
Andover School Committee
Minutes of Friday, June 25, 2021

Participants from the School Committee: Chair Susan McCready, Tracey Spruce, Shannon Scully, and Paul Murphy.

Others participating: Interim Superintendent Dr. Claudia Bach

I. Regular Meeting

Call to Order/Moment of Silence

Chairperson McCready called to order the meeting at 8:00 AM and the Committee immediately voted to meet in Executive Session. The Regular School Committee Meeting will be broadcast by Andover TV and on Comcast Channel 99, Verizon Channel 43 or by streaming from www.andovertv.org.

II. Executive Session:

Paul Murphy moved to meet in Executive Session Executive Session pursuant to G.L. chapter 30A, section 21(a), purpose (3) to discuss strategy with respect to litigation with Fusion Academy because an open session may have a detrimental effect on the litigating position of the Committee and with respect to bargaining with unionized personnel, namely the Andover Education Association (AEA) Unit A, Andover Administrators Association, Andover Assistants' Organization, Andover Educational Secretaries Association, Occupational and Physical Therapists Association, and SEIU Local 888 (School Custodians) because an open session may have a detrimental effect on the bargaining position of the Committee. The Committee will reconvene in regular session at approximately 9:30 AM. Motion seconded by Tracey Spruce. Roll call: P. Murphy-Y, T. Spruce-Y, L. Conoscenti-Y, S. McCready-Y, S. Scully-Y. Motion passes 5-0.

III. Regular Meeting Resumed 9:40 AM.

The meeting began with Moment of Silence.

A. Recognitions & Communications

Dr. Bach thanked the School Committee and the Community for giving her the opportunity to serve as the interim-superintendent for the past six months. Examples of success was to bring the budget to Town Meeting, approval for the West Elementary/Shawsheen School Building Project, and bringing all of the students back to in-person learning. She felt very strongly about an excellent experience and a truly wonderful new superintendent. Dr. Parvey will be at the next SC meeting.

Susan McCready reported that the next meeting of the School Committee will be held on July 15th with an executive session starting at 6:00 PM and the regular session at 7:00 PM.

On behalf of the Committee, Susan thanked Dr. Bach for being with us over the past six months as our interim superintendent.

B. Public Input: none

C. Response to Public Input (N/A)

D. New Business

1. Collective Bargaining Agreements 2020-2021

AEA Unit A:

Tracey Spruce reported on the 27 bargaining sessions with the Unit A Bargaining Unit and the terms of the agreement. Unit A will meet to ratify the contract. Compensation: Year 1: 1% increase and a one-time payment of \$800 to employees in the bargaining unit. Year 2: 2% increase and will also amend Article 13-0-1 to enable the district to hire permanent substitutes and in Year 3: 1.5% increase in salary and elimination of step 1 adding a new step 15. They will also establish a Joint Management Committee to review steps and stipends. Article 6: Reimbursement for graduate courses: the amount has been increased from \$1,500 to \$2,000. Article 28.01: Establish a joint committee to make recommendations to the educator timeline aligning with the new DESE requirements. They added a new section under which teachers who are retiring with more than 100 days of sick leave can donate up to 5 days to the sick bank. Adjustments were also made to the Parental Leave Policy to use more of the sick time when they are the non-birth parent and the language was updated to align with the legal requirements to the Medical Leave Act.

Shannon Scully moved that the Andover School Committee vote to approve the Memorandum of Agreement (MOA) with the Andover Educational Association Unit-A for a three-year agreement subject to the Andover Educational Association Unit A membership voting to ratify the MOA by June 30, 2021. Motion seconded by Paul Murphy. Motion passes 4-0.

Instructional Assistants (IA's)

Shannon Scully reported that she and Lauren Conoscenti have been working with the IA's to reach an agreement but have been unsuccessful in reaching an agreement at this time. This is a highly-valued group of employees and the Committee is disappointed that they could not find terms which were acceptable. The IA's concerns were around salaries which the Committee feels what they brought forward was fair and comparable to other districts. Andover does offer a living wage and confirmed that the proposals are in fact above a living wage guidelines. They put effort into restructuring the salary tables and steps. We cannot provide retroactive COLA agreements for their work this past year and we are not in a position to offer an increase in COLA. A communication will be sent out to explain the agreement to their membership that because we do not have a ratified agreement, we cannot provide additional pay increases even if we wanted to. Instead, the additional funds will be put towards the Andover Unfunded Liability Accounts, the money will not just evaporate. They look forward to meeting on July 9th with the IA's Negotiating Team and the mediator.

Occupational Therapists/Physical Therapists

Jessica Porter, HR Director said the OT/PT's settled on a 1% base wage adjustment and a one-time payment. Additional meetings will start in July to continue negotiations.

Paul Murphy moved that the Andover School Committee vote to approve the MOA for a 1-Year Agreement between the Andover School Committee and the Andover OT/PT Association as presented. Motion seconded by Tracey Spruce. Motion passes 4-0.

LPN

This agreement for one individual is a 2-year agreement which allows for a 1% base wage increase and a flat \$800 one-time payment; Year 2 allows for a 2% base wage increase and language added relative to provide a one-time payment for notice of retirement by November 1st.

Paul Murphy moved that the Andover school Committee vote to approve the MOA for a 2-year agreement between the Andover School Committee and the Andover Licensed Practical Nurses Association as presented. The motion was seconded by Shannon Scully. Motion passes 4-0.

2. Memoranda of Agreement

Jess Porter reported on the vacation time carryover for the School Custodians who provided the cleaning a preparing of our schools during the pandemic and most of whom were not able to use the vacation time they earned. Jess also reported on the vacation carryover for the School Secretaries who, due to the pandemic, were unable to use their accrued and unused vacation time.

Custodians: Tracey Spruce moved that the Andover School Committee vote to approve the MOA for FY-21 Vacation Carryover between the Andover School Committee and the SEIU Local 888 School Custodians as presented and authorize the Chair to sign on behalf of the School Committee. Motion seconded by Paul Murphy. Motion passes 4-0.

Secretaries: Tracey Spruce moved that the Andover School Committee vote to approve the MOA for FY-21 Vacation Carryover between the Andover School Committee and the Andover Educational Secretaries Association and authorize the Chair to sign on behalf of the School Committee. Motion seconded by Paul Murphy. Motion passes 4-0.

Director of Nursing

Jessica Porter explained the MOA to pay the Director of Nursing Rita Casper, a one-time additional stipend of \$15,000 in recognition of the additional days and work effort she put in during the pandemic.

Tracey Spruce moved that the Andover School Committee vote to approve the MOA for additional compensation to the Director of Nursing between the Andover School Committee and the Andover Administrators Association and authorize the Chair to sign on behalf of the Committee. Motion seconded by Paul Murphy. Motion passes 4-0.

3. Contribution to Unfunded Liability Offset (ULO) Account

Shannon Scully explained that on the Town-side employees agreed to settlements that contained a COLA above 1% and they voluntarily agreed to have 1% of their pay deducted every pay period to fund future liabilities for retirees to the Unfunded Liability Account. Any

unspent money in the School's Budget is returned to the Town at the end of the year and put into Free Cash. Due to unsettled contracts on the school-side, funds would be returned to the Town's Free Cash Account. This vote allows for these monies to go towards the Unfunded Liability Account.

AEA Unit A: Paul Murphy moved that whereas the Andover School Committee has ratified a Memorandum of Agreement with the Andover Education Association Unit A for a successor Collective Bargaining Agreement that allocates funds from the Fiscal year 2021 School Operating Budget for retroactive pay increases for work conducted during the 2020-2021 school year, that, in the event that the Andover Education Association Unit A does not ratify the same Memorandum of Agreement prior to the end of the 2021 Fiscal Year on June 30, 2021, that funds from the Fiscal Year 2021 Budget, that would have been used for retroactive pay increases but that the school Committee cannot retain or encumber for retroactive pay increases, be contributed before the close of business on June 30, 2021, to the Town's Unfunded Liability Offset (ULO) Account to be used to pay liabilities related to Employee Post-Employment Benefits. Motion seconded by Tracey Spruce. Motion passes 4-0.

IAs: Paul Murphy moved that whereas the Andover School Committee and the Andover Assistants Organization have not been able to reach agreement on terms for a Successor Collective Bargaining Agreement and whereas funds from the Fiscal year 2021 Budget cannot be retained or encumbered for retroactive pay increases for work conducted during the 2020- 2021 school year without a ratified agreement, I move that funds from the Fiscal Year 2021 Budget that would have been used for retroactive pay increases, be contributed before the close of business on June 30, 2021, to the Town's Unfunded Liability Offset (ULO) Account to be used to pay liabilities related to Employee Post-Employment Benefits. Motion seconded by Tracey Spruce. Motion passes 4-0.

Private School Tuition Prepayment

Tracey Spruce moved that the Andover School Committee in accordance with MGL Chapter 71 Section 71D, authorize the payment of tuition for a period not to exceed three months, to any approved private school or approved program source in which an Andover Public School student is enrolled under the provisions of MGL Chapter 71B using funds from the FY-2021 Budget. Motion seconded by Paul Murphy. Motion passes 4-0.

E. Continuing Business

1. AHS International Field Trip Change to France – March 2022

AHS faculty member, Peter Hall with the French Team, and the support of Principal, Caitlin Brown and Program Coordinator, Jorge Allen would like to provide an opportunity for approximately 12-24 students in Level 3 and above French studies to participate in the French Exchange Program w/our sister school, The Lycee Kleber in Strasbourg, France

Paul Murphy moved that the Andover School Committee vote to approve the proposed extracurricular trip for Andover High School students to France on March 24-April 3, 2022 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 Shannon Scully. Motion passes 4-0.

F. Consent Agenda

1. Grants/Donations to District
2. South School Activity Fund Transfer
3. Minutes from SC Meetings: April 15, 2021

Paul Murphy moved that the Andover School Committee approve the Consent Agenda as presented. Motion seconded by Tracey Spruce. Motion passes 4-0.

G. Adjournment

At 10:25 AM. Paul Murphy moved to adjourn from open session and return to Executive Session not to return. Motion seconded by Tracey Spruce. Motion passes 4-0.

Respectfully submitted,

Dee DeLorenzo
Recording Secretary
rev.1