

Andover School Committee
Minutes of Thursday, October 21, 2021
Virtual Meeting

Participants from the School Committee: Susan McCready, Tracey Spruce, Paul Murphy, Shannon Scully, Lauren Conoscenti teleconferenced in.

Others in Attendance: Superintendent Parvey, Asst. Superintendent Sara Stetson, Asst. Superintendent, Julie Riley, Business Manager, Paul Szymanski, and AHS Student Liaison Justin Jin.

I. Regular Meeting

Call to Order/Moment of Silence

Chairperson McCready called to order the meeting at 6:00 PM and the Committee immediately voted to meet in Executive Session. The Regular SC Meeting will be broadcast by Andover TV and on Comcast Channel 99, Verizon Channel 43 or streamed: www.andovertv.org.

Public Participation via email: scremote@andoverma.us

II. School Committee Meeting: Open Session/Call to Order

At 6:03 PM Tracey Spruce moved to meet in executive session pursuant to Massachusetts General Laws chapter 30A, section 21(a) for the following purpose: Purpose (3) to discuss strategy with respect to bargaining with unionized personnel, namely the Andover Administrators Association (AAA), Andover Assistants, SEIU, Local 888-School Custodians and Andover School Food Service, Occupational and Physical Therapists Association, and the Andover Education Association (AEA) Unit A, because an open session may have a detrimental effect on the bargaining position of the Committee. The motion was seconded by Paul Murphy. Roll call: S. Scully-Y, T. Spruce-Y, P. Murphy-Y, L. Conoscenti-Y, S. McCready-Y. Motion passes 5-0. The Committee will reconvene in regular session at approximately 7:00 PM.

III. Regular Meeting Resumed at 7:05 PM

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

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

The Chair provided information on public input procedures.

B. Recognitions/Communications

Dr. Parvey joined staff and students at a roundtable discussion with DESE to introduce student's voice into what makes a great teacher. The Superintendent also attended the ACE Scarecrow event in Downton Andover on Saturday and congratulated Andona on a successful Clown Town.

Dr. Riley thanked the students they met this week as they learned about the teacher/student rubrics providing a lot of information on students and how we can best support families.

On behalf of AHS, Justin Jin reported that the Student Government is sending out a survey to students on the status of masks break. They will also be running a sock drive with Lazarus House.

Lauren Conoscenti announced that the first Informal School SC Informal Forum will be held on

Friday, November 5th at 9:30 AM at MHL in the Memorial Hall.

Susan McCready reported that Lauren Conoscenti will serve as the School Committee's Liaison to the Town of Andover's Diversity, Equity, and Inclusion Commission (DEI).

Busing will be an agenda item for the November 4th School Committee Meeting. Susan McCready and Tracey Spruce attended the West Elementary/Shawsheen Pre-School Building Committee on Tuesday night. A presentation on the Detail Design Package was shown that will be submitted to MSBA.

C. Public Input

Several APS Instructional Assistants (IAs) spoke on behalf of the district's 240 IAs. They presented a petition asking for the School Committee to return to the bargaining table. Their role has changed over the years and they want to be recognized for what they do.

D. Response to Public Input

Shannon Scully reported on the negotiating process that transpired, which included nine negotiating sessions. It became clear in spring 2021 that a state mediator would be needed to put a successor bargaining agreement in place by June 30th. If we did not reach a conclusion by June 30th, we could not offer retroactive pay. The last week before the fiscal year closed, we asked the IA Leadership to bring our offer to a full vote, and they would not do that. After five mediation sessions this summer, the state mediator reached the conclusion that the conversations were not productive and advanced us to fact finding.

E. Education

1. Onsite DESE Comprehensive District Accountability Review

Dr. Riley reported on the District Comprehensive Accountability Review that DESE will be conducting in Andover. DESE will focus on six standards of effective practice including leadership, governance, curriculum and instruction. The review will also include looking at how we use data in the system. A student support review will include district practices for safe and supportive school climate and cultures, access, equity and engagement and also a family and community partnership review. Additionally, they will conduct a Financial and Asset and Management Review and a Professional Development review that will include protocols and practices of infrastructure, recruitment, hiring, supervision, evaluation and educator development.

2. Field Trip: AHS Annual Model United Nations Meeting

Tracey Spruce moved that the Andover School Committee vote to approve the proposed extracurricular trip for AHS students to attend Model UN Conference in Boston on January 27-January 30, 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". Motion seconded by Paul Murphy. Roll call: S. Scully-Y, L. Conoscenti-Y, T. Spruce-Y, P. Murphy-Y, S. McCready-Y. Motion passes 5-0.

F. Continuing Business

1. COVID Protocols Update

Director of Nursing, Rita Casper and Director of Health, Tom Carbone provided an update on Covid-19 specifically the mask policy. On August 16th, the School Committee voted to implement a policy requiring all to wear masks in school buildings. Schools reopened for the 2021-2022

school year with decreased distancing in classrooms and 85% of students at the high school are vaccinated. The overall number of positive cases remains low in the district. Transmission has been minimal in schools; most transmissions occur in households or within the community. If masks are removed, the district will potentially see an increase in quarantines and testing, this will result in an increase in the nurse workload and impact time on learning.

Tom Carbone reported that the Board of Health thought it would be prudent to continue masking through the holidays.

2. Superintendent Goals (first reading)

Dr. Parvey presented her Superintendent Draft Goals to the Committee. She talked about her goals that align with the goals set by DESE and the needs of the District. One of the first goals is her own professional practice in the New Superintendents Mentoring Program. Part of her first year in transition is to learn about the community and what is important to them. She will be gathering information to develop strategic plans for the District in late spring/summer of 2023.

Goal 1: Professional practice goal participating in a 3-year program for new superintendents in Massachusetts and involves having a coach who comes on site and observes different activities led by the Superintendent.

Goal 2: Effective Entry Plan and Direction Setting

Goal 3: Maintaining momentum during transition and being able to maximize the vehicles that are in place and thinking about those things that we prioritize; communication, trust, and engagements and develop an actual communication plan.

Goal 4: Recruitment and retention of quality staff and making we are meeting the needs of staff.

Student Learning Goal : Thorough and Thoughtful Data Analysis: To ensure that each student reaches proficiency, educators and monitoring of student progress diagnostically and plan instruction after thorough and thoughtful data analysis.

The School Committee provided comment and thanked Dr. Parvey for putting forward her goals.

5. APS School Calendar – Second Reading

Per SC Policy, next year's school calendar must be approved by November 1st. The first reading of the school calendar was discussed at the October 7th SC Meeting. The Committee discussed the suggestion to change the October 'Columbus Day' Holiday as Fall Recess for the purposes of this calendar.

Shannon Scully moved that the School Calendar refer to the Monday Holiday in October as Fall Recess. Motion seconded by Tracey Spruce.

Motion passes 5-0.

Shannon Scully moved that the Andover School Committee vote to approve the APS Calendar for the School Year 2022-2023 as presented and amended. Motion seconded by Lauren Conoscenti. Roll call: P. Murphy-Y, T. Spruce-Y, L. Conoscenti-Y, S. Scully-Y, S. McCready-Y. Motion passes 5-0.

G. New Business:

1. Andover Educational Secretaries Association (AESA) Contract Agreement

Human Resource Director, Jessica Porter reported on the agreement with the Andover Education Secretarial Association. A 3-year agreement was reached with some small changes to language, the bulk of the agreement was to implement a new salary table as a result of a reclassification plan. The agreement was ratified by the Secretaries Association.

Tracey Spruce moved that the Andover School Committee vote to approve the Memorandum of Agreement with the Andover Educational Secretaries Association (AESA) for a three-year agreement. The motion was seconded by Paul Murphy. Roll call: P. Murphy-Y, T. Spruce-Y, L. Conoscenti-Y, S. Scully-Y, S. McCready-Y. Motion passes 5-0.

2. School Committee/Superintendent Operating Protocols (First Reading)

As discussed during the Committee's retreat with Dr. Parvey, a draft document on the School Committee and Superintendent's Operating Protocols, based on MASC's template and other district's protocol documents, was developed and shared with the School Committee. The Committee provided input to the draft document.

H. Consent Agenda: Grants/Donations to District; Minutes

1. **Grants/Donations to District:** Two grants
 - a. AHS from Andover Local Musical Association \$3,100.00.
 - b. ACE for Grade 5 at Sanborn for a collaborative clay sculpture \$2,151.00.
2. SC Meeting Minutes: there are no minutes for this meeting.

Paul Murphy moved that the Andover School Committee vote to approve the Consent Agenda as presented. The motion was seconded by Tracey Spruce. Roll call: T. Spruce-Y, S. Scully-Y, P. Murphy-Y, T. L. Conoscenti-Y, S. McCready-Y. Motion passes 5-0.

I. Adjournment

At 9:35 PM Paul Murphy moved to adjourn the School Committee Meeting of October 21, 2021. Motion Seconded by Shannon Scully. Roll call: L. Conoscenti-Y, T. Spruce-Y, S. Scully-Y, P. Murphy-Y, , S. McCready-Y. Motion passes 5-0.

Respectfully submitted,
Dee DeLorenzo
Recording Secretary