

Andover School Committee
Thursday, December 16, 2021
School Committee Room

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

Others participating: Superintendent Dr. Magda Parvey, Asst. Superintendent Dr. Julie Riley, Assistant Superintendent Dr. Sara Stetson, School Accountant Janet Wright, AHS Liaison Justin Jin.

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

Chairperson Susan McCready called the School Committee Meeting to order and the Committee immediately moved into Executive Session.

II. Executive Session

Tracey Spruce moved that the School Committee meet in executive session pursuant to Massachusetts General Laws chapter 30A, section 21(a) for the following purposes:

(a) Purpose (3) to discuss strategy with respect to litigation with Fusion Academy, C.A. No. 1:21-cv-11059-PBS because an open session may have a detrimental effect on the litigating position of the Committee; and (b) Purpose (3) to discuss strategy with respect to collective bargaining with unionized personnel, namely Andover Assistants, SEIU Local 888-School Custodians and Andover School Food Service, and (AEA) Unit A, because an open session may have a detrimental effect on the bargaining position of the Committee. The Chair so declared an open session may have a detrimental effect on the bargaining and litigation position of the Committee. Motion seconded by Lauren Conoscenti. The Committee will reconvene in open session at approximately 7:00 P.M.

III. Resume Regular Meeting 7:04 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 announced that items #1 and #2 under New Business will be discussed prior to Public Input.

B. Recognitions/Communications

School Visits Admin Updates PD learning and Covid 19

Dr. Parvey reported on her school visits to West Middle School and AHS on December 8th. During her visit to AHS, DESE was conducting their follow-up visit with students on their input on the teacher evaluation rubric. Students from the DEI Student Advisory Council, GSA, Black Student Union, Amigos Unidos, and the Student Diversity Club participated.

Administrative Updates: In addition to her attendance at the DESE meeting with students on teacher evaluations, Dr. Parvey attended the Triboard Meeting on Wednesday, December 8th to talk about the CIP, the West El/Shaw Bldg. Committee that included a virtual walk through of the school, a zoom call with the Commissioner who recommends that we use our snow days for Covid days up to the first five days if needed and not to go remote. The Commissioner will review his decision on the mask mandate after the first of the year. The consultants conducting the study for our organizational chart returned to the District last week to complete the study.

Friday December 10th was a Professional Learning Day in the District with teachers engaged in discussions on the principals of learning and what instruction looks like, academic rigor, etc.

Julie Riley thanked the entire educational community for their support and engagement during our Comprehensive Review with DESE. The DESE Teams were in every building meeting with departments as a whole and participating in school visits.

Sara Stetson recognized Joe Yarid, Christin Grange, and Susan Hunter-Jones, for providing a very nice panel presentation at the SEPAC Meeting last week; the topic was Student's Mental Health. They will soon be providing a website that parents can use as a resource center to access our services and strategies to use at home.

Shannon Scully congratulated the AHS students who were inducted into the Honor Societies for the Performing Arts Society. At the School Committee Informal Forum on Saturday at Memorial Hall Library, Shannon and Paul Murphy dialogued with participants on the impact of changing start times, information on the "Where's my Kid" app (it is in a pilot stage), and the calendar list showing the District Policy for accommodations for religious services that did not include Christmas on the list of religious holidays. Shannon reported that since Christmas is a Federal Holiday it will always be on the holiday list.

Susan McCready reported on West Elementary /Shawsheen School Building Committee Meeting held last night. There is now a virtual walkthrough that allows you to see what the building will look like when it is constructed. A virtual direct abutter's meeting with West Elementary and Shawsheen School families will be scheduled to talk about how things will change after April vacation. The next virtual meeting is scheduled for January 19th a 7:00 PM.

C. New Business

1. Ratification of Contract w/Andover Administrators Association Unit B

Director of Human Resources, Jessica Porter, reported on the 2-year agreement reached with the Andover Administrators Association. Ms. Porter reviewed the changes that included a 2.5% increase consistent with other agreements; and the agreement to approve a stipend for grant management, and compensation to Administrators for coverage of classes after an 11-day period.

Tracey Spruce moved that the Andover School Committee vote to approve the Memorandum of Agreement with the Andover Administrators Association Unit B for a two-year agreement from July 1, 2021 to June 30, 2023. Motion seconded by Paul Murphy. Motion voted 4-0 and approved.

Tracey Spruce moved to authorize the School Committee Chair to sign the agreement. Motion seconded by Paul Murphy. Motion passes 5-0.

2. Ratification of Contract w/Andover School Food Service

Tracey Spruce reported on the ratification of the contract for the School Food Service Unit. She thanked the bargaining team who were really thoughtful and engaged. The employees have worked so hard, feeding twice as many kids even throughout the summer.

Tracey Spruce moved that the Andover School Committee vote to approve the Memorandum of Agreement with the Andover Food Service SEIU Local 888 for a three-year agreement from July 1, 2021-June 30, 2024. Motion seconded by Paul Murphy. Motion passes 5-0.

D. Public Input

Karen Torres, an Instructional Assistant, spoke about their request to meet face-to-face with the Committee and thanked the School Committee for meeting with them. She is disappointed that they could not reach an agreement, but feels they are close.

E. Response to Public Input

Shannon Scully clarified that the proposal would increase wages by 6.7% for the top steps, which is higher than districts we consider to be competitive geographically to Andover. The School Committee feels it is a competitive offer and are disappointed that their lengthy negotiation meeting last night did not end in agreement

F. Education

1. Update: Contact Tracing/Covid Protocols

Dr. Parvey providing an update from Director of Nursing, Rita Casper on the challenges of the DESE Contact Tracing Program and an update in general. The update showed the difference from 2020-2021 to 2021-2022.

<u>2020-2021</u>	<u>2021-2022</u>
<u>Hybrid Model</u>	All students in School (100%)
<u>Hold on all additional health screenings, delayed documentation for physicals/immunizations.</u>	<u>All health screenings to be completed</u>
Low Tolerance level for symptoms with fewer sick students in clinic.	<u>More complicated process for contact tracing/longer phone calls</u>
	Increased follow-up for absenteeism

Challenges to APS Nurses:

Contact tracing challenges: Time consuming to contact teachers, principals etc. and to identify close contacts. Multiple steps to notify families, and calls to other parties (i.e. coaches, transportation, special programs). Time consuming Administrative follow-up to document all calls, maintain data from dashboard and to communicate with each school nurse. The volume of calls has doubled over the past two schools.

Review of what DESE and DPH requires for close contacts.

PCR is the gold standard and highly recommend, but not required in certain cases.

Proposed Changes:

Letters to all families about distance of 3-6 feet or unvaccinated and letters emailed to all close contacts. The practice will be reviewed and offer the option of a proctored antigen recorded in MAVEN to confirm diagnosis. Changes will take place after winter break. Require all parents to keep children at home if they are sick.

Lauen Conoscenti left the meeting at 8:57 PM

G. New Business (Cont'd)

1. November Financials

School Accountant Janet Wright provided a summary of information on the November Financials. There have been a number of key drivers including turnover savings and vacancies, transportation has been a key factor on the Special Education side. The December financials will provide a clearer picture on the transportation contract for Special Education once it is approved. The revolving accounts are working fine and no issues are expected this year.

H. Continuing Business

1. Superintendent's Preliminary Budget Presentation

Dr. Parvey presented her Superintendent's Preliminary Budget with the understanding that there are still items which need to be addressed. The FY-2023 Budget Hearings will begin the 2nd week of January with principals and department heads reporting. The budget will be submitted to the Town at the end of January. They do not anticipate any increases beyond what the Town Manager has recommended.

Staffing recommendations: to address learning gaps created by the pandemic, provide target support to schools/departments based on identified needs; provide structures to promote continuous professional learning, curriculum development and to support social emotional learning for students.

Major initiatives for FY-2023 and beyond

Expand coaching and instruction support for Math K-8.

Begin curriculum development process across grades and content areas.

Implement a new Middle School schedule to enable increased core academic time and additional focus on social-emotional learning.

Expand supports for students with emotional and behavioral needs.

Improve back-office effectiveness and efficiency.

Areas of Cost Increase:

Track and Step, Transportation, K-8 curriculum review, materials, professional development.

Transition of remaining kindergarten staff to general fund.

Chapter 70 funding estimated to be at \$70 per student.

Out-of-District Placement Expenditures are projected to be down to \$5,537,800 for FY-23.

Budget Priorities:

Staffing

Math Support, Elementary Math Coaches

Pre-K-5 Math Program Coordinator

Business Office Support

Middle School Guidance Counselors

Middle School Curriculum Advisor Stipends

Webmaster

Continuation of building based substitutes

Expense Improvements:

Math professional development and instructional support
Buses to support service improvements.

School Accountant Janet Wright reported on the FY-23 Preliminary Salary Budget

Preliminary Budget Totals

Personnel 82%	\$78,636,989	
General Expene 18%	\$17,428,712	
Total	\$96,065,76	
TM Recommendation	\$96,065,706	3.75% increase

I. Consent Agenda:

1. Grants/Donations to District total of: \$18,195.00
2. SC Meeting Minutes – November 18, 2021

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

J. Adjournment

At 8:27 PM Paul Murphy moved to adjourn the Andover School Committee Meeting of Thursday, December 16, 2021. Motion seconded by Shannon Scully. Motion passes 4-0.

Respectfully submitted,

Dee DeLorenzo
Recording Secretary