

**Andover School Committee  
Regular Meeting  
Minutes of November 9, 2017**

**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.

**I. Call to Order**

Susan McCready called the School Committee to order at 4:30 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, Shannon Scully-Y, and Susan McCready-Y.

**II. Executive Session**

At 4:30 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 Independent 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 5:00 P.M. not to return to Executive Session. The motion was seconded by Paul Murphy. Roll call: J. Blumstein-Y, P. Murphy-Y, S. Scully-Y, and S. McCready-Y. The School Committee adjourned from Executive Session at 5:00 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 5:05 P.M. The meeting began with a Moment of Silence followed by a Salute to the Flag.

**B. Recognitions & Communications**

Dr. Berman recognized all those who assisted with managing and collaborating events of last week's storm specifically the Town Manager, Public Safety and Paul Szymanski, Chris Cronin, Marc Fournier, and Bess Gorman from National Grid. Schools were closed for three days due to loss of electricity and the many roads closed throughout the town due to downed power lines and trees.

Congratulations to Donna Ruseckas on receiving the Katherine E. Comeau Award which is one of the most prestigious awards given in Health and Physical Education. The award was presented to Donna at the 88<sup>th</sup> Annual MAHPERD National Annual Convention for demonstration of outstanding leadership in health and physical education. Andover had a number of presenters at this conference. Donna highlighted aspects of the convention and presentations by Andover staff.

Dr. Nancy Duclos announced that the Connect-5 email message regarding the Panorama Survey went out to Parents of students in Grade 3-8 on Friday. The Panorama Survey will be given to students in Grades 3-8 on November 17<sup>th</sup> to collect demographic information about how well kids feel connected and belonging to their schools. Andover provides Panorama with student id's which are connected to random access codes and when we get information back it is by percentage; not individual student responses; thereby providing confidentiality. If a student is in a group of less than 10 members, that

information doesn't get reported. We will be able to provide aggregate results. We are not going to get individual responses, and there are no comments, only multiple choice. Parents can make informed decision to opt out if they wish. Joel commented on the public information request received from the climate survey done at AHS, and if we will be required to submit similar information. The aggregate data will be public but the individual student responses will not. The School Committee wants to make sure we have set the appropriate level of privacy. Parents need to have the information for the need to opt out.

The Bullying Intervention and Prevention Plan has been updated and will be available on the APS website for the next two weeks for public comment, closing on November 24<sup>th</sup>. Changes in plan have been highlighted and there is a comment box available. The report will be filed with DESE by Friday, December 21 2017.

Dr. Duclos shared information on the standards-based elementary report card and distributed a list of the changes that came about through a suggestion that the report card would have more meaning if it had a structure of two parent conferences and two written report cards (rather than one parent conference and three written report cards), and instead of three terms, have four quarters. A Report Card task force is being convened in the new year to work on the changes. Susan McCready will check to see if the School Committee needs to vote on the changes.

Susan McCready announced that the School Committee received notice that Nancy Duclos has decided to retire as Assistant Superintendent effective July 20, 2018.

Paul Szymanski announced that Mary Lu Walsh and Betty Ann Zackular and the Andover Police Department were recognized as the Traffic Safety Heroes for this year. Betty Ann and Mary Lu work with the police to provide safe transportation and are responsible for the National Walk to School Event. The award is from AAA Northeast and salutes their commitment to traffic safety.

Joel Blumstein agrees with the calendar suggestions Brad Weeden previously provided to the School Committee, having three full days of professional development rather than six half-days to reduce environmental impacts. Joel wants to submit the request to DESE and then bring the information back to the Committee.

Shannon Scully reported that she, Joel, Nancy, and Shelley attended last night's National Honor Society. Brian Shea did a fabulous job coordinating the events and his closing remarks were thoughtful, as were the student remarks.

Paul Murphy reported that he and Joel held an Informal School Committee Forum at MHL on Saturday, November 4<sup>th</sup> with two participants: Questions included: What happens when a parent has a significant concern about a teacher or something that is happening in a classroom if they don't feel the principal is the right venue – could there be an ombudsmen role? What happens when a student who is a 'walker' wants to go to a playdate with a 'bus student'. Letting kids and parents know the classrooms/teams students will be on in their middle school classes before the end of the previous school year, and who makes decisions about drug and alcohol testing if there is concern.

Susan McCready announced that a School Committee Workshop will be held on November 16 starting at 5:30 PM on the Superintendent Evaluation and Process. Former Andover Superintendent Dr.

Claudia Bach, who also worked at DESE on development of educator evaluations, will assist with the meeting.

Susan also reported receipt of notice from Labor Relations that our Occupational Therapist and Physical Therapists are petitioning to be their own unit. If their petition is honored, the School Committee will have to bargain a contract. The Town has released the 2018 CIP and is available online.

**C. Public Input**

Kerry Costello, President of the AEA, announced that American Education Week is November 13-17 and the AEA is hosting their new member social on, November 16<sup>th</sup>.

Tracey Spruce, Woodhaven Drive, spoke to the school calendars and is hopeful that everyone can come together to start school prior to September 1<sup>st</sup>.

**D. Response to Public Input**

**E. Education**

AHS Field Trip: Brian Shea, AHS English Teacher is providing an opportunity for AHS students to participate in an all-inclusive international cultural tour of Europe during the April 2019 school vacation with the emphasis on history, culture, art and an in-depth study on current issues facing the region.

Shannon Scully moved that the Andover School Committee vote to approve the proposed extracurricular trip for Andover high School Students to Europe-Berlin, Prague, Krakow and Budapest on April 11-20, 2019/April vacation 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”.

Joel disputed that we have not approved a calendar for 2018-19 school year and that the motion should be amended to include ‘contingent upon School Committee approval of the calendar for 2018.19 school year. Shannon withdrew the motion. The School Committee did not vote and the request will be on a future agenda.

**F. Old Business**

**a. Policy Manual Changes – Chapters D, E, and F**

Joel Blumstein talked about the changes to Chapters D, E, and F of the School Committee Policy especially those made to transportation, providing busses to practice, and clear rules for designated drivers. It is important to have a clear policy to place some boundaries and guidance and ability to allow students to drive others with permission, enhancing the security of everyone.

Joel Blumstein moved that the Andover School Committee vote to approve the revised Policy Manual Chapters D, E, and F, as presented, including in Policy EAG replacing not more than 5 designated drivers to a set number. The motion was seconded Paul Murphy and voted 5-0 to approve.

**APS School Calendar**: Discussion Cont’d.

There are only two snow days left for the year having used three days for the storm October 30-November 1<sup>st</sup>. The AEA contract states that teachers cannot work past June 30<sup>th</sup> (Saturday this year). The 5<sup>th</sup> snow day would be extending the calendar; they have discussed options to recover a 5<sup>th</sup> day; this option is to recover a 4<sup>th</sup> day. If there were no additional days off, the last day of school stands at

June 25<sup>th</sup> for students, and June 26<sup>th</sup> for teachers. An alternative would be to use an early dismissal date on March 30<sup>th</sup> (Good Friday), however early dismissal hours would need to be extended from a typical early release day in order for middle and high school students to receive the number of learning hours required annually by DESE. Students and faculty who opt not to attend school on Good Friday will not be marked absent. Shannon reminded the committee that Good Friday has traditionally been considered a low attendance day for staff and that is reason why it is a holiday.

Shannon Scully moved that the Andover School Committee vote to approve that if the Andover Public Schools have more than 3 additional snow days, we will make up the fourth day by holding classes on March 30<sup>th</sup> and make this an Early Release Day. The Early Release Day Dismissal time will be one hour 20 minutes later than the normal release time of 10:50 A.M. at AHS/Middle Schools and 11:45 AM at the elementary level. High School/Middle will release at 12:10 PM and Elementary at 1:05 PM. If necessary, the district will then makeup the fifth snow day by extending the school calendar to June 29, 2018 or a possible Saturday. Motion seconded by Ted Teichert and voted 5-0 to approve.

Kerry Costello, President of AEA, said the AEA executive board voted to allow the AEA membership to vote on whether or not to waive the September 1<sup>st</sup> start date clause in their contract, allowing school to begin before Labor Day. AEA members were informed that the School Committee had previously agreed to take the calendar option requiring school the Friday before Labor Day off the table, as suggested by the Kerry. Because this was not a matter of urgency for the AEA executive board, their motion was to wait until March to hold the AEA vote. Susan McCready has been invited to attend their meeting in December to explain why a sooner vote would be helpful.

Discussion to be continued when the meeting is reconvened.

**G. Recess**

At 6:35 P.M. on a motion by Shannon Scully and seconded by Paul Murphy, the Andover School Committee voted to recess until 7:00 P.M. and to return to Open Session for a presentation to the Triboard.

**H. Re-convene**

Susan McCready reconvened the School Committee to order in Regular Session at 9:15 P.M.

**I. Consent Agenda**

1. Warrants: In order
2. Minutes: Triboard Minutes October 4, 2017

On a motion by Shannon Scully and seconded by Paul Murphy the Andover School Committee voted 5-0 to approve the consent agenda as presented.

**J. New Business**

**AHS Facility Study Recommendations**

Based on the presentation and discussions by the AHS Facility Study Committee the enrollment number of 1900 was arrived at for the AHS renovation.

The AHS Facility Study Committee voted 6-0 not to exceed 1900 as the enrollment number for the AHS Renovation.

**Motion:**

Joel Blumstein moved that the Andover School Committee vote to accept the recommendation from the AHS Facility Study Committee that the target enrollment for Andover High School renovations should be 1,900 students. The motion was seconded by Ted Teichert and voted 5-0 to approve.

**b. APS School Calendar: (cont'd)**

Joel Blumstein expected the AEA to have taken a vote on whether or not to waive the contracted September 1<sup>st</sup> start date so the School Committee could have voted on a school calendar tonight. The AEA should be encouraged to vote in December and not wait until March 2018. Joel suggests a pre-Labor Day start, and to also consider options that would eliminate going to the end of June. Shannon Scully said the three latest emergency days has only solidified that starting school before Labor Day would be the right decision. Paul Murphy said it is frustrating to not have had the AEA vote and the importance to the community to make a decision. Voting on the School Calendar should be the first order of business in October each year. The School Committee took option A (requiring school the Friday before Labor Day) off the table in a matter of good faith to reach a compromise. The teachers want to have the Friday of Labor Day Weekend off if they vote to start prior to Labor Day. The AEA will be meeting on December 7<sup>th</sup> and it was agreed that the AEA should have all votes decided prior to the School Committee meeting of December 14, 2017.

**K. Adjournment**

At 9:37 P.M. on a motion by Paul Murphy and seconded by Ted Teichert the Andover School Committee voted 5-0 to adjourn.

**Respectfully submitted,**

**Dee DeLorenzo**

**Recording Secretary**

Documents: School Calendars  
AHS Feasibility Study Preliminary Proposed Work Plan  
School Committee Policy Changes