

**Andover School Committee  
Minutes of June 26, 2019**

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**Members in Attendance:** Chair, Joel Blumstein, Vice-Chair, Tracey Spruce, Paul Murphy, Susan McCready, and Shannon Scully.

**Others in Attendance:** Superintendent Berman, Assistant Superintendent for Student Services Dr. Sara Stetson, Assistant Superintendent for Administration and Finance Paul Szymanski, and Assistant Superintendent for Teaching and Learning Sandy Trach

**I. SC Regular Open Session Meeting- Call to Order**

The Chair called the meeting to order at 6:00 P.M. in the School Committee Meeting Room located in the School Administration Building.

**II. Executive Session**

At 6:00 P.M. Tracey Spruce moved for the School Committee to meet in executive session pursuant to M.G.L. chapter 30A, sec. 21(a) for Purpose 7, to comply with, or act under the authority of any general or special law, specifically, to perform a review of executive session minutes dated 4/3/19, 4/12/19, 4/25/19, 5/16/19, 5/22/19 and 5/23/19 pursuant to G.L. c. 30A sec. 22 and to determine whether all or portions of such minutes may be publicly released. The motion was seconded by Paul Murphy. Roll call: S. Scully-Y. P. Murphy-Y, S. McCready-Y, T. Spruce-Y, and J. Blumstein-Y.

**III. SC Regular Meeting resumed at 7:01 P.M.**

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

The meeting began with a Moment of Silence and a Salute to the Flag.

**B. Recognitions & Communications**

Dr. Berman attended a session at the Boston Coalition for Special Education Funding regarding work programs for students over 22 with disabilities. Dr. Berman also reported that the State Foundation Formula per pupil increases may result in a decrease in the allocation for Circuit Breaker funds. Legislation has been submitted to support funding changes to not reduce Circuit Breaker funding.

Paul Szymanski provided an update on the compostable items discussed with Food Services Director Gail Koutroubas at a previous meeting and will move forward to find a contractor who can handle the compostable materials.

Chairman Blumstein said the next meeting of the School Committee will be held on Wednesday, July 17<sup>th</sup> in the School Committee Room

**C. Public Input**

Bill Pennington, Wildwood Drive, with regard to the coaching issue, said the community has a sense of coming together to support others and we have an opportunity to set an example for our children to work together and focus on our future.

#### **D. Response to Public Input**

Re: Bill Pennington's remarks. Chairman Blumstein thanked Bill for his remarks and agreed that we should be good role models for our students.

#### **E. Education**

##### **1. Presentation: Innovation Sprint – Learning in Leadership**

Director of Innovation Steve Chinosi and West Elementary Principal Liz Roos conceptualized what the sprints are, which is a mechanism for the team to choose wisely what to work on together, provide opportunities for collaboration with all of the leadership team from PK to Grade 12, responsive awareness, tangible results, and a pipeline for ideas and actions with rapid test and turn-around. Innovation is part of all the sprints to do things differently enough to get better results and relentless opportunities. Sprints provide opportunities for students to explore and become engaged, as well as responsible professional development for faculty and administration for design thinking. Student Capstone projects and Showcase connect the community and students and provide a forum for family participation to celebrate their work.

The New Student Resume is robust and complex. It is a reflection process, a demonstration of understanding, a curation of representative work, and an ownership of a student's learning. Liz Roos spoke about the pilot students at West Elementary who participated by writing a reflection of their school year.

#### **F. Continuing Business**

##### **1. All Day Kindergarten Waiver re Income Eligibility Guidelines**

The School Committee and Superintendent have been working to reduce the cost of full-day K-tuition for all families with the goal of eliminating the tuition within the next few years. The current discussion is whether to eliminate tuition for low-income families for the 2019/2020 school year. If the tuition charge for low-income families is reduced to zero, those students will be counted as full-day students in the state foundation budget formula and the district will receive more state aid in the following year. Shannon Scully clarified that if we charge any amount of tuition, the student in the foundation formula is counted as a half-day student which results in lower amount of state aid. Thus, in addition to providing relief for low income families, waiver of the tuition will result in increased state aid for the district and will be a net positive.

Shannon Scully moved that the Andover School Committee vote to waive the full-day kindergarten tuition for children of low income families meeting the income eligibility guidelines for the 2019/2020 school year. The motion was seconded by Susan McCready and voted 5-0 to approve.

##### **2. Budget Transfer Request**

Paul Szymanski provided a brief update on the appropriate transfers from Salary to Expense as needed and consistent with School Committee Policy to make line item transfers from Salary to Expense on the approval of the School Committee.

Discussion: The School Committee requested additional information on what the specific amount will be and what was the cause of the negative general expense balances needed. No action taken. Hold for the July 15, 2019 School Committee meeting.

**G. New Business**

**1. Memo of Agreement: SC and AEA Extracurricular Stipends**

Dr. Berman explained that some stipends were not included in the AEA contract or not at the correct amount or that additional requests were made by principals. Some stipends were on a pilot basis, and some were not included in the contract. The School Committee is being asked to approve the stipends presented, which would then be added to the AEA Extracurricular Stipend list. All stipend positions have to be posted.

Susan McCready moved that the Andover School Committee vote to approve the Memorandum of Agreement between the Andover School Committee and Andover Educators Association for the 2019-2020 School Year as presented. The motion was seconded by Paul Murphy and voted 5-0 to approve.

**2. Superintendent Evaluation**

Chairman Blumstein reported on the seven goals established for the 2018/2019 school year for Dr. Berman that were reviewed, discussed and approved by the School Committee. Dr. Berman provided a mid-year review on goals as well as a year-end report.

Each member of the School Committee completed their own evaluation looking at the goals and using the 4 standards set by DESE. As Chair, Joel put together a composite of the individual evaluations of the Superintendent's performance as relates to the goals and DESE standards. All evaluations can be found on the APS website - *click on this link: [News Update-Super Evaluation](#)*. Each member of the School Committee provided a brief summary of their individual evaluation comments, after which Joel read the composite of the School Committee's evaluation beginning with the Summary Statement and results of the goals set by DESE.

Professional Practice Goal:	Goal Met
Student Learning Goal:	Goal Met
District Improvement Goal:	Significant progress
DESE Standards:	All Proficient
Overall Summative Evaluation:	Proficient
Impact on Student Learning:	High

The School Committee members did not make any amendments to the composite evaluation summary read by Chairman Blumstein.

Dr. Berman realizes the time and effort put into developing an evaluation. He thanked the Committee for their reflections which are incredibly valuable, and very on-target. He

is very appreciative of what the School Committee has written and it is a privilege to be in this District.

Tracey Spruce moved that the Andover School Committee vote to approve the proposed composite superintendent evaluation as the Committee's Official Superintendent Evaluation. The motion was seconded by Paul Murphy and voted 5-0 to approve.

**3. Superintendent Compensation**

On a motion by Susan McCready and seconded by Tracey Spruce, the Andover School Committee voted 5-0 that the Superintendent's Salary for the contract year beginning on July 1, 2019 and ending on June 30, 2020 shall be Two Hundred and Thirty-Two Thousand, Three Hundred and Twenty-One Dollars (\$232,321), reflecting an increase of 2% from the prior contract year.

**4. Vacation Carryover Days for Superintendent**

Shannon Scully moved that the Andover School Committee vote to allow Superintendent Berman to carry over 10 vacation days to the contract year beginning on July 1, 2019, as allowed by the Superintendent Contract. The motion was seconded by Susan McCready and voted 5-0 to approve.

**H. Consent Agenda**

1. Warrants: Expense: SW1930, Payroll 19S052
2. Minutes: April 11, 2019, April 25, 2019, May 16, 2019, May 25, 2019
3. Grants/Donations to District

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

**4. Surplus Textbooks: High Plain Elementary**

On a motion by Tracey Spruce and seconded by Susan McCready, the School Committee voted 5-0 to approve the disposal of obsolete textbooks.

**I. Adjournment**

At 9:10 PM Paul Murphy moved to adjourn the meeting of June 26, 2019. The motion was seconded by Susan McCready and voted 5-0 to adjourn.

Respectfully submitted,

Dee DeLorenzo  
Recording Secretary

Documents: MOA between ASC and AEA (stipends) Recording Secretary