

ANDOVER SCHOOL COMMITTEE MINUTES

**January 10, 2023**

MEMBERS PRESENT: S. McCreedy, Chair  
L. Conoscenti  
E. DiCesaro  
T. Spruce, Vice Chair  
S. Wright

MEMBERS ABSENT

OTHERS PRESENT: M. Parvey, Superintendent  
K. Taverna, Assistant Superintendent of Finance and Administration  
J. Riley, Assistant Superintendent for Teaching and Learning

**Call to Order**

Ms. McCreedy, Chair, called the Meeting of the School Committee of January 10, 2023, to order at 4:00pm in the School Committee Conference Room.

**A. School Budget Presentation**

Doherty, West, and Wood Hill Middle Schools

The principals presented their proposal to add 2 full time Middle School Instructional Coaches to be shared between the middle schools. The focus of the coaches will be STEAM and Humanities. They will partner with teachers and offering cohesion and experiences to enhance student support. This will also help with the new middle school schedule. The positions are budget neutral.

Committee members asked questions which were answered by the principals and Dr. Riley.

Bancroft, High Plain, Sanborn, South and West Elementary Schools

The principals presented their proposal to add a Math Coach which will enhance instructional growth for educators which will increase momentum in learning. The coach would also develop action steps in response to District and school data. Not only will the coach support the teachers, the coach will be in the classroom with students. Currently Sanborn and South share a coach. The position is budget neutral.

Committee members asked questions which were answered by the principals.

Andover High School

Ms. Brown presented a proposal to add a 9<sup>th</sup> grade Student Support Coordinator who would support the 9<sup>th</sup> grade students transitioning from middle school to high school. They would engage families, attend 504 and IEP meetings, examine data, help with school attendance and be a positive reinforcement for the students. Currently the 9<sup>th</sup> grade students have advisory block when they can meet with a guidance counselor. This coordinator would interface with the students. The position is budget neutral.

Committee members asked questions which were answered by Ms. Brown.

Committee members then asked general questions about the budget, including whether repurposing existing FTEs to fund positions would impact class sizes. Dr. Parvey confirmed that the District will stay within the School Committee class size policy.

Ms. McCready asked what things are being thought about for the future for the schools. The principals responded:

In the elementary schools instructional coaches for ELA and an interventionist.

The middle schools and the high school are looking at flexible furniture and space for learning. Doherty is piloting flexible classrooms to look at space differently and what makes sense in each classroom. Currently four classrooms have different kinds of furniture and students are offering feedback.

Mr. Taverna added that the district can pilot a few items as the budget allows until we can incorporate it into the budget.

## **B. Special Services**

The increased out of district tuition impact was reviewed. The cost is \$2.5 million over what was anticipated, will use \$1.5 million of circuit breaker funds to reduce the increase. The budget implications were reviewed line by line with the School Committee.

Nancy Koch and Christina Ryan presented the Special Services proposal which is based on an analysis of current enrollment and projected enrollment for the next 3-5 years in the BRIDGE, SAIL, T3 and other programs. The proposal for additional FTEs is budget neutral.

Ms. Spruce asked if there would be impacts to transportation with the changes. There will be a slight increase in transportation costs, which Special Services expects will be less than if the district were not able to keep students in the district without these programs and additional transportation.

## **Business Office**

Tom Howard reviewed the requested increase in the advertising budget and an employee referral program. The recruiting plan is focusing on diversity recruitment. The platforms being used to advertise jobs were reviewed including expenses. The employee referral program would award \$1,000 to an employee who referred a FTE to work for the Town in certain hard to fill positions. Data will be kept to make sure the referral program is consistent with our diversity hiring efforts.

Mr. Taverna presented and reviewed the requested transportation increases, including additional buses, for a increase of \$342,443.

## **Teaching and Learning**

Dr. Riley reviewed the initiatives to be continued or begun within the existing funding. Included in the new initiatives are instructional coaches, K-8 Registrar/PC Administrative Assistant, internal data dashboard, Continued implementation of Eureka Math<sup>2</sup>, new middle school math program, and an increase for Eureka Math<sup>2</sup> annual consumables.

Science and Engineering are requesting a middle school science and engineering budget increase to \$3.50/student for science and \$5.75/student for engineering including PD across middle schools. AHS will begin a microscope replacement program.

English Learning Education initiatives within the existing funding were reviewed and include K-12 curriculum resources, textbooks and kits and K-12 assessments, subscriptions and supplies.

English Language Arts initiatives within the existing funding were reviewed. New requests include beginning the replacement of novel sets at the high school.

Social Studies initiatives within the existing funding were reviewed, including the expansion of the Model UN to the 7<sup>th</sup> grade. New requests include work with the Andover Center for History and Culture for Grades 1 and 3.

Questions and discussion followed.

Ms. McCready thanked all the presenters and their hard work that went into the presentations.

**A motion was made to adjourn the Andover School Committee meeting by Ms. Spruce, seconded by Dr. Conoscenti and unanimously approved 5-0.**

Submitted By: \_\_\_\_\_  
Lynn Viselli, Recording Secretary

Approved \_\_\_\_\_  
Date