



ANDOVER SCHOOL COMMITTEE

SC ROOM Key: I.O. = Information Only; A.R. = Action Request

THURSDAY, MAY 14, 2020 –

Virtual Open Meeting Broadcast by AndoverTV

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| I. School Committee Meeting– Call to Order/Moment of Silence | 6:00PM |
| A. Recognitions & Communications | |
| 1. Superintendent: Update on APS District Closure | |
| B. Public Input | |
| C. Response to Public Input | |
| D. New Business | |
| 1. Update from West Elementary SBC: Chair, Paula Colby Clements | I.O. |
| 2. Update on FY21 Revised Budget: Town Mgr, Andrew Flanagan | I.O. |
| 3. Amended Article 19: Revolving Fund | A.R. |
| 4. Withdrawal of Article 23: Supplemental Funding for Circuit Breaker | A.R. |
| 5. School Improvement Plans: Postponement | A.R. |
| 6. Discussion: Middle School Chromebooks leasing program--Paul P. | I.O. |
| 7. Last Day of School Waiver – Submission to DESE | A.R. |
| 8. Policy Subcommittee: First Readings | I.O. |
| o <i>BEDH – Public Comment at School Committee Meetings</i> | |
| o <i>IHA – Basic Instructional Program</i> | |
| o <i>JJIB – Interscholastic Athletics</i> | |
| o <i>JLA - Student Insurance Program</i> | |
| o <i>JLD – Guidance Program</i> | |
| o <i>JP – Student Gifts and Solicitations</i> | |
| o <i>JFABD – Homeless Students – Enrollment Rights and Services</i> | |
| o <i>JFABE – Educational Opportunities for Military Children</i> | |
| o <i>JFABF – Educational Opportunities for Children in Foster Care</i> | |
| o <i>DJAA-Recycling Policy</i> | |
| 9. Memo of Agreement for Teacher and IA Evaluation | A.R. |
| 10. April Financials | I.O. |
| E. Consent Agenda | A.R. |
| 1. Grants/Donations to District; Minutes | |
| F. Adjourn Open Session | A.R. |
| II. 8:15PM Executive Session: Motion to meet in executive session pursuant to M.G.L. chapter 30A, sec. 21(a) for the following purpose: <i>Purpose 3, to discuss strategy with respect to collective bargaining with the Andover Education Association Unit A and AEA Secretaries, AEA Occupational & Physical Therapists, Andover Licensed/Practical Nurses, Andover Assistants, Andover School Food Services, Andover School Custodians, and Andover Administrators Associations because an open session may have a detrimental effect on the bargaining position of the Committee and not to return to Open Session.</i> | |
| G. Adjournment | A.R. |

Pursuant to Governor Baker's March 12, 2020 Order Suspending Certain Provisions of the Open Meeting Law, and the Governor's March 15, 2020 Order imposing strict limitation on the number of people that may gather in one place, this meeting of the Regular School Committee Meeting will be conducted via remote participation to the greatest extent possible. Specific information and the general guidelines for remote participation by members of the public body and/or parties with a right and/or requirement to attend this meeting can be found on the Town website. For this meeting, members of the public who wish to watch the meeting may do so in the following manner: Andover TV Comcast Channel 99. Verizon Channel 43 OR streamed on the Education Channel at www.andovertv.org

Members of the public who wish to ask a question on a particular agenda item during the meeting can do so by emailing scremote@andoverma.us. Residents are encouraged to email their questions ahead of time, but we will do our best to relay questions received during the meeting to the School Committee. Every effort will be made to ensure that the public can adequately access the proceedings in real time, via technological means. In the event that we are unable to do so, despite best efforts, we will post on the Town's website an audio or video recording, transcript, or other comprehensive record of the proceedings as soon as possible after the meeting.

MASC POLICY CHANGES – January 2020 – Part 1
First Reading: April 30, 2020

Policy	MASC Change Type	Details	ASC Policy Sub Recommendation
BEDH – Public Comment at School Committee Meetings	Update for DESE compliance & court case	ASC updated our policy in January 2019. MASC has proposed additional changes, some of which the subcommittee recommends including into our existing policy. See proposed BEDH_APS_Proposed_May_2020.docx	Adopt policy revisions defined in BEDH_APS_Proposed_May_2020.docx
IHA – Basic Instructional Program	Deleted	MASC deleted as redundant or unnecessary. Policy provides instructional program summary, links to other policies, and references MGL 71:1 statute requirements for instruction.	Retain in APS Policy Manual
JLA – Student Insurance Program	Deleted	MASC deleted as redundant or unnecessary. Requirement that students participating in athletics have medical insurance should be retained. This requirement is not noted elsewhere, however not necessary to maintain a separate policy for 1 sentence.	Move medical insurance statement to JJIB. Delete JLA from APS Policy Manual
JLD – Guidance Program	Deleted	MASC deleted as redundant or unnecessary. Refers primarily to occupational guidance with references to statute for occupational guidance, some of which have been repealed. Does not reflect APS guidance function.	Delete from APS Policy Manual.
JP – Student Gifts and Solicitations	Deleted	MASC deleted as redundant or unnecessary. Summary policy with reference to other policies re: gifts and solicitations. (GBEBC, JJE, KHA, KHB)	Retain in APS Policy Manual
JFABD – Homeless Students: Enrollment Rights and Services	Revised for DESE compliance	MASC Policy Newsletter provides detail on changes and copy of new policy.	Adopt MASC January 2020 policy revision in its entirety for APS Policy Manual.
JFABE – Educational Opportunities for Military Children	Revised for DESE compliance	MASC Policy Newsletter provides detail on changes and copy of new policy.	Adopt MASC January 2020 policy revision in its entirety for APS Policy Manual.
JFABF – Educational Opportunities for Children in Foster Care	Revised for DESE compliance	MASC Policy Newsletter provides detail on changes and copy of new policy.	Adopt MASC January 2020 policy revision in its entirety for APS Policy Manual.
JJIB – Interscholastic Athletics	N/A	As a result of recommendation to remove policy JLA-Student Insurance Program from the APS policy manual, the sentence regarding the medical insurance requirement is proposed to be maintained in this policy.	Adopt revised JJIB as defined.

APS Proposed Revisions to: JJIB - INTERSCHOLASTIC ATHLETICS

The School Committee believes that students will benefit from the experiences in self-discipline and team effort made possible through participation in inter-school sports.

Participation in interscholastic athletics will be subject to approval by the School Committee and will be in accordance with regulations and recommendations of the Massachusetts Interscholastic Athletic Association.

All students participating in competitive athletics shall be required to be covered by a medical insurance plan.

At the high school level, interscholastic athletic competition will include a variety of sports. Students will be allowed to participate in individual sports on the basis of their abilities and desire. Additionally, intramural athletic activities will be offered as an outgrowth of class instruction in physical education.

The School Committee is aware that team participation in athletic contests by members of the student body requires that "away games" be scheduled. It also recognizes that there is a need to regulate certain aspects of student participation in such contests. Therefore, the Superintendent will establish procedures to ensure the safety and well-being of students and staff members who participate in these activities.

LEGAL REFS.: M.G.L. [71:47](#); [71:54A](#)

603 CMR [26.06](#)

CROSS REFS.: [AC](#), Nondiscrimination (and subcodes); Student Handbooks

APS PROPOSED REVISIONS TO: BEDH - PUBLIC COMMENT AT SCHOOL COMMITTEE MEETINGS

All regular and special meetings of the School Committee shall be open to the public. Executive sessions will be held only as prescribed by the Statutes of the Commonwealth of Massachusetts.

The School Committee desires citizens of the District to attend its meetings so that they may become better acquainted with the operations and the programs of our local public schools. In addition, the Committee would like the opportunity to hear the wishes and ideas of the public.

Public comment is not a discussion, debate, or dialogue between individuals and the School Committee. It is an individual's opportunity to express an opinion on issues within the School Committee's authority.

In order that all citizens who wish to be heard before the Committee have a chance and to ensure the ability of the Committee to conduct the District's business in an orderly manner, the following rules and procedures are adopted:

1. At the start of each regularly scheduled School Committee meeting, individuals or group representatives will sign in for an opportunity to speak during public comment. The Chairperson shall determine the length of the public comment segment.
2. Speakers must begin by stating their name and address and will be allowed three (3) minutes to present their material. The presiding Chairperson may permit extension of this time limit.
3. Speakers may offer such criticisms of school operations and programs as concern them, but topics for discussion are to be limited to those items within the School Committee's scope of authority. The authority of the School Committee primarily concerns the review and approval of the school district's budget, the performance of the Superintendent, and the educational goals and policies of the district. In public session the Committee will not hear personal complaints regarding school personnel nor against any member of the school community, apart from the Superintendent. Under most circumstances, administrative channels are the proper means for disposition of legitimate complaints involving staff members.
4. Improper conduct will not be allowed. The Chairperson, after a warning, reserves the right to terminate speech which is not constitutionally protected such as remarks containing obscenities, remarks which constitute true threats that are likely to provoke a violent reaction and cause a breach of peace, or incitement to imminent lawless conduct. Remarks which are known to be false are considered improper and will not be allowed. If a speaker persists in improper conduct or remarks, the Chairperson may terminate that individual's privilege of address.
5. All remarks will be addressed through the Chairperson of the meeting.
6. Written comments longer than three (3) minutes may be presented to the Chairperson before or after the meeting for the Committee members' review and consideration at an appropriate time.

LEGAL REFS.: M.G.L. c. [30A:18-25](#)

CROSS REFS: [BE](#), SCHOOL COMMITTEE MEETINGS

[BEC](#), EXECUTIVE SESSIONS

[BEDA](#), NOTIFICATION OF SCHOOL COMMITTEE MEETINGS

SOURCE: Andover

APPROVED: SC Meeting - May 14, 2020

RECYCLING

The Andover Public Schools recognize the need to make more efficient use of our natural resources, create markets for the materials collected in recycling programs, and reduce solid waste volume and disposal costs. The District is committed to purchasing products which are environmentally preferable and/or made of recycled materials whenever such products meet quality requirements and are available at reasonable prices and terms.

District schools will recycle, whenever feasible, materials that would otherwise become waste, including paper, cardboard, bottles, and cans consistent with local, state and federal regulations. District schools will also collaborate with Food Services personnel on efforts to reduce cafeteria waste.

Success in reducing waste through recycling is based on the cooperation of all the individuals in the school community, as well as incorporating best practices and lessons learned. Wherever practical, recycling containers will be collocated with trash receptacles to encourage participation. Additionally, to ensure success in the recycling efforts, all district personnel are expected to support recycling efforts throughout the schools and teachers are encouraged to include educational lessons on recycling in their curriculums.

The school committee shall make its best effort to ensure its recycling policy is aligned and compatible with the Town of Andover Public Works operations and sustainability objectives.

Andover School Committee
Minutes of Friday March 13, 2020

Members in Attendance: Chair, Joel Blumstein, Vice-Chair, Tracey Spruce, Paul Murphy, Susan McCready, and Shannon Scully.

Others in Attendance: Superintendent Berman, Paul Szymanski Assist. Superintendent Finance & Administration, Assist. Superintendent Teaching & Learning Sandra Trach, Asst. Superintendent of Student Services Dr. Sara Stetson.

I. School Committee Emergency Meeting

A. Call to Order

Joel Blumstein called the School Committee to order at 12:00 P.M. in the School Committee Meeting Room located in the School Administration Building.

In light of the COVID-19 health emergency, the School Committee is holding this meeting with less than the normal 48-hour notice, in conformance with the exemption in the Open Meeting Law for matters requiring immediate action.

B. COVID-19 Update

The Superintendent has decided to close the Andover schools for two weeks starting Monday, March 16th. The School Committee will vote on whether to support this decision and will discuss practical implementation issues. This is a very stressful and unsettling situation for all of us and not something we have dealt with before.

The closing of schools is not out panic, but out of caution and follows the recommendation of scientific experts on social distancing. The aim is to slow the spread of the virus. This is clearly a time for all of us to come together and support one another.

Dr. Berman read his recommendation.

I recommend that the Andover Public Schools close for the next two weeks from March 16 through March 27, and be prepared to close for a longer period, if necessary. I realize that this decision has a serious economic, social and educational impact on our students and families. We are confronting an unprecedented situation so therefore, although no presumptive positive or confirmed case have been identified in Andover, we are confronting an unprecedented situation that requires this type of independent action on the school's district's part.

This decision is not in alignment with the Governor, the Commissioner of Education or the Department of Public Health. To date, there has been no state-wide order to close schools, or reimbursing for free and reduced lunches. We are closing the schools for two weeks in the best interest of staff and students. After the two-week period, we will know more. The closure could extend beyond the initial time period.

Staff will return on Tuesday and Wednesday (cleaning will be done on Monday and after they leave on Wednesday). If they are ill or have childcare arrangements they cannot change, they can participate virtually. Staff will meet in small groups. Learning will not be rigorous, but more informal to continue learning with strategies provided.

We have spent the last week preparing in case the closing occurred. Elementary teachers will send home a packet with the students today. All of the administrators met yesterday and know what the expectations are.

Chairman Blumstein is fully supportive of Dr. Berman's decision. Many other school districts have made this decision over the past 24 hours. He is very disappointed in the leadership from the Governor and Commissioner of Education, leaving it to the individual school districts to make these decisions. A communication will go out to everyone, students included.

They will also be reaching out to our legislative delegation at state and local levels about not being reimbursed for meals for kids who need them.

Susan McCready said this is a difficult issue and difficult for everyone to arrive at the responsible thing to do. This is the right decision and we need to consider our own faculty and staff, delivering education. Serious medical issues don't stop presenting due to this pandemic.

We should all reach out to our legislative delegation to join together to help us do this. This will present incredible challenges to many of our families. As a school/town community we need to find ways to support our vulnerable population and each other.

Sandy Trach met with all principals by level and they recognized up front the students who don't have access to technology, and students who have 1-1 devices are typically using them through ASPEN and Goggle Platforms.

Learning for K-5 students will be a combination of books going home in bags today, and a packet of worksheets that will be in their homework folders and literacy and math online activities that can be done in their own home with/out internet access. Grades 6-8 will use typical means of how students do/find/submit using Google Classroom and other platforms. Ten or more assignments are under development and will be available for students, but not graded. We are not making a departure from what the students are used to using for their education.

Should the closure go longer, we will have to determine how we continue going forward. If absent today, parents can come to the schools on Tuesday or Wednesday to pick up the materials. Arrangements will be made for parents who cannot pick up the materials.

Paul Murphy fully supports this decision. However, there will be difficult emotions and he hopes there will be great opportunities too. Look at young people for ways to learn new ideas for social distance learning.

Tracey Spruce absolutely supports this decision. Her greatest concern is the population of folks who are food insecure and to think through how we can make food available. She is also concerned with supporting the needs of Special Education students.

Shannon Scully is disappointed in the direction from the Commissioner of Education and the Governor Baker. Disappointed there is not a further edict that makes this decision more useful and concern that decision being made is mitigated if not everyone pitches in. She thanked Sandy and her team for preparing the home learning plan over the past week. Are there mechanisms for teachers to use to work together without social contact? She hopes there is thoughtful consideration for those having to leave their home and come into an environment with other people and to look into the software platforms to focus on what we can do to minimize people being in our buildings.

Dr. Berman explained that this decision may move us to collaboration online (teachers/staff) using "Go to Meeting" and other tech platforms. All of our teachers have Google Classroom and Google Hangout.

Joe Piazza reported that the IT Department has platforms in place and is working on escalation of roll-outs of the Web-X Platform which is free from CISCO for the next 30 days that will provide remote capability for meetings. Once we have all the information, it will be provided to staff and we will also offer training sessions.

Shannon Scully moved for the School Committee to support the Superintendent's decision to close the Andover Public Schools from March 16-March 27, 2020. Tracey Spruce seconded the motion. Motion passes 5-0.

Gail Koutroubas, Director of Food Services, joined the meeting to talk about meals for students on free and reduced lunch. If meals are delivered, they could deliver the learning packets at the same time to students. They have a refrigerated van and could provide enough food for a few days at a time, making deliveries 2-3 times a week instead of everyday. They are still in the development stage on how they will do this and prefers using the AHS kitchen as the production cafeteria. Gail is also very disappointed in USDA for not reimbursing school districts who have less than 50% students receiving free and reduced lunches. Dr. Berman said the economic security for our staff is important and they will be paid at their regularly hourly rate.

Sara Stetson addressed the needs of Special Education students. They will provide equivalent packets for students on IEPs and 504 Plans as they are for regular education students. Obviously, there are some experiences that can't be replicated on-line or in a packet but there are technology options they will use. Substantially separate programs will have an outline of daily lessons virtually or through online support. They have developed ideas to use for tele-therapy through teleconferencing, and are in consultation with some of our families with in-home support packages.

Joe Yarid said the Social Workers are developing a plan to make sure that students with social/emotional needs continue to receive that contact via a hot-line and will be sending out some recommendations.

Exercises that can be done at home will be provided for students with physical therapy needs. There are a number of activities to recommend to students with O/T needs per age level.

Rita Casper, Director of Nursing, acknowledged that we are doing something that is not necessarily in agreement with the Dept. of Health. There will be more testing next week and she expects the numbers to continue to climb. Making this decision is the best protection for everyone.

Dr. Berman recognized Sandy Trach, Paul Szymanski, Sara Stetson, Rita Casper, Nicole Kieser and Steve Chinosi who have worked tirelessly to address all the questions that have come up and to learn what the alternatives are. Shelley has alerted other districts that Andover would be making the decision to close; many of these districts are going to join in a 2-week closure.

SAT testing will be held at AHS this Saturday as scheduled.

Joel reported that they have the authority from the Governor to allow all public meetings to be held remotely so as not to require a quorum present in the room to have a meeting. In all likelihood, we will not have an audience forum but will be working on the mechanism for that. He anticipates that meetings held over the next few weeks will be limited to the business that has to be acted upon. The next meeting School Committee Meeting is scheduled for Thursday, March 24th and will be remote.

II. Adjourn

Susan McCready moved for the School Committee to adjourn at 1:07 P.M. The motion was seconded by Tracey Spruce and voted 5-0 to adjourn.

Respectfully submitted,

Dee DeLorenzo
Recording Secretary

ANDOVER SCHOOL COMMITTEE
MINUTES OF WEDNESDAY, APRIL 16, 2020
Virtual Open Meeting Broadcast by AndoverTV

I. SC Regular Meeting – Call to Order

Chairman Blumstein called the meeting to order at 6:00 P.M.

II. Executive Session

Tracey Spruce moved to meet in Executive Session pursuant to M.G.L. chapter 30A, sec. 21(a) for the following purposes: Purpose 3, to discuss strategy with respect to collective bargaining with the Andover Education Association Unit A and AEA Secretaries, AEA Occupational & Physical Therapists, Andover Licensed/Practical Nurses, Andover Assistants, Andover School Food Services, Andover School Custodians, and Andover Administrators Associations because an open session may have a detrimental effect on the bargaining position of the Committee; and **Purpose 7**: to comply with, or act under the authority of, any general or special law; specifically, to perform a review of executive session minutes dated 6/6/19, 6/20/19 (two sets), 6/26/19, 7/10/19, 7/15/19, 8/1/19, 9/19/19, 10/4/19,10/10/19, 10/24/19, 11/5/19, 11/25/19, 12/5/19, 12/19/19, 1/9/20, 1/24/20,2/6/20 and 2/14/20 pursuant to G.L. c. 30A sec. 22 and to determine whether all or portions of such minutes may be publicly released. The Chair declared that an open session may have a detrimental effect on the bargaining position of the Committee. Motion seconded by Susan McCready. Roll Call: S. Scully-Y, P. Murphy-Y, S. McCready-Y, Tracey Spruce-Y, J. Blumstein-Y. Motion approved 5-0.

III. Resume SC Regular Meeting

A. Call to Order/Moment of Silence

Chairman Blumstein reconvened the School Committee at 7:05 P.M. He asked that we remember all the people who are going out to work every day so others can be safe at home. There are many who are making personal sacrifices and whom we owe a debt of gratitude including food services, APS Food Services, grocery stores, pharmacies, health care workers and public safety workers.

B. Recognitions & Communications

Paul Murphy read an email he received from Ciara O’Keefe thanking AHS Staff Mysha Khulman, Lisa O’Donnell, and Caitlin Brown who have gone above and beyond during this difficult time providing consistency and normalcy to her daughter and finding a way to deliver academic support, dedication to personal relationships, and out-of-the box thinking.

Susan McCready reported on the virtual Town-wide PTO and PAC meeting held last Friday with over 20 in attendance from all levels. Everyone is appreciative of the challenges that APS staff and students are faced with.

Susan also reported on this morning’s meeting of the West Elementary School Building Committee. The members reviewed feedback received from MSBA on the Preliminary Design Plan that included the educational plan. Shelley has gathered teams to work

on specific areas MSBA identified as being ineligible for reimbursement. The group agreed that there are two areas, Pre-K and Special Education common spaces, they are not willing to acknowledge as ineligible for reimbursement and will be developing comments to send back to MSBA. We will not hear back from MSBA until after we submit the PSR due in May. The School Building Committee put forth what they think is the preferred design voting on Alternate 3 – a new school. At the next meeting on April 30th they will approve the Preferred Schematic Report and address the three options they are submitting.

C. Superintendent: Update on APS District Closure

Dr. Berman reported that once they received the comments from MSBA they convened teams right away to work on responses concerning various spaces for West Elementary and for the Pre-K. Our information is due to SMMA by noon on April 22nd which has to submit to MSBA by April 24th. Decisions, as mentioned by Susan, will have to come back to the Committee to determine which spaces are sufficiently necessary to ask the Town to support. Shelley acknowledged Paul Szymanski for his work on the SOI submitted for AHS, although we are not overly optimistic. Some significant changes were made to the SOI.

They received very positive feedback from parents about the pivot/shift made for online learning, providing additional materials and new instruction. Parents very much appreciate the visual contact between students and teachers. Our teachers are working hard and we have provided them with extensive professional development. We are refining instructional targets so they are more understandable for parents. We will be observing April vacation next week and parents have requested some enrichment activities be provided for kids. Shelley anticipates the Governor will extend this closure and we will be ready to pivot instruction again. They are beginning to think about the end-of-year rituals and what re-opening would look like. Shelley has been asked by administrators to shift the May 8th half-day to the week of April 27th to give teachers an opportunity to prepare for Phase III.

Sandy Trach acknowledged the hard work of our faculty, staff, and administrators on our remote learning plan. They have logged on to on-line parent sessions, professional development sessions and adding translation services that helps Andover Public Schools communicate with families who have specifically requested translations in their native language other than English. She recognized Dr. Allen for facilitating this effort. The parent survey closes on Friday, April 24th and she looks forward to their feedback.

Sara Stetson talked about the professional development and acknowledged all the teachers and specialists in the Student Services Department who have been trying new things. They have had several on-line professional development sessions and on-line training which their staff have participated in. Social Workers have identified a number of resources for families and others that are available on the at-home learning site. Parents can contact Joe Yarid or Ryan Fielding or reach out to Social Workers at

their school building. They are also working to setup referral services for private support/counseling.

Technology: Steve Chinosi talked about the professional development sessions provided to our faculty and staff and the parent workshops that 300 parents signed up for. Additional parent workshops will be offered next week, as well as after the April break. They have also had requests for help with internet access for families. Professional Development Sessions started on April 2nd with many workshops available for teachers to participate in. They have distributed over 700 Chromebooks in the first three distributions, with another round tomorrow and will continue every week as needed.

Food Service/Facilities: Paul Szymanski said the work by the FS staff has been extraordinary. They are averaging about 400 meals per day for breakfast and lunch, and were approved for a 7-day meal service program. They have also received inquiries for breakfast and lunch being available to all students regardless of their status.

Social distance is in place and building access allowed on a limited basis/request only. The buildings have one custodian on duty Monday-Friday from 7:00 AM-3:00 PM. A significant decision was made to place all 10 schools in a hard shutdown, effective Tuesday April 7th. Heat is off and primary lighting services are off which will be important for energy savings.

Dr. Berman said the level of collaboration among our staff is extraordinary, teachers are working in teams in ways they never have before. We have lifted our technological capacity and understanding which will make a difference for our students for years to come. This is an enormous cultural change. We are gaining the collaboration of our colleagues, picking up new skills and applying them.

Joel thanked everyone for their presentation and recognized how big a shift this has been and for our teachers who have had to do their jobs in completely different ways.

Tracey Spruce is concerned with the budgetary implications of granting waivers for all student meals being delivered if we don't get reimbursed. Paul Szymanski reported that they have been following all Federal and State Guidelines and are compliant with respect to the day-to-day activities. As a result of the insurance reductions, the Town Manager indicated that we will remain whole throughout this process. We are on top of every aspect of the Food Services day-to-day operations. Dr. Berman said the rationale from the Federal government and State is that there are many people in need now who were not in need at the start of the school year.

Shannon Scully pointed out that it has become a full-time job for parents to track their children's assignments. Having one place to go to see all assignments would be wonderful and encourages the addition of a Learning Management System. She is taken aback about changes that might come with the District's next pivot and what

that means for the student learning environment and that more consistency would be helpful. She hopes we are not inadvertently giving privileged students who have the mental health capacity, or the physical wellness, physical technology or the parents who can sit down with them, the benefit that other students may not be able to gain.

Paul Murphy supports adding a Learning Management System when we have some resources to put towards this which could help parents and kids to stay organized.

Susan McCready asked what synchronous learning looks like. Shelley said they are learning a lot about online and virtual learning. Video conferencing lectures or new concepts should be recorded by the teacher first; the tool of video conferencing is for dialogue and discussion. It could happen at the elementary level for a morning meeting; or a middle school teacher could hand out a reading assignment with targeted questions and then meet with small groups of students to talk, or have office hours to help struggling students. We try to be consistent with the visual contact with students and teachers. It does not need to be a long engagement and can also be done in other formats such as a telephone call or email.

Joel Blumstein is concerned with the mental health of our students during this period and the isolation they may be feeling. On the positive side, with later start times, our students are getting more sleep.

Shelley said Sara Stetson has worked very hard with the social workers to reach out to students and families.

No email questions have been received at this point.

The Committee discussed the request by Dr. Berman on behalf of the administrators to move the scheduled May 8th professional development day to a date to be determined the week of April 27th. This would provide an opportunity for teachers to design the learning targets for Phase III which they have not had time to do. In this current on-line learning environment, the first half of the teacher's day is spent on-line with students; the second half is spent preparing for the next day. They need the additional dedicated time to properly prepare for the next phase.

Questions from School Committee:

Why do need to further reduce the amount of time students have for instruction?

What day is this professional development going to happen on?

What is the structure of the time for students and teachers that day?

Can afternoons be used for the professional development teachers need?

Paul Murphy said the whole idea of time has shifted and, in his view, as a teacher, he is working twice as hard to deliver half as much to teach. It takes time to get used to and there are times that are frustrating. Do what needs to be done for the next phase to be good.

D. Public Input None

Response to Public Input N/A

E. New Business

1. Memorandum of Agreement (MOA) with Andover Education Association

Shelley and Joel met with Matt Bach and Julian DiGloria of the AEA and arrived at a tentative agreement which would commit to paying all the employees during the closure for this school year. The MOA includes: having all paid employees participate in remote learning or other activities, stipend positions started before the closure will continue to receive their stipend pay. If spring sports do not happen, spring coaches will not receive stipends. Child-rearing leave: for teachers who come back during the closure, their teaching days will support their 92-day limit. The agreement sets out some expectations on remote learning and the types of platforms to be used. Given the disagreement between management and the union over the use of live-video conferencing, the decision was to be silent on that provision. The agreement also provides for creating professional development opportunities related to closure and the formation of a Joint Labor Management group which will attempt to work out some specific implementation issues, including teacher evaluation and student grading. Any pending grievances will be held in abeyance, as will any new grievances. This agreement will be in effect until the end of the closure period or until the end of the school year, whichever comes first.

There were no public comments

Susan McCready moved to authorize the Chair of ASC to sign the COVID-19 Closure Memorandum of Agreement as presented. Paul Murphy seconded the motion. Roll call: T. Spruce-Y, S. Scully-Y, S. McCready-Y, P. Murphy-Y, and J. Blumstein-Y. Motion passes 5-0.

2. Last day of School June 2020

Dr. Berman said the new guidelines for the last day of school will be coming out from the Commissioner next week. This item will be rescheduled to the next School Committee Meeting.

3. Bus contract

A consortium of 8 Districts in the Merrimack Valley have been discussing the issue of paying bus contracts when there has been no school. The districts are working with an attorney that Methuen uses who has been negotiating with the head of NRT and Trombly Bus Company. Negotiations are underway, but we are still waiting for financial information from the companies. This item will be on the next agenda. Paul Szymanski said the groups are still in confidential negotiations.

4. Financials

Dr. Berman reported that there have been no significant changes from the last financial report. Shannon asked if extraordinary relief is still on the list of potential revenues we could expect. Dr. Berman said there should be decision by DESE shortly.

F. Consent Agenda

1. Grants/Donations to District - None
2. Minutes: October 4, 2019, November 5, 2019, November 25, 2019, January 24, 2020, February 14, 2020 and February 27, 2020.

Tracey Spruce moved to approve the consent agenda as presented. The motion was seconded by Susan McCready. Roll call: S. McCready-Y, S. Scully-Y, T. Spruce-Y, P. Murphy-Y, J. Blumstein-Y. Motion approved 5-0.

IV. Adjournment

At 8:43 P.M. Shannon Scully moved to adjourn from the meeting of April 16, 2020. The motion was seconded by Tracey Spruce. Roll call: S. McCready-Y, S. Scully-Y, P. Murphy-Y, Tracey Spruce-Y, J. Blumstein-Y. Motion approved 5-0.

Respectfully submitted,

Dee DeLorenzo
Recording Secretary