

**School Committee**  
**Minutes of April 28, 2022**  
**School Committee Conference Room**  
**2<sup>nd</sup> Floor-School Administration Building**

**Participants from the School Committee:** Chair Susan McCreedy, Vice Chair Lauren Conoscenti, Tracey Spruce, Emily DiCesaro, Sandis Wright.

**Others participating:** Superintendent Dr. Magda Parvey, Asst. Superintendent Dr. Julie Riley, Business Manager Paul Szymanski and AHS Student Liaison Justin Jin.

**I. Call to Order**

The Chair called the School Committee Meeting of April 28, 2022 to order at 7:00 PM.

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

**A. Recognitions/Communications**

Dr. Parvey shared her Superintendent's Report noting the many school visits and events at the various schools that included Bancroft Elementary Faculty Meeting, HPE Grade 4 Writing Celebration, DMS Presentation of "*The Lightening Thief*", AHS Climate Change Summit, Ms. Masters Class at AHS on different civilizations, AHS Professional Development and the AHS Faculty Meeting as well as the Credit for Life Fair, and the Warrior Way Program at all of the Elementary Schools along with a visit to West Elementary School

Administrative Updates included the following: Dr. Parvey attended a host of events including but not limited to: the West El/Shaw School Building Committee Meeting on April 6<sup>th</sup> on cost efficiencies of materials, Effective School Solutions Presentation with ESS to prepare for today's workshop, A.C.E. monthly meeting to discuss TIF Grants and other ways to fundraise, school Administrative Team (SAT) Meeting, the New Superintendents' Induction Program, a Webinar by M.A.S.S. on legal and practical issues around staffing, a Bancroft Principal Focus Group with Staff, and the New Superintendents Induction Program.

Dr. Riley thanked Scott Darlington for the fantastic job with the Credit for Life Fair which provided a great amount of information for students on what to expect once they are out of high school and in college. We are also working on the Vision of a Graduate Plan with to develop a long-range plan starting the work in May. They will be presenting updates to the School Committee. Dr. Riley also thanked Dee Delorenzo for her many years of service and dedication to the School Department and wished her well on her retirement.

Tracey Spruce shared her appreciation and such a great reflection of students in Andover's Warrior Way and how it has been expanded from just athletes to all extra curriculars so the elementary school students get to see all of that.

On April 8<sup>th</sup> Tracey and Sandis Wright hosted the latest informal forum of the School Committee in the Memorial Hall Library which was lightly attended by two people.

Lauren Conoscenti, with a nod to Sean Walsh, Director of Fine Arts and Music, shared that Andover was selected by the National Association of Music Merchants as one of the best communities for music education. On Wednesday, May 4<sup>th</sup> from 5-7 PM Andover High School Student Artists will be displaying their work in an exhibition held in the Robb Center.

Susan McCready also participated in the AHS Credit for Life Fair and thanked David Florina and Brad Heim from the Andover Service Club who started this Fair in 2015 as a way to provide some everyday financial education to our students at AHS. Scott Darlington has done an amazing job partnering with them. On another note, West Elementary School is all setup for the construction vehicles to come in.

Chair McCready asked that the School Committee move up Warrant Article 26 in the School Committee Agenda to which the Committee agreed.

**B. Public Input -None**

**C. Response to Public Input- N/A**

**D. Education**

**1. AHS Field Trip Students at SeaPerch International Competition – June 4, 2022**

Asst. Superintendent Julie Riley reported on the proposed AHS Field Trip for students to attend the SeaPerch International Competition on June 4<sup>th</sup> in Atlanta, Georgia. AHS Science Teacher, Dan Donovan, and students from the SeaPerch team were present and provided information on the requirements and expectations of the trip. The students won a Regional Competition in NH and now they have been invited to go to Washington, DC to participate in an International Competition. Students provided a demonstration of the robot they used in the competition and a copy of their report.

Lauren Conoscenti moved to approve the proposed extracurricular trip for Andover High School students to travel to the SeaPerch International Competition to be held at the University of Maryland, College Park from June 3 – June 5, 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 Emily DiCesaro. Motion passes 5-0.

**E. New Business**

**1. Proposed Transportation Discussion and Contracts – Peter Delani, Director of Customer Relations, Lisa Alterisio, Vice President of Operations were present.**

- a) Regular Education, Extra Curricular – Trombly
- b) Out of District Special Ed School Year and Out of District Summer – NRT

In conversations that Paul Szymanski has had with Beacon Mobility’s Senior Vice President of Operations, Tim Sheehan, he was advised that due to the recent increase in the CPI and fuel expenses within this market, NRT and Trombly Motor Coach Services will need to retain the FY-2023 rates as originally bid in 2019, as they apply to one-year extensions for four transportation contracts. FY-22 is the last of a three-year contract. Per M.G.L C30b the contractor can hold the unit pricing initial bid, but cannot increase. The vendor can also offer lower pricing at his discretion.

Paul has invited two Beacon Mobility representatives, Peter Delani and Lisa Alterisio, to the meeting to answer questions regarding the extensions and to provide the Committee with operational updates.

Peter Delani, Director of Customer Relations, Lisa Alterisio, Vice President of Operations for Beacon Mobility were present and spoke about moving forward with a better product

and to look at best practices to bring uniformity to bus service. They are familiar with the questions and concerns the School Committee has, and of the unevenness of the delivery of their services. They, like many other bus companies, have been facing a shortage of bus drivers and are lobbying at different levels to try to alleviate this problem. They realized the data they were using was a false narrative and didn't truly understand where their gaps were in driver shortages and where the problems were, and did not do a very good job of communicating and articulating current situations.

They are now taking a proactive creative approach to hire bus drivers and monitors which can be an eight week process. They have had bi-monthly meetings with the Governor's Office and have setup an office in the Dominican Republic to recruit driver candidates. They are also working with the Dept. of Transportation, the DOT and the State School Transportation Association who are lobbying to reduce the requirements for a CDL license. The original contract with Andover was bid on a set of school start and end times which have changed and condensed the time for pickup and drop-off.

They are looking at balancing out routes to help make for a smoother process for next year by reducing and adjusting the number of stops. It is important to a district that they change the cultural component of parents asking for stops closer to their homes; causing the routes to get out of control.

Mr. Delani said they also attended a Customer Advisory Session to determine how they can better serve the school communities. They realize that their office staff was not contacting the school transportation office in a fair amount of time and will improve on that aspect. They are also investigating how to get substitute bus drivers back on board. The impact of multiple stops on routes, the impact of condensed times, construction, and driver shortages, have caused some difficulties with timeliness.

Paul Szymanski reported that they are looking at walk-to-stop and safety factors to determine if there are stops we can begin to combine that are reasonable and safe. This will be a big summer project and the continued collaboration with the Bus Company, should produce results.

### **Regular Education**

Emily DiCesaro moved that the Andover school Committee vote to extend, for one additional year, an existing transportation contract for regular route buses effective July 1, 2022 through June 30, 2023 to Trombly Motor Coach Services, Inc. of Dracut, Massachusetts. Pricing per contract dated June 18, 2019. Motion seconded by Lauren Conoscenti and voted 5-0 to approve.

### **Extracurricular, Field Trips and Athletic Transportation**

Emily DiCesaro moved that the Andover School Committee vote to extend for one additional year, an existing transportation contract for extracurricular, field trips and Athletic transportation effective July 1, 2022 through June 30, 2023 to Trombly Motor Coach Services, Inc. of Dracut, Massachusetts pricing per contract dated June 18, 2019. Motion seconded by Lauren Conoscenti and voted 5-0 to approve.

### **Out-of-District (OOD) Special Needs Student Transportation Services -School Year**

Emily DiCesaro moved that the Andover School Committee vote to extend, for one additional year, an existing Transportation Contract for Out-of-District Special Needs Student Transportation Services for our School Year Program effective July 1, 2022 through June 30, 2023 to NRT Bus, Inc. Of Methuen, Massachusetts. Pricing per contract dated June 18, 2019. Motion seconded by Tracey Spruce and voted 5-0 to approve.

**Out-of-District (OOD) Special Needs Student Transportation Services  
-Summer Programs**

Emily DiCesaro moved that the Andover School Committee vote to extend, for one additional year, an existing Transportation Contract for Out-of-District Special Needs Student Transportation Services-Summer Programs effective July 1, 2022 through June 30, 2023 to NRT Bus, Inc. of Methuen, MA. Pricing per contract dated June 18, 2019. Motion seconded Tracey Spruce. Motion passes 5-0.

**2. 2021-2022 School Year: Last Official Day for Students and Teachers**

Lauren Conoscenti moved that the Andover School Committee vote to approve Thursday, June 16, 2022, a half-day, as the last official day for students for the 2021-2022 School Year providing there are no more storm days prior to June 1, 2022. Motion seconded by Sandis Wright. Motion passes 4-0. Tracey was not in the room at the time of the vote.

Lauren Conoscenti moved that the Andover School Committee vote to approve Friday, June 17, 2022 as the last official day for Teachers for the 2021-2022 School Year providing there are no more storm days prior to June 1, 2022. Motion seconded by Sandis Wright. Motion passes 5-0.

**3. Kindergarten First Day – School Calendar amendment 2022-2023**

Dr. Riley is recommending the proposed change of first day for Kindergarten for the 2022-2023 school year and to consider making this a regular structure moving forward. The delayed start of Kindergarten would give time to conduct K-Screenings on Wednesday, August 31<sup>st</sup> and Thursday, September 1<sup>st</sup> and for students to get acquainted with arrival and dismissal routines without Kindergarten students.

Tracey Spruce moved that the Andover School Committee vote to approve the recommendation of the Superintendent of Schools to set Tuesday, September 6, 2022 as the first day of school for all kindergarten students in the District. Motion seconded by Emily DiCesaro. Motion passes 5-0.

**4. FY23 Warrant Articles**

The following articles were reviewed and voted on by the Committee.

- **Article 26 (P29): Retiree Cost of Living Adjustment Maximum Base**

To see if the Town will authorize the Contributory Retirement Board to increase the maximum base on which the cost-of-living increase is calculated for retirees and beneficiaries of the Andover Contributory Retirement System by \$1,000 each July 1st for the next two years resulting in a base change from \$12,000 to \$13,000 effective July 1, 2022 and from \$13,000 to \$14,000 effective July 1, 2023. Presented by Kevin Connors.

Tracey Spruce moved that the Andover School Committee vote to recommend approval of the Town Meeting Warrant Article 26-Retiree Cost of Living Adjustment Maximum Base as presented. Motion seconded by Lauren Conoscenti and voted 5-0 to approve.

- **Article 4 (P34): Instructional Assistants Special Articles General Fund**

To see if the Town will vote to create a special articles general fund for Instructional Assistants and to transfer from Free Cash a sum of money in the amount of \$500,000 dollars annually from the most recent certified Free Cash balance into this account for the purpose of providing supplemental wages to pay the Instructional Assistants a competitive wage equal to the 75% of the maximum Instructional Assistant compensation for the APS competitive set, or to take any other action relative thereto.

*On petition of Michael Meyers and others*

Tracey Spruce moved that the Andover School Committee vote to recommend disapproval of the Town Meeting Warrant Article 4 – Instructional Assistants Special Articles General Fund as presented. Motion seconded by Lauren Conoscenti and voted 5-0 to approve.

- **Article 6 (P33): Prohibiting the use of non-disclosure agreements (NDAs)**

To see if the Town will adopt the following: No municipal or Andover governmental entity (the term governmental entity includes but is not limited to authorities, boards, commissions, committees, departments, divisions, programs and services) shall include or permit the inclusion of a nondisclosure, non-disparagement or other similar clause as a condition of employment or in a settlement agreement between the governmental entity and an employee or student; provided, however, that such a settlement may include, at the request of the employee or student, a provision that prevents the governmental entity from disclosing the individual's identity and all facts that could lead to the discovery of the individual's identity.

*On petition of Michael Meyers and others*

Lauren Conoscenti moved that the Andover School Committee vote to recommend disapproval of the Town Meeting Warrant Article 6 – Prohibiting the use of Non-Disclosure Agreements as presented. Motion seconded by Sandis Wright. Motion passes 5-0.

- **Article 7 (P37): Mental Health & Wellbeing Special Articles General Fund**

To see if the Town will vote to create a special articles general fund for mental health and wellbeing services and to transfer from Free Cash a sum of money in the amount of \$1 million dollars annually from the most recent certified Free Cash balance into this account for the purpose of purchasing services or hiring resources such as mental health clinician, substance abuse program coordinator, social care worker to support Andover families, seniors, veterans, and our children, or take any other action relative thereto.

*On petition of Michael Meyers and others*

Tracey Spruce moved that the Andover School Committee vote to recommend disapproval of the Town Meeting Warrant Article 7-Mental Health & Wellbeing Special Articles General Fund as presented. Motion seconded by Sandis Wright. Motion passes 5-0.

- **Article 8 (P36): Annual public posting of every no-bid contract or agreement**

To see if the Town will adopt the following: The Town Manager shall annually and prominently post on the official Andover public website a page entitled "No Bid Contracts." "The page shall contain the name of all parties and the entire executed contract or agreement for every vendor or entity under agreement without participating in a posted competitive bid process.

*On petition of Michael Meyers and others*

Lauren Conoscenti moved that the Andover School Committee vote to recommend disapproval of the Town Meeting Warrant Article 8-Annual Public Posting of every no-bid contract or agreement as presented. Motion seconded by Tracey Spruce and voted 5-0 to disapprove.

- **Article 18: DMS Upgrades and AHS Design**

To see if the Town will vote to appropriate \$9,500,000 or any other amount, of which \$8,000,000 shall be used to pay costs of purchasing professional services related to the design, renovation and construction of the Doherty Middle School, including the payment of all costs incidental and related thereto, and \$1,500,000 shall be used to pay costs of the Andover High School Design project, including the payment of all costs incidental and related thereto; to determine whether this amount shall be raised by taxation, borrowing, transfer from available funds or by any combination thereof, or take any other action related thereto.

*On request of the School Committee*

Sandis Wright moved that the Andover School Committee vote to recommend approval of the Town Meeting Warrant Article 18-Doherty Middle School Upgrades and Andover High School Design as presented. Motion seconded by Tracey Spruce and voted 5-0 to approve.

## **F. Continuing Business**

### **1. Liaison Assignments – SEPAC Liaison, DEI Commission Liaison**

This evening the Committee will entertain new appointments for SEPAC and DEI Commission Liaisons as these are time sensitive. The remaining liaison and subcommittee roles will be discussed as usual during a summer meeting.

Tracey Spruce moved that the Andover School Committee vote to approve Emily DiCesaro as the SEPAC Liaison; and Sandis Wright as the DEI Commission Liaison effective immediately. Motion seconded by Emily DiCesaro and voted 5-0 to approve.

## **G. Consent Agenda: Grants/Donations to District; Minutes**

### **1. Grants/Donations to District – ACE 2022 Fall TIF Grants \$15,198.00.**

Tracey Spruce moved to approve the Grants/Donations to the District as presented. Motion seconded by Lauren Conoscenti and voted 5-0 to approve.

### **2. Surplus/Disposal Requests (South)**

South Principal, Brenda Lee, has submitted a disposal inventory form for a piano at South Elementary. The upright piano will be disposed of in accordance with Chapter 30b regarding the disposal of surplus property.

Emily DiCesaro moved that the Andover school Committee vote to approve the disposal of surplus furniture from South School as presented. Motion seconded by Lauren

Conoscenti and voted 5-0 to approve.

**3. SC Meeting Minutes: March 3 and April 7<sup>th</sup> 2022**

Tracey Spruce moved that the Andover School Committee vote to approve the School Committee Minutes of March 3, 2022 as presented. Motion seconded by Lauren Conoscenti and voted 3-0 to approve. Sandis Wright and Emily DiCesaro abstained.

Tracey Spruce moved that the Andover School Committee vote to approve the School Committee Minutes of April 7, 2022 as presented. Motion seconded by Lauren Conoscenti and voted 5-0 to approve.

**H. Adjournment**

At 9:22 PM on a motion by Tracey Spruce and seconded by, the Andover School Committee voted 5-0 to adjourn the School Committee meeting of April 4, 2022.

Respectfully submitted,

*Dee DeLorenzo*  
Recording Secretary