

Andover School Committee
Thursday, January 27, 2022
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, Business Manager Paul Szymanski.

I. **Regular Meeting**

A. **Call to Order**

Chairperson McCready called to order the meeting of the Andover School Committee at 6:15 PM in the School Committee Room and the Committee immediately voted to meet in Executive Session.

II. **Executive Session**

Shannon Scully moved for the School Committee to meet in executive session pursuant to Massachusetts General Laws chapter 30A, section 21(a) for the following purposes: (b) Purpose (3) to discuss strategy with respect to collective bargaining with unionized personnel, namely Andover Assistants, SEIU Local 888-School Custodians, (AEA) Unit A, and the Jan 25 mediation re MUP-21-8668 (District's denial of paid leave to attend to Union matters), because an open session may have a detrimental effect on the bargaining position of the Committee. Motion seconded by Tracey Spruce. The Committee will reconvene in open session at approximately 7:00 P.M.

III. **Regular Meeting resumed at 7:15 PM**

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

Susan McCready explained the nature of her comments at a recent grievance hearing and apologized to her colleagues, administration and to the many wonderful educators in our District.

B. **Recognitions/Communications**

Superintendent's Report:

The Superintendent reported on her activities of the past two weeks that included but not limited to budget preparation, administrative meetings, participation in Mass REDI Program on Racial Equity Diversity and Inclusion Strategy, New Superintendents' Induction Program, District Organization Meeting, Emergency Management Working Group with Town Officials, Town-wide PTO, DESE at Home Testing Program Announcement.

She also participated in the Superintendent's Administrative Team professional development with Teamworks' which was very productive. The January 7, 2022 All Around APS newsletter had 10,343 views since the publication began in 2018. Thank you to Nicole Kieser, School Communications Director.

Covid update: Our numbers have decreased from earlier in the month. The DESE At-home Testing Program will be beneficial to us. Students and Staff will receive a box with two tests every two weeks to test themselves. Positive cases should be reported in ASPEN.

We will no longer participate in the Test and Stay Program and quarantining will no longer be required for close contacts; the APS Dashboard will continue to be updated.

Julie Riley announced that the Kindergarten Registration period will begin on March 1st due to some technology updates in ASPEN. The update will be placed on the APS Website and in the local newspapers.

Susan McCready reported that Joel Blumstein, Chair of the West Elementary -Shawsheen School Building Committee, will be providing an update to the Committee on the School Building Project and an opportunity for the School Committee to ask questions. Susan and Dr. Parvey will be presenting the FY-23 School Budget to the Finance Committee on Tuesday night and the Triboard Meeting is scheduled for March 9th at 7:00 PM.

Susan McCready shared that she recently participated in Mary Robb's US History II Class at AHS where all of the students were having a conversation around immigration. The interaction of the kids and their understanding of immigration was very interesting and insightful.

C. Public Input

Susan Greco, 22 Summer St, N. Andover, an Instructional Assistant for Andover Public Schools, spoke to the Committee about the School Department's FY-23 Operating Budget and shared what she believes to be the dollar amount necessary to settle the IA's contract. Mary Jay Hudack, 62 High Street, also an Instructional Assistant said the job requires perseverance, stamina and empathy; the job can be rewarding and amazing and at other times discouraging. Discouragement comes with the feeling that the IA's are not valued. Please negotiate a fair contract with them.

D. Response to Public Input

E. Education

F. Continuing Business

1. FY23 Budget Vote

Dr. Parvey and Asst. Superintendent, Paul Szymanski presented a financial analysis of the updated version of the APS FY-23 Preliminary Budget to the Committee.

Personnel	\$77,899,943
General Expenses:	\$18,100,948
Total:	\$96,000,891 (3.68% increase)

The budget includes major initiatives to expand coaching and instructional support for Math K-8, curriculum development process across grades and content, back-office effectiveness and efficiency (Business Office) and operational efficiencies. Staffing recommendation to strategically allocate staff and maximize efficiencies to address the learning gap, provide targeted support based on identified needs, provide structures to promote continuous professional learning and curriculum development and support for social emotional learning for students.

Budget Recommendation Highlights shared by Dr. Parvey included the Baseline Level-Service Drivers: salary/track & step, COLA, and other financial compensation and Transportation for general ed and special education contract increases.

Offsets & Cost Savings include:

Out-of District Special Education tuition expense reductions

Strategic management of the Circuit Breaker funds

Natural attrition (retirements) of tenured staff and resignations replaced by new hires at lower pay rates.

Resource response to enrollment declined, including FTE restructuring

Support through ESSER Funds and other grants

Budget Summary:

Obligations	\$1,383,569	
Operational Efficiencies	\$ 403,000	
Core Curriculum	\$ 524,585	
Spec Ed and SEL	\$0	(funded through grants and repurposing, as presented on 1/11/22)
Student Activities	\$ 238,302	
Capital Projects	\$ <u>854,000</u>	
Total FY-23 Budget Increase:	\$3,403,456	3.68% over FY-22

Teaching & Learning: \$524,000 allocation

ESSER Grant funds will be used for Middle School Guidance Counselors Professional Learning, and Math Coaching to help our schools/students.

Recommended investments in Special Ed and Social Emotional Learning: SPED & SEL: Addition of a BRIDGE Program, BCBA's EFTs, and Part-time SLP for this program. SEL Initiative addition of one SEL position and the addition of three Middle School Guidance Counselors grant funded for two years. All of the above will be covered by grants and at no cost to the District.

Julie Riley reported on the need for SEL position to look at what currently exists in the District and the SEL Sprint and to build out an SEL program that is well articulated across the elementary schools and bridges the gap between home and school.

Student Activities are included in the budget for items typically paid for by the Parent/Booster Club for a total of \$23,302 for Performing Arts, Athletics and the elimination of the \$125 per-student fee for middle school extra-curriculars.

Capital Projects (SCH-5) \$604,000 for Repayment of loan to accelerate some facility projects
Device Leasing (IT-2) \$250,00 to move the student device lease from the CIP to the Operating Budget.

The School Committee appreciates the efforts of the School Administration Team for their work on the budget for the FY2023 School Year. Dr. Parvey also thanked the School Committee for their support in the budget process.

The Board is pleased on the reduction in student fees and for their action on addressing diversity and equity, providing initiatives for social-emotional support for students and for responding to the requests for Fine Arts and Athletics and revising the transportation fees for families to a maximum of \$400 per year. Justin Jin is pleased that there are funds identified for building-based subs.

Shannon Scully moved that the Andover School Committee vote to adopt the Superintendent of Schools' recommendation for the Preliminary FY-23 Operating Budget in the amount of \$96,000,891 subject to further public input and consideration of other relevant information. This amount would consist of the following:

Personnel	\$77,899,943
General Expenses:	\$18,100,948

Motion seconded by Paul Murphy. The School Committee voted 5-0 to approve.

G. New Business

1. December Financials

The Superintendent and Paul Szymanski updated the Committee on the current presentation the budget. Our Financials are in good shape at this time.

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

1. Grants/Donations to District – None to report

2. SC Meeting Minutes – December 16, 2021

Paul Murphy moved that the Andover School Committee vote to approve the consent agenda as presented. Motion seconded by Lauren Conoscenti
Motion passes 5-0.

I. Adjournment

At 8:30 P.M. Paul Murphy moved to adjourn the meeting of Thursday, January 27, 2022.

The motion was seconded by Tracey Spruce. Motion passes 5-0.

Respectfully submitted,

Dee DeLorenzo
Reporting Secretary