

Andover School Committee
Thursday, March 17, 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, , 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 that the School Committee 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 and litigation with unionized personnel, namely the Andover Assistants and (AEA) Unit A and that the Chair declare that an open session may have a detrimental effect on the bargaining position of the Committee. The Chair so declared that an open meeting would have a detrimental effect on the bargaining position of the Committee. The Committee will reconvene in regular session at approximately 7:00PM. The motion was seconded by Paul Murphy.

I. Public Hearing – FY 23 Recommended School Budget

Dr. Parvey provided a presentation of the FY 23 Recommended School Budget

Personnel	(81.15%)	\$77,899,943
General Expenses:		\$17,226,948
Total Recommended Budget		\$95,126, 891* (3.68% increase)

This budget was prepared strategically and collaboratively.

The presentation included major initiatives for FY23 and beyond, staffing recommendations, Chapter 70 State Aid for Education, and Out-of-District Tuition Expenses. The presentation also included budget recommendations/highlights. The budget is available on www.aps1.net. The Business Office will be printing the Budget Book towards the end of March.

Susan McCready closed the Public Hearing at 7:18 PM.

II. Regular SC Meeting resumed at 7:19 PM

Susan McCready reported that Gardner Porter is our student government representative this evening.

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

Susan McCready recognized School Committee member Paul Murphy and Shannon Scully who have each served on the School Committee for the past six years. She thanked them for their commitment and countless hours devoted to the community. The members of the School Committee each acknowledged Paul and Shannon for their support, devotion, and commitment to the community as did Dr. Parvey. Shannon and Paul thanked everyone for the opportunity to serve over the past six years wrangling and talking over the important issues that came before them and to define what Andover was going to be and what it was not going to be.

Dr. Parvey shared the following updates of her activities over the past two weeks and also the Professional Learning that occurred throughout the District.

Julie Riley gave a shout out to AHS staff for their assistance in organizing the Parent Orientation at AHS for rising 8th graders.

Paul Szymanski thanked Shannon and Paul for their commitment of service to the Andover Public Schools. Congratulations and best of luck.

Shannon Scully attended the presentation of the student Capstone and enjoyed seeing the students and their projects. Thank you to everyone who has supported the Capstone Program.

Tracey Spruce congratulated the Boys' and Girls' Basketball Teams on a great season. This weekend, AHS will be hosting the New England Show Choir Showdown with choirs for across the country and the Massachusetts Theatre Festival is also having performances across the State on Saturday. Andover's Team is performing at 3:30 PM at North Reading High School and tickets are available at the door.

Lauren recognized the students From the South School Co-Op Theatre for the outstanding Madagascar 2 performance. She also attended the Capstone Program.

Susan McCready reported on the West Elementary/Shawsheen School Building Meeting. All local approvals are complete and the Conservation Commission gave a special shout out to our design team on the West EL site. The next meeting is scheduled for April 6th and a ceremonial ground-breaking will be held on June 3rd. Congratulations to the five AHS Students who advanced to the finals in the National Merit Scholars Program and congratulations to the six AHS students who qualified to attend the International DECA Conference in Georgia.

C. Public Input - None

D. Response to Public Input. – N/A

E. Education

AHS Field Trip: International DECA Conference, Atlanta GA April 23-27, 2022

AHS Principal Caitlin Brown encourages everyone to attend as many of the wonderful events at AHS. Six AHS students qualified for the national conference and AHS faculty member, Karen Stevens has proposed taking the students to DECA on April 23-27, 2023. This is the culmination of the DECA year. Students will participate in the competitive events program aligned with career clusters, national curriculum standards and 21st century skills in the areas of marketing, hospitality, finance management and entrepreneurship. More than 1,000 business professionals serve as expert judges to evaluate DECA members mastery of these concepts.

Lauren Conoscenti moved that the Andover School Committee vote to approve the proposed Extra-Curricular trip for Andover High School students to travel to the DECA conference, in Atlanta, Georgia from April 23 – April 27, 2023 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. Motion passes 5-0.

F. New Business

1. Ratification of Contract: Andover Assistants Organization

The Andover Assistants ratified the contract at a vote taken by the membership last week. Shannon Scully briefly read through the terms reached for the 3-year contract from Aug 30 2020-Aug 30 2023.

Tracey Spruce moved that the Andover School Committee vote to approve the Memorandum of Agreement with the Andover Assistants for a 3-Year Agreement from September 1, 2020 to August 31, 2023. Motion seconded by Lauren Conoscenti. Motion passes 5-0.

2. Revised Job Descriptions.

a. School Business Manager

b. Executive Director of Special Services

Paul Murphy moved that the Andover School Committee vote to approve the revised job titles and job descriptions for the School Business Manager and Executive Director of Special Services as presented and recommended by the Superintendent. Motion seconded by Lauren Conoscenti. Motion passes 5-0.

3. Financials.

Mr. Szymanski discussed the financials and addressed concerns regarding Special Education and Regular Education Transportation, the Homeless Account, and the Traffic Officer at AHS morning/afternoon. They are managing the transportation and traffic situation, and Mr. Szymanski will provide regular up-dates to the Committee. We may have to access the transportation needs, make recommendations, and adjust the budget line items. The Committee agreed to have additional conversations on this subject.

4. Superintendent Mid-Term Goals

Dr. Parvey shared the highlights of her mid-term goals that she submitted to the School Committee. The Goals (see attached link) are just a fraction of what Dr. Parvey is doing and a reflection of evidence of what she is doing in the district.

Goal #1: Professional Practice Goal

- Dr Parvey is participating in the New Superintendent Induction Program

Goal #2: District Improvement Goal

Effective Entry & Direction Setting, Maintaining momentum during Transition.

Dr Parvey emphasized that having a common language on the work that we do is important for building a strategic plan.

- Hosted multiple community office hours, including individual meetings with members of the Andover Police and Andover Fire Departments, Finance Committee and Select Board.
- Dr. Parvey will be conducting a community survey and arranging community focus groups.

Goal #3 Communication and Stakeholder Engagement Goal

- Focus on building trust
- Has held office hours to gather community input
- Distribution of *All Around APS* to the Community has been well received and widely read
- Released Superintendent's Entry Plan to the community
- Dr Parvey has committed to visiting three schools weekly and has kept up that goal
- Dr Parvey is working closely with Central Office personnel, principals and families to identify issues early and address them promptly.

Goal #4 Recruitment and Retention of Quality Staff

- Goal is to recruit, hire develop and evaluate and support all staff.
- Work with IFL and Teamworks International has assisted Dr Parvey in building a foundation of how we talk about leadership and instruction.
- Creation of a New Employee Orientation training and onboarding checklist by HR to assist in a consistent, comprehensive process.

Dr Parvey also commented on her Student Learning Goal, which includes exploring a data dashboard for the district. This would ensure that each student reaches proficiency. She supports educators in monitoring student progress diagnostically and plan their instruction after thorough and thoughtful data analysis.

The School Committee provided comment on Dr. Parvey's goals and they appreciate the opportunities, inclusiveness, and consistency of her work.

5. **FY23 Preliminary Warrant Articles**

The Committee discussed the warrant articles listed below and then voted on their recommendation to approve or disapprove.

Shannon Scully moved that the Andover School Committee vote to recommend approval of Warrant Articles as presented.

- ARTICLE P4: FY 2023 BUDGET
- ARTICLE P5: FY23 CAPITAL PROJECTS FUND
- ARTICLE P6: FINANCIAL HOUSEKEEPING ARTICLES (G)
- ARTICLE P8: GENERAL HOUSEKEEPING ARTICLES (E, F)
- ARTICLE P11: GRANTING EASEMENTS
- ARTICLE P16: CAPITAL PROJECTS FROM GENERAL FUND BORROWING
- ARTICLE P17: CAPITAL PROJECTS FROM FREE CASH

Paul Murphy seconded the motion. Roll call: P. Murphy-Y, L. Conoscenti-Y, S. Scully-Y, T. Spruce-Y, S. McCready-Y. Motion passes 5-0.

E. Continuing Business

6. FY23 Budget Development Assumptions

Mr. Szymanski reported on the changes to the FY23 Budget Development Assumptions that incorporate the changes that have taken place since the budget development and which reflects the Chapter 70 funds.

Tracey Spruce moved that the Andover School Committee vote to approve the revised FY-23 Budget Development Assumptions as presented. Motion seconded by Paul Murphy. Motion passes 5-0.

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

1. **Grants/Donations to District** – Andover Band Association Donation \$3,000
2. **SC Meeting Minutes** – February 3, 2022

Tracey Spruce moved that the Andover School Committee vote to approve the Consent Agenda as presented. Motion seconded by Lauren Conoscenti. Motion passes 4-0. Shannon Scully abstained.

G. Adjournment

At 8:51 PM on a motion by Paul and seconded by the Andover School Committee voted 5-0 to adjourn the meeting of Thursday, March 17, 2022. Motion seconded by Shannon Scully. Motion passes 4-0

Respectfully submitted,

Dee DeLorenzo
Recording Secretary