympics event today with hundreds of other students; it was a spectacular event. Thank you to Kerry Higgins from West Elementary who did much of the organizing.

Student Services Director, Sara Stetson completed her 4<sup>th</sup> edition of the Access-Ability Magazine which is all about resilience and filled with 100 pages of a variety of information.

ACE raised \$145,000 for the district and is assisting with innovation in many ways.

Andover has developed a housing production plan that will be integrated it into our demographic plan. The information will be incorporated into our consideration of renovations we are pursuing.

Dr. Duclos:

Math Program Coordinator Katherine Richard has invited the School Committee to attend the Advanced Placement Showcase of 'Principals of Final Products' at the AHS Library on May 30<sup>th</sup>. High Plain/Wood Hill Middle is hosting a Diversity Night on May 31<sup>st</sup> starting at 5:30 PM.

Bancroft will hold a Maker Night on Tuesday, May 29<sup>th</sup> followed by a concert at 6:00 P.M.

All students in Grades 3-6, and some students in Grades 7-10, will participate in the 2<sup>nd</sup> administration of the Math and Reading Assessment (June 4-June 14). Parents will receive detailed information on how to access the student scores.

#### School Committee Announcements:

Tracey Spruce: The Capstone event was very impressive especially the choice of topics.

Susan McCready: Attended the ground-breaking event for the handicap accessible ramp at HPE.

Joel Blumstein: The AHS Facility Study Committee presented an update to the Board of Selectmen on Monday, May 21<sup>st</sup>. <http://www.aps1.net/agendacenter/ahs-facility-study-committee-2/?#05232018-84>. The West Elementary Building Committee members were approved as Special Town Employees at the same BoS meeting. Anyone or any group who would like to schedule a communication briefing by the AHS Facility Study Committee should contact Joel. As the School Committee liaison to Retirement Community, Joel reported that the Retirement Board took an important vote to fund the Retirement Schedule – extending out the schedule at a savings of @ \$250K per year and lowering the discount rate.

Shannon Scully: Wished the Destination Imagination Teams good luck as they head to Tennessee this weekend to compete in the Global Competition.

In response to last week's public feedback, Shannon reported that the School Committee shared input on Dr. Berman's performance followed by a discussion with him, and that he has no intention of resigning. The School Committee met on April 26<sup>th</sup> in Executive Session and addressed the inadvertent release of the personnel letter and the minutes from that session were approved to be released as soon as they go through legal redactions as required by law. Shannon read an excerpt from the statement released by the School Committee after the April 26<sup>th</sup> meeting. The Superintendent's evaluation will be held in public session at the June 27<sup>th</sup> School Committee Meeting. Residents are welcome to submit comments to the School Committee members.

Upcoming Informal Forums are scheduled for Friday, June 1 at 9:00 A.M., and Saturday, June 16<sup>th</sup> at 9:00 A.M. on the third floor of Memorial Hall Library.

The School Committee will meet as a whole on Thursday May 31<sup>st</sup> at 8:00 A.M.; Wednesday, June 6<sup>th</sup> at 5:00 P.M, and Thursday, June 14<sup>th</sup> at 7:00 P.M. On June 19<sup>th</sup> at 8:00 A.M. the School Committee will hold a Policy Meeting to discuss Athletics.

#### **1. Massachusetts Super Librarian Award (Nancy Snow, Recipient)**

Laura Harrington, Northeast Area Co-Director of the Mass School Library Association, recognized Nancy Snow, Library/Media Specialist at Bancroft School, as the recipient of the 2018 MSLA's Award for Exemplary School Librarians.

#### **2. Zero Waste: Green Teams Recognition**

This past September, the School Green Teams led the Zero Waste Initiative without parent supervision, and with wonderful leadership from their Principals. The students, who spent their

lunch breaks at the Waste Station supervising the recycling and composting, and educating their peers on zero waste, were presented a Certificate of Recognition from the School Committee for their participation in the Zero Waste Initiative.

### 3. **Quiz Bowl Students Recognition**

Andover High School students, led by AHS Math teachers Alan and Krista Hibino, competed for the second time in WGBH's High School Quiz Show, and awarded the 2018 Season Nine State Champion Title on May 12<sup>th</sup> beating two-time defending champions from Lexington High School. The students were commended on their outstanding accomplishment.

### **Public Input**

AHS teacher, Mary Robb, said the new AHS Schedule has improved the teacher/student connection, the rotation schedule provides more opportunity to see the many facets of a student throughout the year, and H-Block is very important to students and staff.

Georgine D'Orio shared her concerns with School Safety/Security and is an advocate of having an armed security person at each school.

Betsy Streeter, 36 Williams Street, talked about the right to speak at a School Committee on legitimate grievances.

Theresa Schirmer, 80 Central Street, spoke about Out-of-District Placement, communications, confidentiality, and concern that personal information may have been released without parent permission.

Elizabeth Raponi, thanked Dr. Berman for sending out information on the '13 Reasons Why'. She would like Andover to create a great program for our students with Dyslexia that would be available to other communities in the Merrimack Valley, similar to what the Carroll School and Landmark School offer.

### **B. Response to Public Input**

Dr. Berman responded that Andover is aggressively building programs to serve our students; Landmark School is working extensively with us to build a program as well as other major players in the Dyslexia world – we want to serve all our children.

### **C. Education**

#### 1. **AHS Field Trip: Science STEM Competition June 17-22, 2018 to Washington D.C.**

Susan McCready moved that the Andover School Committee vote to approve the proposed extracurricular trip for AHS students to Washington, D.C. on June 17-22, 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.

#### 2. **AHS Field Trip: Quiz Show Students to Atlanta, GA for Nationals**

Joel Blumstein moved that the Andover School Committee vote to approve the proposed

extracurricular trip for Andover High School students to Atlanta Georgia on May 25-27, 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 Susan McCready and approved 5-0.

**D. New Business**

**1. School Improvement Plans**

School Improvement Plans from each School Council and Principal (Elementary/Middle/High) were provided to the School Committee. Principals Conrad, Costa, and Franks, responding to their questions. No action required on part of the School Committee.

**2. Review: Proposal for daily substitute rate pay**

The Superintendent explained the proposal to increase the daily substitute rate pay and recommends the School Committee approve the proposal as presented, at a budgeted increase of approximately \$35,000.

Substitute teachers who are retired Andover Teachers: \$100/day increase to \$105/day.

Substitute Teachers with a minimum of a bachelor's Degree increase from \$75/day to \$85/day.

Substitute Teachers who have not completed a bachelor's Degree, stays the same at \$75/day.

Susan McCready moved that the Andover School Committee vote to approve the proposal for the Daily Substitute Rate Pay as presented. The motion was seconded by Joel Blumstein and voted 5-0 to approve.

**G. Continuing Business**

**1. Financials**

Paul Szymanski apprised the Committee on the financial status of the School Department as of April 30, 2018. They are managing the accounts, which are close to a net zero balance which has everything to do with encumbrances and will be addressing balances in the revolving accounts. It appears there will be a favorable response from the legislature for additional Circuit Breaker funding; the final amount to be revealed at the end of June.

**H. Consent Agenda**

1. **Warrants:** Expense: SW1827 Payroll: 18S047, 18SS12, 18S046

2. **Minutes:** April 26, 2018

On a motion by Susan McCready and seconded by Paul Murphy the School Committee voted 5-0 to approve the Consent Agenda as presented.

**E. Adjournment**

At 8:58 P.M. on a motion by Joel Blumstein and seconded by Susan McCready, the School Committee voted 5-0 to adjourn the meeting of Thursday, May 24, 2018.

Respectfully submitted,

Dee DeLorenzo

Recording Secretary