

ANDOVER SCHOOL COMMITTEE MINUTES

January 19, 2023

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

MEMBERS ABSENT: Sophia Miele, SGA student representative
OTHERS PRESENT: M. Parvey, Superintendent
K. Taverna, Assistant Superintendent of Finance and Administration
J. Riley, Assistant Superintendent for Teaching and Learning

Call to Order/Moment of Silence/Salute the Flag

Ms. McCready, Chair, called the Regular Meeting of the School Committee of January 19, 2023, to order at 7:00pm in the School Committee Conference Room.

A. **Recognitions/Communications**

Ms. McCready announced that the presentation by Dr. Ryan Fielding would be postponed to a future meeting.

Ms. McCready reviewed the updated protocol for public input. There will be 10 minutes for public input with a limit of 3 minutes per person and if that is not enough time, public input will be opened again after New Business is completed.

Dr. Parvey reviewed her school visits since the last School Committee Meeting. Doherty Middle School hosted pig races and attended a faculty meeting at Andover High School. Dr. Parvey toured both Danvers High School and Arlington High School with the AHSBC. Drop-In visits with APS staff are ongoing and will be used to connect directly with the staff in their school buildings. The visits are informal and optional. Dr. Parvey shared some feedback and thoughts shared with her from her recent visits.

Administrative updates included attendance at the New Superintendent Induction Program where having difficult conversations was discussed, MVSA roundtable discussion, NSIP cohort meeting, ACE quarterly meeting where it was announced ACE has donated over \$1million to APS, and Townwide PTO.

Professional development continues with Implicit Bias training with Dr. Bryant Marks for all administrators.

Dr. Riley attended the Data Wise Use Leadership Institute at Harvard with 30 other districts from around the country. Developing data wise district teams and how to support students with SEL needs was discussed.

Mr. Taverna informed the School Committee that the first week of the security audit visits by Guidepost, LLC has taken place.

Dr. Conoscenti also attended the tours of Danvers and Arlington High Schools. There was a great turnout for the Andover High School Community Tour and Forum. The Andover High School Building Committee chose 3 designs, including the possibility of a new auditorium and a parking garage. The next meeting is January 26th at 6:30pm.

Ms. Spruce informed the School Committee that the next informal forum of the School Committee is scheduled for January 25th at 9:30am at Memorial Hall Library with two School Committee members in attendance.

Ms. DiCesaro attended mental health discussions at Doherty School, and they are doing great work.

Ms. McCready recognized the artwork on display from the Elementary Schools. The West Elementary/Shawsheen Pre-School Building Committee met on January 18th. The new foundation is complete and utility installation is ongoing. Gilbaine Construction Co. has created a vision wall on the school side of the fence for students to view construction and read fun facts about the project. Ms. McCready presented the mission statement, core values and vision to the Townwide PTO.

B. **Public Input** – None.

C. **Response to Public Input** – None.

D. **Education** -- Agenda item postponed

E. **Continued Business**

1. Policy Updates – Second Reading

a. Policy JJH School Sponsored Trips and Travel. Ms. Spruce reviewed the revisions made as discussed at the previous meeting.

Dr. Conoscenti moved that the Andover School Committee vote to approve Policy JJH School Sponsored Trips and Travel as presented, it was seconded by Mr. Wright and unanimously approved 5-0.

F. **New Business**

1. Superintendent's Contract. The Superintendent's existing contract is for three years and was entered into on July 1, 2021. There was an evaluation last June and at that time it was suggested the School Committee consider extending the contract. Ms. McCready reviewed the comparables used in reviewing the contract extension. She also reviewed the compensation under the contract and 401K contributions. The new contract will expire June 30, 2029. Ms. Spruce thanked Dr. Parvey for her work, noting with the increased job demands and superintendent shortage, the district needs to take these steps to ensure stability. Mr. Wright added that the district's vision involves a multi-year effort and thanked Dr. Parvey for her work toward this vision.

Dr. Conoscenti moved that the Andover School Committee enter into the successor employment contract with the Superintendent, Dr. Magda Parvey, as presented which includes a six year term effective July 1, 2023 through June 30, 2029 with an annual salary of \$228,000 in year one; \$234,000 in year two; \$240,000 in year three; and the annual salaries to be determined in years four, five and six; and to authorize the Chair of the Andover School Committee to sign this employment contract on behalf of the Andover School Committee, it was seconded by Ms. Spruce and unanimously approved 5-0.

2. FY24 Budget Vote. Mr. Taverna advised this is a fiscally prudent budget. He reviewed the recommended budget totaling \$99,600,924, which is a 3.75% increase. The FY24 Data Driven Analysis was used to analyze the current performance data, staffing and enrollment to strategically allocate staff and maximize efficiencies. This allows the district to defend its decisions based on sound data. FY24 Major Initiatives were reviewed. This includes expanding the coaching model, instructional and student support and continuing the curriculum development process. Chapter 70 Aid from FY13 to FY24 projected was reviewed including the \$30 increase per student. Out of District placements and expenditures from FY12 through FY24 project were reviewed. The average class size was reviewed for grades 1-5. Budget highlights and obligations met with the budget were reviewed. FY24 Baseline/Level Service Drivers were reviewed, including primary obligations, offsets, cost savings, and ESSER funds. The itemized budget breakdown was reviewed. FY24 Special Education reorganization was reviewed which will be phased over three years. Staffing reallocations were reviewed to achieve the reorganization. FY24 Core Curriculum and costs were reviewed by the Department Heads at the prior meeting.

Ms. Spruce moved that the Andover School Committee vote to adopt the Superintendent of Schools' recommended budget as the preliminary FY24 Operating Budget in the amount of \$99,600,924 subject to future public input and considering other relevant information this amount would consist of the following: Personnel \$79,732,107; General expenses \$19,868,817; it was seconded by Dr. Conoscenti and unanimously approved 5-0.

3. Warrant Article MOU Foster Care Transportation. Mr. Taverna informed the School Committee that this MOU is for the reimbursement of foster care transportation back to APS. The Executive Office of Health and Human Services in conjunction with the Department of Children and Families and the Department of Elementary and Secondary Education are working on the reimbursement to the districts. Ms. McCready read the Warrant Article into the record.

Ms. DiCesaro moved that the Andover School Committee vote to recommend approval of the proposed Town Meeting Warrant Article MOU Foster care Transportation as presented, it was seconded by Dr. Conoscenti and unanimously approved 5-0.

Consent Agenda

1. Grant to Andover High School - State Treasurer's Financial Education Innovation Fund in the amount of \$2,500.00;
2. Grant to the District - DESE MyCAP Development & Implementation in the amount of \$4,500;
3. Grant to the District - Rockefeller Philanthropy Advisors for SEL in Action in the amount of \$25,000;

4. Grant to Transition Opportunities program - Frigidaire 17.6 cubic foot French door refrigerator from Home Depot, in-kind donation in the amount of \$1,498.00.
5. Minutes from December 15, 2022, and January 10, 2023.

A motion for the Andover School Committee to approve the Consent Agenda as presented was made by Dr. Conoscenti, seconded by Ms. DiCesaro and unanimously approved 5-0.

A motion was made to adjourn the Andover School Committee meeting at 8:32pm by Dr. Conoscenti, seconded by Ms. DiCesaro and unanimously approved 5-0.

Submitted By: _____
Lynn Viselli, Recording Secretary

Approved _____
Date

Per the Massachusetts Open Meeting Law, the following is a list of documents that were either distributed to the Andover School Committee before the meeting in the packet or at the meeting.

1. Agenda
2. Policy JJH
3. FY24 Recommended Budget Financials
4. Warrant Article MOU Foster Care Transportation
5. Consent Agenda