

**In The Matter Of:**  
*Andover Annual Town Meeting*  
*Day One*

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*Vol. 1*  
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**TOWN OF ANDOVER**

**ANNUAL TOWN MEETING**

**Date: Monday, May 5, 2014**

**Transcribed August 31, 2014**

**Transcribed by: Julie M. Lazdins,  
Shorthand Reporter**

**DUFFY & MCKENNA COURT REPORTERS  
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## 1 P R O C E E D I N G S

2 MODERATOR DOHERTY: The hour of 7 p.m.  
3 having arrived, it is my distinct honor to call to  
4 order the 2014 Town of Andover Annual Meeting. My  
5 name is Sheila Doherty, and I am extremely grateful  
6 to be here in the position of Moderator; and I want  
7 to welcome all of you.

8 How many here are first-timers to a Town  
9 Meeting? Will you raise your hands?

10 Wonderful. Congratulations and welcome.  
11 And I won't even try to figure out who the oldest  
12 member is; but I'm so glad you're here.

13 I would ask you all, please, to be at a  
14 seat; and if you would stand while we do the  
15 presentation of the colors by American Legion Post  
16 8.

17 (March the Colors.)

18 MODERATOR DOHERTY: Mr. Vispoli, if you  
19 could lead us in the Pledge of Allegiance.

20 (Pledge of Allegiance of the  
21 United States of America recited.)

22 MODERATOR DOHERTY: And we have members of  
23 our high school choral group who will sing  
24 "America."

1 (America the Beautiful sung.)

2 MODERATOR DOHERTY: Please remain  
3 standing.

4 (Post the Colors.)

5 MODERATOR DOHERTY: It's my privilege  
6 tonight to introduce to you Reverend Lyndon Myers  
7 of the Andover Baptist Church to offer an  
8 invocation.

9 REVEREND MYERS: I would ask you to hold  
10 your neighbor's hand.

11 Now, if you would join me, bow your head,  
12 close your eyes, and let us pray.

13 Father God, we thank you for this day.  
14 Father God, we thank you for this light that you  
15 have blessed us with. Father God, we thank you for  
16 this town. We thank you for the governance of this  
17 town. We thank you for the citizens of this Town  
18 of Andover, oh Lord; and we ask your blessings this  
19 evening, Lord, to be on this meeting. We ask your  
20 blessings to be in this house right now, oh Lord.  
21 We ask your blessings to be upon all people who are  
22 responsible here for the governance of this town.  
23 We ask your blessings to be upon the people who are  
24 responsible, Lord, for this town. And we ask you,

1 Lord, that your blessing would be in this town --  
2 not only this evening, not only during this  
3 meeting, but we ask your blessings to be in this  
4 town throughout this entire year and all the years  
5 there are to come.

6 So, Lord, we thank you in advance for what  
7 you will accomplish here through these citizens of  
8 Andover. In Christ Jesus' name we pray; and we say  
9 together, Amen.

10 Amen. Thank you.

11 MODERATOR DOHERTY: I'm sorry. Please  
12 remain standing. I'm sorry. You will be sitting  
13 long enough tonight.

14 I don't know about many of you, but it  
15 seemed like there were a number of very  
16 significant -- not that everyone is not  
17 significant -- but significant losses in our town  
18 this year of key citizens who have been very much a  
19 part of this body. And I would like you, please,  
20 to take a moment to remember all those who have  
21 passed on this year.

22 And at the risk of missing some, I think  
23 there are some that absolutely should be mentioned:  
24 Charlie Hatch, who was at one time the moderator of

1 this meeting, member of the Finance Committee,  
2 member of the South School study committee; Mr. Al  
3 Retelle, a long-time election officer; Dorothy  
4 Graham, who was seen at almost every meeting up  
5 until two years ago; Greg Rigby, who was certainly  
6 very passionate about a voter and citizen's right  
7 to know; Dick Collins -- words are hardly  
8 necessary; Ray Lavin; and certainly a citizen who  
9 was taken way too soon, Colleen Ritzer.

10 I ask you please to remember these and all  
11 who have gone before us who have been a part of our  
12 town.

13 Now, if you'd like to be seated, that  
14 would be great. Thank you.

15 Mr. Urbelis, nonvoters?

16 MR. URBELIS: Madam Moderator, I move -- I  
17 move to admit Paul Symanski, Larry Murphy, Mike  
18 Mansfield, and others -- some of whom may be  
19 speaking, and others who may be entering hereafter.

20 MODERATOR DOHERTY: Can we get this mic  
21 on, please? Would you try it again please? Do it  
22 again. People didn't hear you.

23 MR. URBELIS: Madam Moderator --

24 MODERATOR DOHERTY: Can you hear him?

1 THE FLOOR: No.

2 MODERATOR DOHERTY: It's this first mic.

3 MR. URBELIS: Madam Moderator, I move to  
4 admit Paul Symanski, Mike Mansfield, Larry Murphy,  
5 and others who may be entering hereafter, some of  
6 whom may be speaking.

7 MODERATOR DOHERTY: Motion's been made and  
8 seconded to admit nonvoters.

9 All those in favor, please raise one hand.

10 Those opposed?

11 Thank you. If you'd admit the nonvoters,  
12 please, to the nonvoting section.

13 Mr. Urbelis.

14 MR. URBELIS: Madam Moderator, I move to  
15 waive the return of service and allow the Moderator  
16 to refer to the warrant article by number and  
17 subject matter.

18 MODERATOR DOHERTY: Motion's been made and  
19 seconded to waive the return of service so that we  
20 can refer to warrant articles by number.

21 All those in favor, please say yes.

22 THE FLOOR: Yes.

23 MODERATOR DOHERTY: All those opposed, say  
24 no.

1           Thank you. The ayes have it. The motion  
2 passes.

3           The voting sections of our meeting  
4 tonight -- Section 1 will be right here. Section  
5 2 -- could someone please look to see where you are  
6 in row L?

7           THE FLOOR: These are 9.

8           MODERATOR DOHERTY: Could you raise your  
9 hand on row L?

10           In this middle section, that is the last  
11 row of Section 2, okay?

12           In row M, you are the first row of Section  
13 5 in this middle section.

14           So I've got 1, 2, 3, 4, 5, 6 -- 7 is up  
15 there blocked off at the moment; and 8 is the  
16 nonvoting section.

17           Any question on the sections?

18           I'd like to introduce to you the folks on  
19 the stage. To my right, your left, is the school  
20 committee, the superintendent, the Board of  
21 Selectmen, the Town Manager, and the Finance  
22 Director.

23           To my left and your right is the Finance  
24 Committee, with Town Counsel and Town Clerk.



1           Over to my left, your right, is the  
2 ombudsman. He will be available for anybody who  
3 needs help with an amendment. He does have the  
4 three-part forms if you need them. They must be  
5 indicated in writing; and he's got those forms.

6           I read in the paper over the weekend that  
7 we were going to have a tumultuous meeting. I'm  
8 not sure if we are or we are not. But I want to  
9 make a comment about that.

10           You can disagree on any position of any  
11 official or any resident that you care to at this  
12 meeting, but I will insist that it be done  
13 respectfully. I will insist that there be no  
14 disparaging remarks as to character or insinuation  
15 of negative motives on any of the elected officials  
16 or town employees.

17           I can promise you that I will do  
18 everything I can to protect and to preserve your  
19 right to ask a question, to get an answer; but I  
20 will insist that, if we are going to have a lively  
21 discussion, if we're going to have disagreements,  
22 if we're going to pull things apart, that's fine,  
23 well, and good. That's what this is about.

24           But it will not be tumultuous in any

1 negative aspect.

2 First of all, before we start -- I try to  
3 usually do this at the end -- but I think the Town  
4 Clerk, Larry Murphy, and his staff, deserve a  
5 tremendous amount of credit -- along with the  
6 facilities managers here.

7 If you notice, we have two fabulous new  
8 screens. If somebody could -- could you put up on  
9 the screen what it looks like in the cafeteria?

10 Is that possible to put up here?

11 If we were to have an overflow tonight, we  
12 have also set up the cafeteria that would be able  
13 to -- no, we can't do that?

14 So those -- those chairs are all set up so  
15 that if there were an overflow crowd, you would be  
16 able to see them, and they would be able to see  
17 you.

18 I think you will all admit that -- maybe  
19 even a round of applause -- admit the seats are  
20 more comfortable.

21 (Applause.)

22 And as poetic justice, now the town boards  
23 are sitting in the very uncomfortable seats.

24 So let me just go through a couple of

1 housekeeping items: You might want to take a look  
2 in your Finance Committee report on page 127 -- if  
3 you want to take a look at any Procedures at a  
4 Glance for our meeting.

5           You must be seated if we are taking a hand  
6 or a voice vote; or you must be standing at a seat  
7 for your voice to be included.

8           When addressing the meeting -- and this is  
9 what's a little bit different in this facility --  
10 we have a pro/con down here -- a mic -- and a -- a  
11 pro mic and a con mic.

12           We have a pro mic and a con mic in the  
13 back. If you're making a presentation, you can use  
14 either mic 3 or 4 there on the landing in front of  
15 the handicapped aisle.

16           If you have a point of order -- and let me  
17 remind everyone what a point of order is -- I don't  
18 know what question we're on, Madam Moderator. I  
19 don't think the form is correct.

20           If you have a point of order, you can go  
21 to any one of those two mics, ask your point of  
22 order, and we will address that immediately. If  
23 you have a question -- and last year, I think,  
24 sometimes the point of order mic was being hijacked

1 for speeches -- if you have a question, you're  
2 absolutely entitled to ask it. I will limit you to  
3 15 seconds on a question.

4 If you want to give a dissertation and an  
5 opinion, that's what the pro and con mics are for.

6 Does everybody understand that?

7 We won't use point of order mics for  
8 opinions and dissertation on the -- on the topic.

9 I will accept a motion to move the  
10 question from anywhere in the room, however, you  
11 have to be recognized, and your motion has to be  
12 seconded.

13 As is my responsibility, I will weigh  
14 whether enough discussion has happened. So if  
15 we've only heard from two people and someone moves  
16 the question, and we have 15 people waiting to  
17 speak, I'm sure I will give opportunity for more  
18 input.

19 All questions are to be directed to the  
20 moderator. If you have a financial interest,  
21 please identify that interest before you speak --  
22 whether you are a speaker or a presenter.

23 If you are going to offer an amendment to  
24 an article, we will vote on the amendment first.

1 If that passes, then that becomes the main motion,  
2 and we go back to a discussion on the main motion.

3 Budget numbers -- when we get to the  
4 budget, Article 4 -- because it is such -- has been  
5 such a moving target what those actual numbers are,  
6 the budget numbers will be moved as stated and as  
7 shown up on the screen. They, in all likelihood,  
8 in some cases, will be different than what's in the  
9 Finance Committee report. Because as you can --  
10 as you may know, that Finance Committee report was  
11 put to press several weeks ago.

12 So they may be different than what's in  
13 your report, but the number that's moved and that  
14 is showing in the screen -- many of you received  
15 when you came in an amended Article 4 with the  
16 budgets; so if you just keep that in mind -- it may  
17 be different than what's in your books.

18 And lastly, as has been our custom, I  
19 would like to make a motion -- get a sense of the  
20 meeting in terms of time limits -- and this is a  
21 motion by the Moderator in this case.

22 So I would move that for this Town Meeting  
23 that we impose a time limit of five minutes for  
24 presenters of an article and three minutes for

1 speakers from the assembly.

2 The Moderator will be -- will let the  
3 speaker know when they have 30 seconds left; and I  
4 will do that by tapping my podium lightly  
5 (indicating).

6 These time limits can be extended at the  
7 discretion of the Moderator.

8 All those in favor of that motion, could  
9 you please raise one hand?

10 Thank you.

11 Those opposed?

12 Thank you. The motion clearly passes. We  
13 will -- we will operate in that manner.

14 If you could go down to the presentation.

15 Normally at this point on the first -- on  
16 the second night of the meeting -- normally on the  
17 second night of the meeting, we stop and we  
18 recognize one of our citizens for the Virginia Cole  
19 Community Service Award; and tonight I thought it  
20 would be very appropriate that we would take a  
21 moment to make this presentation now on the first  
22 night.

23 I wanted to make this presentation this  
24 evening to a gentleman who has passed away this

1 past year. I know that many of you joined me  
2 tonight in noticing a very familiar face was  
3 missing among the election officials.

4 Our recipient this year for the Virginia  
5 Cole award is Al Retelle.

6 (Applause.)

7 There are so many reasons why we are  
8 pausing tonight to recognize Al. And it could be  
9 because of his love of nature and his efforts to  
10 protect open space; you could say it was for his  
11 love of skiing, and for all those who he opened up  
12 a whole new sport and activity. The man had a love  
13 for the sport, but a patience for teaching; I could  
14 attest to that personally.

15 It could be for his many years as an  
16 election official during this meeting, as well as  
17 at the polls. We could also be recognizing him for  
18 his passionate plea on the floor of the 1957 Town  
19 Meeting, when he appealed to the Town Meeting to  
20 establish the conservation commission; and we  
21 did -- I didn't, but the Town Meeting did.

22 It could be his passion for inventorying  
23 the Davis land so the generations to come will know  
24 the beauty of open space in our town; and it could

1 be that he would give you the shirt off his back  
2 and then give you another one because he knew that  
3 would get dirty; and it could be the nearly 60  
4 years of giving to this community that he had.

5           Our recipient this year raised his family  
6 in Andover. He was passionate about our athletic  
7 teams. He was passionate about our public safety  
8 and the preservation of the town he loved. To his  
9 children -- Peter, Bob, Terry, Nancy, and Julie --  
10 you have, of course, entered the ranks of those  
11 whose fathers were bigger than life and who taught  
12 us that God, family, and community are important --  
13 in that order -- that giving back is just not a  
14 good idea, but it should be a way of life; that to  
15 have lived your life and been graced with good  
16 friends and the love of family will leave you a  
17 very wealthy man; and to try always to leave this  
18 world a little better because you were here.

19           Al taught us by his actions, these very  
20 critically important lessons. I am personally so  
21 honored to ask Al Retelle's wife, Evelyn -- who, in  
22 her own right, has given much to our town -- to  
23 accept this award on Al's behalf -- the 2014  
24 Virginia Cole Service award.



1 (Applause.)

2 MODERATOR DOHERTY: Thank you, Evelyn.

3 Now, any -- any questions as to  
4 procedures?

5 Let's start.

6 Article 1, Mr. Murphy.

7 MR. MURPHY: Thank you, Madam Moderator.

8 Can you hear me okay?

9 This is -- Article 1 is the report on the  
10 annual town election, which was held on March 25th.  
11 There are a total of 1,277 ballots cast. For the  
12 position of Moderator for a one-year term, there  
13 was only one candidate on the ballot -- incumbent,  
14 Sheila Doherty of 9 Juniper Road -- who was elected  
15 with 956 votes.

16 For the Board of Selectmen, there was one  
17 open term -- one open seat for a three-year term.  
18 There was two candidates on the ballot -- Mary T.  
19 O'Donoghue of 69 Salem Street -- who was declared  
20 the winner with 941 votes. Also on the ballot was  
21 Jodi B. Oberto of 11 Hartford Circle of 309 votes.

22 For School Committee there was one  
23 candidate on the ballot for one seat for a  
24 three-year term -- that is Joel Blumstein of 3

1 Athena Circle -- who was elected with 895 votes.

2 For the Andover Housing Authority, one  
3 seat for a five-year term, one candidate on the  
4 ballot -- John K. O'Donoghue of 32 Lucerne Drive --  
5 who was elected with 891 votes.

6 And for two seats, each for three-year  
7 terms on the -- trustees on the Punchard Free  
8 School -- we had two incumbents -- Donald F.  
9 Schroeder of 204 Haggetts Pond Road, who had 833  
10 votes, and also James V. Sutton of 214 Farrwood  
11 Drive, with 813 votes.

12 All of the candidates were subsequently  
13 sworn into office.

14 MODERATOR DOHERTY: Thank you. Article  
15 2,.

16 Mrs. O'Donoghue.

17 MS. O'DONOGHUE: I move that Richard J.  
18 Bowen, 12 Bannister Road, be elected trustee of the  
19 Cornell Fund for three years.

20 MODERATOR DOHERTY: Article 2 has been  
21 moved and seconded. All those in favor, please  
22 raise one hand.

23 Thank you.

24 Those opposed?

1           The ayes have it. The motion carries.  
2           Article 3, Mr. Kowalski.

3           MR. KOWALSKI: Madam Moderator, I move  
4           that the Town Moderator receive a salary of \$250  
5           for each Annual Town Meeting and \$60 for each  
6           special Town Meeting, except when it falls within  
7           an Annual Town Meeting.

8           THE STAGE: Is there a second?

9           Mr. Kowalski, the selectmen's  
10          recommendation?

11          MR. KOWALSKI: The Board of Selectmen  
12          recommend approval.

13          THE STAGE: And Mr. Barry, the Finance  
14          Committee's recommendation?

15          MR. BARRY: The Finance Committee  
16          recommends approval.

17          THE PANEL: Is there any discussion?

18          Seeing none, all those in favor, please  
19          raise your hand.

20          All those opposed, raise your hand.

21          The ayes have it. Motion passes.

22          MODERATOR DOHERTY: Mr. Kowalski, motion  
23          No. 2, please.

24          MR. KOWALSKI: Madam Moderator, I believe

1 that's your motion.

2 MODERATOR DOHERTY: I'm sorry?

3 Oh. It's my motion. I'm sorry. I move  
4 that the following salary -- I'm sorry. I move  
5 that the following salaries be elected -- for the  
6 elected officials -- for the selectmen, the  
7 chairman at 1,800; for the members of the board,  
8 1,500; for the School Committee, the chairman,  
9 1,800; for the School Committee members, 1,500.

10 And the Finance Committee report, please,  
11 Mr. Barry.

12 MR. BARRY: Finance Committee recommends  
13 approval.

14 MODERATOR DOHERTY: All those in favor?

15 Are there any questions?

16 Yes, sir.

17 MR. DESO: Madam Moderator, Tom Deso, 81  
18 High Street. According to the explanation provided  
19 with this article, the selectmen and school  
20 committee members are salaried, and their  
21 compensation was set by Town Meeting 15 years ago  
22 and not by the town charter, therefore, it must be  
23 voted every year. The unintended consequence of  
24 this annual vote is that elected officials are

1 eligible for health insurance compensation.

2 I had considered offering an amendment to  
3 this article to eliminate the salaries of elected  
4 officials. I believe that would be punitive to the  
5 spirit of the article, however, which is to  
6 recognize the service our elected officials -- even  
7 in this small token way.

8 I would remind voters at Town Meeting,  
9 however, that this option remains open next year in  
10 the event that an article that appears later in the  
11 warrant is not approved this year by the state  
12 legislature. I encourage you to support this  
13 article. Thank you.

14 MODERATOR DOHERTY: Thank you, sir.

15 Any other comments?

16 Are you looking to address this article?

17 THE FLOOR: I have a question.

18 MODERATOR DOHERTY: You go right ahead.

19 If you could identify yourself, please.

20 THE FLOOR: I'm Bonnie (inaudible) at  
21 Granli Drive.

22 I -- he may have covered the relationship  
23 between this article and Article 23 --

24 MODERATOR DOHERTY: But this is the

1 article we're talking about; not Article 23 right  
2 now.

3 THE FLOOR: So as a point of order  
4 question --

5 MODERATOR DOHERTY: Go ahead.

6 THE FLOOR: -- is there no requirement to  
7 help the Town Meeting attendees understand direct  
8 relationships between the articles -- especially  
9 when an article comes before another later article.

10 MODERATOR DOHERTY: Right. Currently  
11 right now -- before us -- is the salary only; not  
12 any other benefits that the -- but there will be  
13 something later, as you know, that will address any  
14 benefit issues.

15 THE FLOOR: Okay.

16 MODERATOR DOHERTY: Okay. Thank you.

17 All those in favor, please say aye.

18 MR. COLEMAN: Madam.

19 MODERATOR DOHERTY: I'm sorry. Go right  
20 ahead.

21 Could you identify yourself please, sir?

22 MR. COLEMAN: Don Coleman, High Street.

23 I have a question about Town Counsel, Tom  
24 Urbelis, acting as Town Counsel as well as

1 president of the Andover home for the aged. I  
2 think that is a distinct conflict of interest,  
3 Madam Moderator.

4 MODERATOR DOHERTY: Okay. I understand  
5 that, but that's not the question before us right  
6 now. That --

7 MR. COLEMAN: Well, he will benefit from a  
8 town pension.

9 MODERATOR DOHERTY: That would be a  
10 question to ask the selectmen at a selectmen's  
11 meeting.

12 MR. COLEMAN: Well, I tried -- March 1st I  
13 tried, and they refused to answer.

14 MODERATOR DOHERTY: Okay. But right now  
15 we're looking at the School Committee and the  
16 selectmen's salaries. That's all that's before us  
17 right at the moment.

18 MR. COLEMAN: Well, check into his  
19 double-dipping. That's all.

20 MODERATOR DOHERTY: And I talked about  
21 tone and innuendoes. Okay.

22 All those in favor, please say aye.

23 THE FLOOR: Aye.

24 Thank you.

1           Those opposed?

2           Thank you. The ayes have it. The motion  
3 carries.

4           Article 4 is the budget. And before we  
5 get into the budget, there will be three  
6 presentations to you: One is, as many of you know,  
7 the role of the Finance Committee is to report to  
8 Town Meeting. So the chair of the Finance  
9 Committee will give us his -- the committee's  
10 report to the Town Meeting. Then there will be a  
11 report from the chair of the Board of Selectmen and  
12 the chair of the School Committee.

13           So Mr. Stumpf, if you'd like to take over.

14           MR. STUMPF: Thank you, Madam Moderator.

15           Good evening, ladies and gentlemen. I'd  
16 like to begin my opening remarks by thanking a few  
17 people; and, in particular, the town manager,  
18 superintendent, and their teams, the Board of  
19 Selectmen, School Committee, and the Finance  
20 Committee members.

21           We have been working diligently in an  
22 effort to bring forward a balanced budget; and I  
23 would like to thank you, everyone, for their  
24 efforts.



1           Thank you to the Town Clerk and all the  
2 town employees involved in preparing the venue for  
3 tonight's meeting; and most importantly, thank you  
4 to everyone in attendance this evening and for  
5 participating in the Town Meeting process.

6           Tonight I have the pleasure of providing  
7 an overview of the town's recommended budget and  
8 other recommendations that will have a significant  
9 financial impact on the town. A one-page graphic  
10 summary of the town budget model is shown on the  
11 slides above to help provide clarity in how the  
12 numbers flow.

13           The overview will consist of the following  
14 four main topics: First, we'll give an update on  
15 some good news for the town. Secondly, an overview  
16 of the anticipated revenue; next, an update on  
17 health insurance and our unfunded obligations; and  
18 then a few thoughts with looking ahead.

19           Concerning good news, the -- there's a  
20 number of very good things the town has. First of  
21 all, a very strong tax base. We're fortunate to  
22 have a good mix of commercial, residential, and  
23 industrial taxpayers. Those taxpayers provide  
24 funding for operating expenses and also

1 supportive -- are supportive in providing funding  
2 to maintain our infrastructure.

3           The new Bancroft School is entering its  
4 final stages of construction and will be ready to  
5 welcome students when they open their new year in  
6 August.

7           Also, the town has maintained its Triple A  
8 bond rating. This positive rating allows the town  
9 to borrow money with favorable interest rates that  
10 lower our overall cost of borrowing.

11           Additionally, the most recent report has  
12 been issued for OPEB -- or other post employment  
13 benefit -- obligations; and that obligation has  
14 been lowered significantly.

15           Concerning anticipated revenue, the  
16 proposed fiscal year 2015 budget reflects a  
17 significant change voted by the Board of Selectmen.  
18 The budget has historically been based on property  
19 tax revenues increasing to the full extent allowed  
20 by Proposition 2 1/2; and most of our annual  
21 increase in spending occurs within those limits.

22           This year the Board of Selectmen  
23 instructed the town manager to base his amended  
24 2015 budget on an amount approximately 1.1 million

1 dollars less than a full levy would allow.

2 After subtracting the contractual  
3 obligations and other expenditures, the net amount  
4 available for town and school operating budgets is  
5 an increase of approximately 2.9 percent.

6 Regarding health insurance, there are some  
7 significant changes that will occur in fiscal year  
8 2015. In prior years, Article 4 appropriation  
9 covered health insurance cost for all town and  
10 school employees, including retirees, but excluding  
11 retired teachers. Retired teachers currently are  
12 enrolled in the Massachusetts Group Insurance  
13 Commission -- the GIC.

14 The costs for the retired teachers are  
15 charged back to the town by the state. This  
16 assessment is done via the state Cherry Sheet and  
17 does not require appropriation at Town Meeting.  
18 The assessment is part of the overall budget model,  
19 but, again, it does not require appropriation at  
20 Town Meeting.

21 In fiscal year 2015, the retired teachers  
22 will be moved back into the town's health plan, and  
23 the cost will be included in the health insurance  
24 line item in Article 4. As a result, the health

1 insurance appropriation line item in Article 4 will  
2 increase, but the state assessment will decrease.  
3 The net change from fiscal year 2014 to 2015 is a  
4 reduction in health insurance costs by  
5 approximately \$38,000.

6 Also, it's important to note that most  
7 changes to the town's health plan need to be  
8 negotiated with the Public Employee Committee --  
9 the PEC -- which represents town and school  
10 employees.

11 Regarding unfunded -- our unfunded  
12 obligation, the town has two large unfunded  
13 obligations: And those are the retirement fund for  
14 pensions, and other post employment benefits -- or  
15 OPEB -- which is primarily health insurance for  
16 retirees.

17 The retirement system uses an  
18 actuarial-based funding schedule to determine  
19 pension appropriations. The valuation occurs every  
20 two years, and the town's next valuation will be  
21 available this summer. The current unfunded  
22 obligation is \$97 million and needs to be fully  
23 funded by the year 2040.

24 The town's unfunded obligation for OPEB is

1 estimated to be \$145 million, based upon the most  
2 recent valuation. This is a \$70 million reduction  
3 from the last valuation, which was completed two  
4 years ago.

5 The town's recent action to move eligible  
6 retirees to Medicare plans and the implementation  
7 of recommendations within the Town Manager's OPEB  
8 recommendation report helped to bring down -- bring  
9 about this reduction.

10 The fiscal year 2015 recommended budget  
11 has OPEB funding, as is outlined in the Town  
12 Manager's recommendation report.

13 In looking ahead, by far the town's single  
14 greatest asset and also largest expense is the  
15 salary and benefits of town and school employees.  
16 Andover's labor contracts are based upon 15  
17 separate collective bargaining agreements. Great  
18 care must be taken to negotiate agreements that are  
19 fair to employees, while also affordable to the  
20 town.

21 In closing, I'd like to thank you for your  
22 attention and, most importantly, for joining us at  
23 this year's Annual Town Meeting.

24 MODERATOR DOHERTY: Thank you.

1           THE FLOOR: Is it possible to ask a  
2 question?

3           MODERATOR DOHERTY: If you wouldn't mind  
4 waiting till the three boards report, then I'll be  
5 happy to let you take questions before we start the  
6 vote.

7           Is that fair?

8           Thank you, sir.

9           Mr. Vispoli?

10          MR. VISPOLI: Thank you, Madam Moderator.

11          The three points I want to share -- I'd  
12 like to share with you up front about -- the FY '15  
13 budgets are; all departments will see a budget  
14 increase this year. We are proposing in the FY '15  
15 budget not taxing to the levy limit; and this  
16 budget is supported in agreement with all three  
17 boards: The Selectmen, the School Committee, and  
18 the Finance Committee.

19          On behalf of the Board of Selectmen, I  
20 would like to first start off by thanking all the  
21 people who have worked together in developing the  
22 balanced budget plan being presented here tonight.  
23 This budget would not be possible if it were not  
24 for the hard work, diligence, and cooperation of

1 all three boards, the Town Manager, the school  
2 superintendent, and their respective staffs.

3 All of these dedicated town and school  
4 officials serve on behalf of the citizens of  
5 Andover, and they deserve our thanks for a job well  
6 done.

7 The budget process is indeed one of, if  
8 not the most important things we, as Andover public  
9 officials, are charged with doing each year.

10 Andover's recommended operating budget is  
11 \$155.6 million for the fiscal year 2015. The total  
12 budget plan is \$163.7 million if you add in capital  
13 projects, appropriation articles, and other various  
14 non-apportioned costs.

15 The proposed budget that we will be  
16 discussing tonight in the town and school  
17 departments will see approximately a 2.9 percent  
18 increase over the current fiscal year, FY '14.  
19 This increase represents about a million dollar  
20 additional budget for town departments and  
21 approximately \$2 million in additional budget for  
22 the school department.

23 We have heard the collective voice of  
24 Andover citizens asking for tax relief this year.

1 Therefore, we did not tax to the full capacity.  
2 The Board of Selectmen, in agreement with the  
3 Finance Committee and School Committee, is  
4 recommending not to use \$1.1 million of tax  
5 capacity to fund next year's budget.

6 This is reflected in a budget presented to  
7 you tonight. One of the overarching concerns that  
8 was apparent, having short and long-term  
9 implications, was the rate of the property tax  
10 increase that needed to be addressed.

11 This year we also felt the impact -- we  
12 all felt the impact of the Bancroft School project.  
13 And this past year was the first year of the  
14 payment schedule hitting our tax bills on the  
15 average of \$85 per the average tax bill. Next  
16 year, we will see an additional \$91 as the full  
17 payment program begins.

18 We all get one tax bill. The rate of  
19 increase that was initially recommended was  
20 concerning. The Selectmen began to look at ways to  
21 get us on the road to reduced spending, have a  
22 positive impact for the taxpayer in this upcoming  
23 year, and agree on a process to provide direction  
24 to the Town Manager early -- earlier in the next



1 fiscal year budget planning process.

2 As said earlier, it takes many months to  
3 develop a well-thought-out, balanced budget  
4 proposal for Town Meeting; and it really is an  
5 ongoing process. Again, at the end, the result is  
6 a balanced FY '15 recommended operating budget that  
7 is supported by the Finance Committee, the Board of  
8 Selectmen, and the School Committee, together -- a  
9 budget that is realistic, affordable, and  
10 sustainable. We urge your approval of this  
11 proposed budget plan tonight. Thank you.

12 MR. STAPCZYNSKI: Okay. Ms. Moderator.

13 MODERATOR DOHERTY: Yes, sir.

14 MR. STAPCZYNSKI: Coming to a Town Meeting  
15 is a little bit like going to a baseball game, and  
16 I hope everybody has the latest scorecard. In this  
17 document, which was published two weeks ago, we had  
18 some updates. So the new scorecard -- the new  
19 warrant Article 4 was handed out when you  
20 registered; so I trust everybody has the new  
21 scorecard for tonight's meeting.

22 THE FLOOR: No.

23 MODERATOR DOHERTY: No, you don't?

24 Could -- okay. We'll get them to you.

1 We'll get them to you.

2 Are there any election officials who could  
3 grab some, please, and pass them out?

4 Are you going to speak...

5 MR. STAPCZYNSKI: I'm going to have a few.

6 Here we go. All right. The slide that  
7 you see on the screen represents the budget that is  
8 in Article 4, the scorecard that you will have  
9 shortly. This reflects exactly what John Stumpf  
10 and Alex Vispoli spoke about in terms of a 2.9  
11 percent --

12 MODERATOR DOHERTY: Excuse me for one  
13 second.

14 We have here -- are there some election  
15 officials -- the counters who could just help out  
16 in their sections?

17 That's what I'm asking you to do -- give  
18 them to the -- if the counters, please, could come  
19 down and grab a bunch -- I don't know how many "a  
20 bunch" is, but if you could grab a bunch and make  
21 sure your sections have them.

22 As I -- as I indicated to you, all those  
23 numbers will be up on the screen before we vote.

24 I'm sorry, Mr. Town Manager. If you want

1 to --

2 MR. STAPCZYNSKI: All right. Thank you.

3 So the sheets that you will get will show  
4 the summary of this -- the details behind this  
5 slide that's in front of you now; but it represents  
6 the 2.9 percent increase that was mentioned  
7 previously, and the key points of this budget I  
8 will get into in a minute.

9 I would like to address the -- the budget  
10 for the town side of the budget; and Chairman  
11 Gilbert and Doctor McGrath will speak about the  
12 school budget.

13 In the town budget -- the highlights in  
14 the town budget this year -- we have a -- a 2.9  
15 percent increase, as previously mentioned. It's  
16 basically a level services budget, with some minor  
17 service expansions; and they can be highlighted in  
18 the -- the new FTEs. Four new FTEs -- full-time  
19 equivalent positions -- are added into the budget.  
20 And you see that we have a total of 355.2 FTEs.  
21 That's the -- that's about the same number of FTEs  
22 that we had 10 years ago.

23 One of the measures that the Selectmen  
24 have asked me and their department heads to do over

1 the course of the last 10 years is to level our  
2 increases in new positions. So as you can see,  
3 we've been very careful in the new positions that  
4 we have recommended and Town Meeting has approved.

5 The ones for this year is a new program  
6 coordinator position for youth services, elder  
7 services, additional hours for transportation  
8 coordinator, information technology, a new  
9 applications specialist part time, municipal  
10 services, new electrician position, municipal  
11 services water, additional hours for an office  
12 assistant; and in police, additional hours for an  
13 office assistant as well.

14 And then in municipal services water  
15 division, addition 300,000 for water treatment  
16 plant maintenance out of that budget; and then in  
17 water and sewer, the sum of 269,000 for the OPEB  
18 ARC -- that's our annual retired contribution --  
19 for those employees in water and sewer.

20 And then I think you will be happy to know  
21 that in our utility and energy budgets, we have  
22 been able to stabilize them, due to energy  
23 efficiency measures we've undertaken in the past  
24 several years and the related conservation

1 programs.

2 Under the obligations, there are several  
3 highlights that I want to point out. John Stumpf  
4 did mention health insurance and retired municipal  
5 teachers. One of the tasks that I and the Board of  
6 Selectmen undertook this past year was to bring the  
7 retired municipal teachers from the GIC into our  
8 health insurance program; and we did that.

9 Previously, the retired municipal teachers  
10 in the GIC were funded out of the assessment --  
11 assessments that the state levies upon us. They  
12 levy us assessments for the retired municipal  
13 teachers, for the transportation programs, for  
14 mosquito control, for the students that might be  
15 going to charter schools out of town -- that sort  
16 of thing.

17 So we were able to save \$209,000 on a  
18 combined basis by bringing the retired teachers  
19 into our town's health insurance program; and as  
20 John mentioned, that had a direct impact on our  
21 actuarial report for our OPEB going forward.

22 Our debt service, as Alex mentioned, went  
23 up \$1.9 million, due mainly to the addition of the  
24 Bancroft Elementary School coming online and the

1 debt coming online; and then our OPEB trust fund --  
2 we are funding that at 1.6 million -- partly out of  
3 the general fund, partly out of the water and sewer  
4 fund, and partly out of free cash.

5 Major projects -- Chairman Gilbert will  
6 say a few words about the Bancroft School, so I'll  
7 pass over that; but I would like to report that the  
8 Andover Youth Center is under construction. Last  
9 summer we did the utility work -- brought utilities  
10 to the site. And today -- if you would be out  
11 there today, you'd see that the contractor is  
12 building the stone wall, the footings, and the  
13 foundation -- the forms for the footings and  
14 foundations will be going in this week, re-bar is  
15 on site; and by Thursday or Friday, we intend to be  
16 pouring concrete for the foundation of that  
17 facility.

18 For town yard and municipal services, that  
19 new facility -- the staff -- myself and staff will  
20 be presenting a report to the Board of Selectmen  
21 with options. Hopefully a year from now we will be  
22 bringing a solution to the town yard municipal  
23 services facility to the Annual Town Meeting.

24 And Ballardvale Fire Station -- the

1 Selectmen have -- we will be talking about that  
2 with staff over the course of the next several  
3 months and hopefully bringing a program future --  
4 to a future Town Meeting to resolve the Ballardvale  
5 Fire Station dilemma.

6 That is my report.

7 MODERATOR DOHERTY: Thank you, sir.

8 Mrs. Gilbert, please.

9 MRS. GILBERT: Thank you, Madam Moderator.

10 Hello?

11 MODERATOR DOHERTY: If you could raise  
12 your hand so they know which mic. Thank you.

13 MRS. GILBERT: Thank you, Madam Moderator.

14 I would like to begin by making note of an  
15 important milestone we're approaching for our  
16 school system and our community. This month the  
17 construction of the new Bancroft will be complete.  
18 The school will officially be turned over to the  
19 town on schedule on May 22nd; furniture and  
20 technology will be delivered and installed during  
21 the month of June; demolition of the existing  
22 building will take place over the summer; and final  
23 site work and landscaping will wrap up in late  
24 October.

1           We now look forward with great  
2 anticipation, excitement, and pride to the first  
3 day of school this fall, when we will open the  
4 doors of the new Bancroft to our students, our  
5 teachers, and our community.

6           On behalf of the School Committee, I would  
7 like to take this opportunity to thank the many,  
8 many people who have worked so hard and so well to  
9 make this school a reality; and I would especially  
10 like to thank the Andover community for its  
11 steadfast support. We are very grateful.

12           Final reconciliations will be done in the  
13 coming months, but I am pleased to say that, when  
14 it is complete, this project will cost less than  
15 what was authorized by Town Meeting.

16           (Applause.)

17           Moving on to the FY '15 school budget, as  
18 you can see from this slide -- if it's -- next  
19 slide, I think -- the next one. There you go.

20           As you can see from this slide, one of our  
21 priorities each year is to look for ways to  
22 reorganize so that we can deliver services more  
23 efficiently. This year is no exception. The FY  
24 '15 school budget reflects a significant reduction



1 in the number of instructional assistants.  
2 Instructional assistants are professionals who play  
3 a critical role in our district, providing  
4 one-to-one student support in specialized programs,  
5 assisting both IEP and general education students  
6 in the classroom, and providing health and safety  
7 supervision in hallways, cafeterias, and  
8 playgrounds.

9           Andover does have a relatively high number  
10 of instructional assistants compared to similar  
11 districts. And given that our community, like so  
12 many others, is looking to slow the growth of its  
13 spending, this is an area that the superintendent  
14 and her staff have put forward as an opportunity  
15 for reorganization and reduction.

16           We wish to emphasize that we will continue  
17 to meet the needs of all students on IEPs and those  
18 who require one-to-one assistance. However, next  
19 year, principals will make changes in how other  
20 areas of service delivery are covered by your  
21 instructional assistants.

22           All told, staffing changes in the FY '15  
23 school budget will result in a net reduction of  
24 35.71 FTE positions.

1           Even as we make this change, it is also  
2 vital that we remain true to one of our most  
3 important goals, which is to keep our school  
4 district moving forward every year through  
5 continued investments in our strategic plan.

6           At this time, I'd like to ask Doctor  
7 McGrath to describe some of the new initiatives  
8 that are reflected in the FY '15 school budget.

9           DOCTOR McGRATH: Thank you, Chairperson  
10 Gilbert; and I'd like to also welcome our democracy  
11 in media students who are here this evening as part  
12 of their coursework, because they actually observe  
13 the Town Meeting.

14           In addition to addressing student needs  
15 based upon enrollment and the demographics of our  
16 student population, this budget request also  
17 addresses the strategic plan, which provides  
18 learning experiences that develop essential  
19 competencies -- like communication, collaboration,  
20 creativity, critical thinking, and problem solving.

21           The requests on the slide before you build  
22 on a strategic -- on strategic plan investments you  
23 supported during the last three Town Meetings. The  
24 United States is experiencing two radical shifts

1 with regard to its labor force: Project focus  
2 workplace environment, and a rapid shift to a  
3 global economy. Rich technological infusion is  
4 both a cause and an effect of these shifts. It's  
5 imperative that we align our programs to reflect  
6 them; and these requests meet that strategic  
7 objective.

8           First, the high school computer science  
9 positions will, A, provide our high school students  
10 with a greater number of sections in computer  
11 science, engineering, web design, ap development,  
12 and Java, since we are entering our third year of  
13 offering such courses.

14           These positions will also allow us to  
15 offer an intern and extern engineering and design  
16 development opportunity. Our third-year students  
17 will be able to work in teams to research, design,  
18 and construct solutions to engineering problems,  
19 working with community members identified through  
20 our partnerships with local businesses, colleges,  
21 and universities.

22           Third, these positions will enable us to  
23 offer new computer science courses at the high  
24 school. Andover is one of 30 public school

1 districts nationwide selected to participate in a  
2 three-year national pilot program with Code.org.  
3 The partnership will provide curriculum,  
4 professional development, and mentorship support  
5 for our teachers.

6           The elementary digital learning specialist  
7 position will provide our elementary schools with  
8 the baseline staff necessary to assist in our  
9 transition to digital learning. These teachers  
10 will be available during the school day to provide  
11 planning and instructional support for teachers as  
12 they implement technology-enhanced learning  
13 activities and assist in the implementation of the  
14 Code.org computer science curriculum in grades 3  
15 through 5; and the literacy specialist position  
16 will expand our intervention strategies to improve  
17 student achievement in reading and writing at the  
18 elementary level. The PreK through 5 literacy  
19 specialist will apply specialized knowledge and  
20 skills in reading and writing content and  
21 instruction to plan for direct services to  
22 students, analyze student assessment data, and work  
23 in a leadership role with teachers.

24           The other exciting investments included in

1 the budget we are asking for your support this  
2 evening are a new K through 8 math program to be  
3 implemented in September 2014 to replace the math  
4 programs currently used.

5 The new adoption materials will provide  
6 teachers and students with a framework that draws  
7 on the best practices and highlights  
8 problem-solving as the key focus.

9 A new engineering program for grades 6  
10 through 8 that will also be partially funded by our  
11 good partner, the Andover Coalition for Education.  
12 This implementation will mark the first time all  
13 three middle schools will have a coordinated  
14 engineering program whereby students will design  
15 projects while expanding their coding knowledge  
16 based upon the needs of their particular project.

17 And also beginning in September 2014, the  
18 program additions listed for computer science will  
19 make computer science a standard part of the APS  
20 curriculum.

21 We know that education is a high priority  
22 for our community. We recognize the challenges  
23 before our Town Meeting are considerable; and we  
24 know the demands for public services is not limited

1 to education.

2 Our community has long valued its best  
3 investment in the potential of each and every  
4 student. We are eager to do our part in  
5 maintaining the quality of life that makes Andover  
6 such a special place to live and to raise a family.

7 To that end, we ask for your full support  
8 of this request and look forward to working with  
9 you to meet your expectations. Thank you for the  
10 consideration of our budget this evening.

11 MODERATOR DOHERTY: Thank you, Doctor  
12 McGrath.

13 Yes, sir. Do you have a general question?

14 MR. ARAI: I had a specific question about  
15 the changes in the OPEB liability, because I don't  
16 think that -- that they've actually been made very  
17 clear for the audience.

18 So my question is, is it not true --  
19 because I've read the -- the OPEB reports from the  
20 auditors -- the 2009, 2011, and the 2013 reports.

21 Is it not true that the change in the  
22 discount rate -- which is an accounting aspect of  
23 the calculation -- more than accounts for the  
24 entire reduction in the OPEB liability; and that,

1     except for this change in accounting choice -- this  
2     accounting assumption -- that OPEB has steadily  
3     increased over the last four years?

4             MODERATOR DOHERTY:   Who can answer that  
5     question?

6             One moment, please.   Finance --

7             MR. STAPCZYNSKI:   Yes.   The question that  
8     you asked was about the discount rates, and I  
9     really have to defer that to our actuary.  We -- as  
10    you said, we've had actuarial reports in '09, '11,  
11    and 13; and we will be having a presentation from  
12    our actuary sometime in May or June -- it will be a  
13    tri-board meeting; the public is invited to attend;  
14    and you can ask the question there.

15            But I really don't feel qualified, myself,  
16    to be able to address that specific nuance of how  
17    the actuary evaluated the liability going forward.

18            MR. ARAI:   Well, that's disappointing, as  
19    I asked you this exact same question at the last  
20    tri-board meeting where we had all the OPEB  
21    documents.  I don't want to waste everybody's time  
22    here with that, but the fact of the matter is that  
23    those reductions -- as reported by three different  
24    accountants -- the change is entirely driven by

1 this discount rate; and that all the other changes  
2 that the town has made are small potatoes by  
3 comparison.

4 MODERATOR DOHERTY: Thank you. Sir,  
5 before you sit down, can you identify yourself,  
6 please? I don't believe you did at the beginning.

7 MR. ARAI: I'm sorry. My name is Max  
8 Arai; I live at 66 County Road.

9 MODERATOR DOHERTY: Thank you, Max.

10 MR. STAPCZYNSKI: You know, in terms of  
11 changes, there were a number of changes that took  
12 place between '11 and '13. One of them was plan  
13 design -- we've changed our plan design. That  
14 was -- that was one big change that took place.

15 The other change that affected the actuary  
16 report was a plan that I put forth in September  
17 that showed a funding this year and going forward  
18 of our liability. That's why I mentioned  
19 previously 1.6 million is being appropriated -- if  
20 it should be appropriated at this Annual Town  
21 Meeting -- that's the plan; and that was shown to  
22 the actuary; and they took that funding plan into  
23 consideration.

24 So there are a number of things the town



1 has done and the town will do to reduce our OPEB  
2 liability -- retired teachers is another example.

3 So I would invite you to come when our  
4 actuary presents the report publicly and can defend  
5 the use of the discount rate and any other  
6 questions that you may have.

7 MODERATOR DOHERTY: Sir, do you have a  
8 question about the reports that were just given?

9 MR. HOWE: I do.

10 MODERATOR DOHERTY: You go right ahead.  
11 Identify yourself, please.

12 MR. HOWE: I'm Richard Howe, 3 Robandy  
13 Road; and I have a question for the School  
14 Committee or the superintendent.

15 My question is, does the School Committee  
16 or superintendent plan to present to this Town  
17 Meeting a presentation on the collective bargaining  
18 agreement that has been approved and signed by the  
19 School Committee?

20 MS. GILBERT: We don't have a planned  
21 presentation, but we're happy to answer questions  
22 if you have them.

23 MR. HOWE: I have a question for the Town  
24 Counsel or Town Manager relative to collective

1 bargaining agreements.

2 Is it true that Town Meeting has no right  
3 to consider collective bargaining agreements,  
4 except at the first Annual Town Meeting after a  
5 contract is approved and signed -- is that true?

6 MODERATOR DOHERTY: Could you repeat the  
7 question, please, Dick?

8 Could we have No. 4 mic up a little,  
9 please?

10 Go ahead.

11 MR. HOWE: My understanding is that Town  
12 Meetings only report an ability to consider a  
13 collective bargaining agreement that occurs at the  
14 first Annual Town Meeting after that agreement has  
15 been signed and approved. In all subsequent years,  
16 Town Meeting has no such right.

17 Is that -- is my understanding correct?

18 MR. URBELIS: What do you -- what do you  
19 mean by the word "considered"?

20 MR. HOWE: A right to hear the details of  
21 a contract, and consider them, and ask --

22 MR. URBELIS: You can hear the details of  
23 the contract.

24 MR. HOWE: Fine. Madam Moderator --

1           MODERATOR DOHERTY: Yes, sir.

2           MR. HOWE: -- I would like to move that  
3 the School Committee portion of the budget be -- be  
4 tabled until such time as the School Committee  
5 had -- can provide this Town Meeting with a  
6 complete summary of the benefits and details of the  
7 recently-signed collective bargaining agreement.

8           MODERATOR DOHERTY: Would you consider,  
9 Mr. Howe, making that motion when we get to that  
10 part of the budget?

11          MR. HOWE: Yes.

12          MODERATOR DOHERTY: Okay. Thank you. If  
13 you -- if you wouldn't mind --

14          MR. HOWE: If that item --

15          MODERATOR DOHERTY: I'd like to get  
16 started on the budget, unless there are separate  
17 questions on an overall basis.

18          MR. HOWE: Thank you. I'll hold it.

19          MR. STAPCZYNSKI: Can I state something to  
20 the gentleman?

21          MODERATOR DOHERTY: What?

22          MR. STAPCZYNSKI: Can I state something to  
23 the gentleman?

24                 (Off-the-mic discussion.)

1           MODERATOR DOHERTY: Go ahead.

2           MR. STAPCZYNSKI: Yes. Just one second.  
3 For the gentleman from Old County Road, would you  
4 please either email me your address so I can make  
5 sure that you are invited to the meeting, so we can  
6 get back to you on your specific questions -- the  
7 actuary. Thank you.

8           MODERATOR DOHERTY: Okay. Let's get  
9 started on the budget.

10          If you would, Mr. Vispoli.

11          MR. VISPOLI: Yes, Madam Moderator. I  
12 move line items 1 and 2, public safety in the  
13 following amounts: Line item 1, personal services,  
14 \$13,978,678. Line 2, other expenses, \$1,559,212,  
15 for a total of \$15,537,890. This includes \$200,000  
16 in parking receipts, \$70,000 in detail fees and  
17 \$1,335,500 in ambulance collections.

18          MODERATOR DOHERTY: Items No. 1 and 2 have  
19 been moved and seconded in the amount of  
20 \$15,537,80.

21          Mr. Vispoli, the Selectmen's report,  
22 please.

23          MR. VISPOLI: Selectmen recommend approval  
24 of this article, Madam Moderator.

1           MODERATOR DOHERTY: Thank you.

2           Mr. Stumpf?

3           MR. STUMPF: Finance Committee recommends  
4 approval.

5           MODERATOR DOHERTY: Are there any  
6 questions?

7           MR. COLEMAN: Yes.

8           MODERATOR DOHERTY: Who's saying yes to  
9 me? If you could get to a mic, please -- identify  
10 yourself.

11          MR. COLEMAN: Don Coleman, High Street.

12          I am very concerned about this new clerk's  
13 position that's been proposed and the high amounts  
14 of licenses that have been allowed. I think I live  
15 in a safe town. I've lived here my entire life, as  
16 have generations of Taylors and Colemans before us.  
17 And I wonder -- I have all the respect for our new  
18 chief -- if we need all these licenses; and I  
19 wonder if having this new clerk expedite the  
20 process, madam -- a processing of licenses are  
21 going to help our area.

22          And I am very concerned what happened on  
23 Canterbury Street within the last year when a gun,  
24 held by an FBI agent, was not locked up. That

1 concerns me, Madam Moderator.

2 MODERATOR DOHERTY: I appreciate that  
3 fact.

4 MR. COLEMAN: I beg your pardon?

5 MODERATOR DOHERTY: I appreciate that  
6 fact.

7 MR. COLEMAN: No. But we have to protect  
8 our children, people our age, and our senior  
9 citizens. That's what stunned me the most when I  
10 heard Alex's presentation and Madam Gilbert -- that  
11 the senior citizens were not mentioned in this  
12 town; and they're a vibrant force --

13 MODERATOR DOHERTY: Mr. Coleman, we're on  
14 No. 1 and 2 of the budget, please.

15 MR. COLEMAN: Okay. But I wanted to  
16 respond to what happened previously. But I  
17 wonder -- and I would like a response from the new  
18 chief -- if we really need to expedite these  
19 licenses in Andover.

20 Are these people really in jeopardy,  
21 Chief? And are they innocent people who are not  
22 carrying firearms -- like most of Great Britain and  
23 Ireland -- are weak, and, you know, trepidation,  
24 please.

1           MODERATOR DOHERTY: Okay. The question's  
2 been asked. Let's give the chief a chance to  
3 answer, and we can move on.

4           CHIEF KEEFE: We are just expediting the  
5 process by a couple of weeks (inaudible).

6           The -- correct; number of licenses has  
7 increased -- that's increased statewide; we're just  
8 a part of that.

9           MODERATOR DOHERTY: Thank you, sir.

10          Line item 1 and 2 -- yes, sir, do you have  
11 a question?

12          MR. HINDIN: Point of information, Madam  
13 Moderator.

14          MODERATOR DOHERTY: Go right ahead, sir.

15          If you could identify yourself.

16          MR. HINDIN: My name is Robert Hindin.  
17 I'd like to go back, if I might, to something that  
18 the Town Manager said. A gentleman spoke a little  
19 bit earlier regarding OPEB and his dissatisfaction  
20 with what he has learned from Town Manager.

21          MODERATOR DOHERTY: Sir, if I could --

22          MR. HINDIN: No, I'm not -- excuse me --  
23 point of -- point of information: Town Manager  
24 asked the gentleman to give him his email address.

1     Could that be sent -- could the invite be sent to  
2     all town residents, rather than just one person?

3             (Applause.)

4             MR. STAPCZYNSKI:   Yes.   We can make it  
5     easy for you.   If you go on the town's website, you  
6     can sign up for our eBlast that comes out once a  
7     week or once every two weeks.   Go on AndoverMA.gov;  
8     sign up; we will alert people -- as we do every  
9     week -- to important events that are happening.  
10    Thank you.

11            MODERATOR DOHERTY:   Line items 1 and 2  
12    have been moved and seconded.   All those in favor,  
13    please raise one hand.

14            Thank you.

15            Those opposed?

16            Thank you.   The ayes have it.   Line items  
17    pass.

18            I also think at this time -- a point of  
19    personal privilege for myself -- in light of the  
20    deaths we've seen of firefighters in this state and  
21    the police deaths that we've had of people who are  
22    willing to put their lives on the line for us every  
23    day, we should be giving them more than just our  
24    vote of their budget, but maybe a round of



1 applause.

2 (Applause.)

3 Line items 3 and 4, Mr. Kowalski.

4 MR. KOWALSKI: Madam Moderator, I move  
5 line items 3 and 4, general government and  
6 community development, including town, school, IT  
7 consolidation. Line item 3, personal services in  
8 the amount of 3 million -- excuse me -- \$5,391,742;  
9 line item 4, other expenses in the amount of  
10 \$1,996,392, for a total of \$7,388,134, including  
11 \$25,000 in receipts from wetlands filing fees.

12 MODERATOR DOHERTY: Line items 3 and 4  
13 have been moved and seconded in the amount of  
14 \$7,388,134.

15 Mr. Kowalski?

16 MR. KOWALSKI: Board of Selectmen  
17 recommends approval.

18 MODERATOR DOHERTY: Mr. Stumpf?

19 MR. STUMPF: Finance Committee recommends  
20 approval.

21 MODERATOR DOHERTY: Any questions or  
22 comments?

23 All those in favor, please say aye.

24 Thank you.

1           Those opposed?

2           The ayes have it. The motion carries.

3           Line item 5 and 6, Mr. Major.

4           MR. MAJOR: Thank you, Madam Moderator.

5           I move line items 5 and 6, municipal  
6 services, in the following amounts: Line item 5,  
7 personal services in the amount of \$5,089,141; line  
8 item 6, other expenses in the amount of \$5,477,191,  
9 for a total appropriation of \$10,566,332, which  
10 includes \$65,000 in rental receipts and \$56,000 in  
11 cemetery revenue.

12           MODERATOR DOHERTY: Line item 5 and 6 have  
13 been moved in the amount of \$10,566,332.

14           Mr. Major?

15           MR. MAJOR: The Board of Selectmen  
16 recommends approval.

17           MODERATOR DOHERTY: Mr. Stumpf?

18           MR. STUMPF: Finance Committee recommends  
19 approval.

20           MODERATOR DOHERTY: Thank you. Any  
21 questions?

22           All those in favor, please raise one hand.

23           Thank you.

24           Those opposed?

1           Thank you. The ayes have it. The motion  
2 carries.

3           Mrs. O'Donoghue?

4           MRS. O'DONOGHUE: I move line items 7 and  
5 8, library, in the following amounts: Line Item 7,  
6 personal services, in the amount of \$1,988,517;  
7 line item 8, other expenses, in the amount of  
8 641,000, for a total appropriation of \$2,629,517.

9           MODERATOR DOHERTY: Line items 7 and 8  
10 have been moved and seconded in the amount of  
11 \$2,629,517.

12          Mrs. O'Donoghue?

13          MRS. O'DONOGHUE: The Board of Selectmen  
14 recommend approval.

15          MODERATOR DOHERTY: Thank you.

16          Mr. Stumpf?

17          MR. STUMPF: Finance Committee recommends  
18 approval.

19          MODERATOR DOHERTY: Any questions?

20          All those in favor, please raise one hand.

21          Thank you.

22          Those opposed?

23          The ayes have it. The motion carries.

24          Line items 9 and 10.

1 Mr. Salafia?

2 MR. SALAFIA: Madam Moderator, I move line  
3 items 9 and 10, community youth, elder services in  
4 the following amounts: Line item 9, personal  
5 services, in the amount of \$1,324,303; line item  
6 10, other expenses, in the amount of \$488,870, for  
7 a total of \$1,813,173, which includes \$500,000 and  
8 \$50,000 in user fees and \$55,000 in grants.

9 MODERATOR DOHERTY: Line items 9 and 10  
10 have been moved in the amount of \$1,813,173.

11 Mr. Salafia, Selectmen's report, please.

12 MR. SALAFIA: Board of Selectmen  
13 recommends approval.

14 MODERATOR DOHERTY: Mr. Stumpf?

15 MR. STUMPF: Finance Committee recommends  
16 approval.

17 MODERATOR DOHERTY: Any questions or  
18 issues?

19 MR. DESO: Madam Moderator.

20 MODERATOR DOHERTY: Yes, sir.

21 Could we have No. 1 mic up, please, if you  
22 could identify yourself again, please, Tom.

23 MR. DESO: Tom Deso, 81 High Street.

24 I move to amend line item 9, personal

1 services of the budget, by reducing the amount  
2 allocated to \$1,269,885.

3 MODERATOR DOHERTY: \$1,269,8 -- and?

4 MR. DESO: 85.

5 MODERATOR DOHERTY: -- 85. Do you have  
6 that in triplicate?

7 THE FLOOR: I do.

8 MODERATOR DOHERTY: Could I have a copy,  
9 please?

10 Mr. Barry, could you grab that from him,  
11 please?

12 There is an amendment to change -- thank  
13 you -- the line item 9. So if you would, please,  
14 address just that amendment.

15 Thank you, sir.

16 MR. DESO: Thank you. The reduction in  
17 the budget for this line item is \$54,418. This  
18 line item was increased just recently by a vote of  
19 the Board of Selectmen, who, after many shifts in  
20 course over the past few months in direction to the  
21 Town Manager in setting his budget, directed yet  
22 another change to authorize adding an FTE in the  
23 youth services department for a program  
24 coordinator.

1           I opposed this position for several  
2 reasons: No. 1, despite what you have heard, this  
3 position does not fund the social worker to counsel  
4 youth and families on the hazards of heroin,  
5 painkillers, and prescription drugs.

6           We are being asked to fund, according to  
7 the Town Manager in last week's Townsman, quote, "a  
8 mid-level position of program coordinator that  
9 specializes in working with groups and families on  
10 program development and counseling. It's what the  
11 team does already."

12           The Town Manager in that same article  
13 indicated that, during earlier discussions with  
14 staff concerning this position, it was clear that  
15 the position was not intended to focus on the  
16 heroin problem, but was to be more broad-based.

17           Second, the Town Manager, in his original  
18 budget, was faced with the request of the AYS  
19 director to fund two new positions. After  
20 discussions, he decided to fund the other position,  
21 not this one.

22           In effect, the AYS director then went  
23 directly to the Board of Selectmen to lobby for  
24 funding for this position.

1           Third, the debate, discussion, and vote on  
2 funding this position have all taken place in a  
3 very compact timeframe, totally framed about --  
4 around what are described as "several heroin  
5 overdose deaths" last year and a rise in nonfatal  
6 overdoses this year.

7           I would submit that there are several  
8 departments in town that might have some direct  
9 bearing on assisting with this problem, only one of  
10 which is youth services.

11           Community services might be in a position  
12 to offer outreach and education programs to  
13 families. The Board of Health could certainly play  
14 a role. Police and fire rescue are already acting  
15 as first responders. The Board of Health could  
16 certainly have a positive effect.

17           Finally, we have a school department in  
18 town that touches all of our school-aged children  
19 and already has trained healthcare specialists on  
20 staff. While I'm not suggesting that youth  
21 services is not the place to have such a person, I  
22 am suggesting that this issue has not yet been  
23 vetted properly, because it has come up just in the  
24 last few weeks.

1 I would submit that we do not have a  
2 crisis here. We have a problem; and we should take  
3 the time to determine the best approach to solving  
4 the problem.

5 Fourth, I believe that the issue of drug  
6 abuse is being used to justify a position in the  
7 budget that was not originally recommended.

8 I would submit that the Town Manager --  
9 had this position been originally advocated as a  
10 drug counselor -- would have thought twice before  
11 not recommending it.

12 Finally, I believe that decisions based on  
13 emotion are generally not the best decisions.  
14 Let's take the time to determine the problem and  
15 apply resources in the best way to the solution to  
16 this issue.

17 I urge support of my amendment. Thank  
18 you.

19 (Applause.)

20 MODERATOR DOHERTY: Go ahead. Go ahead.

21 If you can identify yourself, please.

22 MS. CARBONE: Yes. My name is Mary  
23 Carbone, Cyr Circle.

24 MODERATOR DOHERTY: Thank you, ma'am.



1 MS. CARBONE: I would like to say ditto to  
2 the previous resident of the community who just  
3 spoke at great length. I have previously spoken to  
4 this issue at a tri-board; and I truly feel that  
5 this position belongs on the school side of the  
6 event, where the schools already have a person  
7 available that would counsel our youth on this  
8 issue.

9 And I also feel that the youth of this  
10 community have to show more respect for the police,  
11 public safety in this community who are trying to  
12 do their job. I've been in this town since 1976.  
13 I know there's been a problem. And the youth of  
14 this community, in general, generally don't expect  
15 [verbatim] the public safety officials. They have  
16 to be taught that they have to show respect. I'm  
17 not saying it's an overall issue, but, in general,  
18 it is an issue.

19 So basically I'm actually in favor of the  
20 previous speaker and the amendment of 54,000 which,  
21 in addition, would include health coverage and  
22 other perks. So I thank you for listening.

23 (Applause.)

24 MODERATOR DOHERTY: Thank you, Mary.

1 Yes.

2 MS. O'DONOGHUE: Mary O'Donoghue, 69 Salem  
3 Street. I too am totally in favor of this  
4 amendment. The original budget for this department  
5 was voted by the Board of Selectmen at \$1,269,885.  
6 The Town Manager recommended that appropriation  
7 without this position being added.

8 So I have total -- I'm in total agreement  
9 with the sentiments that have been made here. I'd  
10 also like to speak to the issue of the budget  
11 process.

12 The process allows for every department to  
13 present their request -- to present the request for  
14 fiscal '15. The Town Manager made recommendations  
15 to the Board of Selectmen and the Finance  
16 Committee --

17 MODERATOR DOHERTY: Mrs. O'Donoghue, I  
18 need to stop you here --

19 MS. O'DONOGHUE: Yes.

20 MODERATOR DOHERTY: -- 'cause we're  
21 talking about this amendment right now.

22 MRS. O'DONOGHUE: Gotcha. So I can't talk  
23 about the actual process?

24 MODERATOR DOHERTY: No, not at -- not this

1 point, 'cause we're talking only about the  
2 amendment.

3 MRS. O'DONOGHUE: Okay. I guess, then, I  
4 cannot address what I wanted to say.

5 But I will address it at a Board of  
6 Selectmen's meeting in the future, and I would just  
7 like to close by saying --

8 (Applause.)

9 I'm 100 percent in favor of this. Thank  
10 you.

11 MS. COSTAGLIOLA: Madam Moderator --  
12 question.

13 MODERATOR DOHERTY: Okay. This is the --  
14 wait a minute.

15 This is the con mic over here.

16 MS. COSTAGLIOLA: To be against the  
17 amendment?

18 MODERATOR DOHERTY: Pro here. This is a  
19 con. This is con. This is a con. So this is a  
20 con.

21 And if you could identify yourself,  
22 please, ma'am.

23 MS. COSTAGLIOLA: Diane Costagliola,  
24 Belknap Drive. In addition, I'm the chairperson of

1 the Andover Youth Foundation. I'm speaking against  
2 the amendment that was recently made for  
3 proposed -- to take away the youth service worker,  
4 which was approved at the Selectmen's meeting.

5           It was very clear when anybody listened to  
6 Mr. Fahey in his presentation at the Selectmen's  
7 meeting and in subsequent articles that what he was  
8 looking for -- what he has been looking for is a  
9 youth service worker that had a community service,  
10 social worker background that could develop  
11 programs which would be of a preventative nature  
12 for the youth in the community.

13           He is looking to have this person be a  
14 bridge between what the social workers do at the  
15 high school and what happens after hours. Like it  
16 or not, our children spend most of their time out  
17 of a school and not in school. There are  
18 tremendous support systems in school, but when  
19 they're gone, they need help; and this is a  
20 preventative person who is going to bridge that  
21 gap. We need to keep this position in the budget.

22           Bill and his crew have worked hard and  
23 long with these people for a very long time. They  
24 have not had a new position in their budget since

1 2003; and they service thousands of people in the  
2 community.

3           Whether people like it or not, we do have  
4 a crisis, and we need to address it. And we need  
5 to address it with this position for Andover Youth  
6 Services. Thank you.

7           (Applause.)

8           MODERATOR DOHERTY: Hang on a second.  
9 Yes, sir. Go right ahead. There somebody's here  
10 that has been waiting ahead of you. One second.

11           MR. GUSTAS: Gerry Gustas, Fern Road; also  
12 to speak against the amendment. I was nowhere near  
13 as well prepared as Mr. Deso was. One of the  
14 things that he said is what leapt me out of my  
15 chair when he talked of the police as being the  
16 first responders, and it strikes me that they're  
17 the first responders to the tragedy; and that this  
18 position is the first responder prior to the  
19 tragedy.

20           The youth services was born in this town  
21 from a -- a suicide epidemic; and I think that, you  
22 know, we need to look past the \$64,000. And we  
23 need to, you know, understand that this is a needed  
24 position now, given what's going on with the --

1 with the explosion of drug abuse in Andover as  
2 well; and I would recommend that we vote to defeat  
3 this amendment. Thank you.

4 (Applause.)

5 MODERATOR DOHERTY: Are you ready to vote?

6 Yes, sir. Yes, sir. Go ahead.

7 Identify yourself, please.

8 MR. COLEMAN: Don Coleman, High Street.

9 The gentle lady wanted a solution? I will tell her  
10 a solution. Work. It doesn't hurt anyone. And we  
11 don't have one Andover child working McDonalds --  
12 like Jay Leno, and I did, and others I can see here  
13 in the auditorium tonight. I paid 100 percent for  
14 my college education, and I'm proud of it. And if  
15 these kids had a job to go to -- if they played  
16 sports -- as many of us did -- instead of seeing  
17 kids every Saturday and Sunday blocking the  
18 entrance to CVS in \$250 Ozzie boots -- I am fed up.

19 We have to talk brass tacks tonight. We  
20 are not rich and famous in this town. We're not  
21 any better than anybody else.

22 MODERATOR DOHERTY: Mr. Coleman --

23 MR. COLEMAN: And if these kids went to  
24 work, they wouldn't have time to get into

1 foolishness. Give them a job.

2 MODERATOR DOHERTY: Mr. Coleman, we're  
3 talking about budget. I understand what you're  
4 saying.

5 Yes, sir.

6 MR. LANDRY: Madam Moderator, I have a  
7 question on this amendment: This position was  
8 added -- Bob Landry, by the way, Seminole Circle.

9 MODERATOR DOHERTY: Thank you.

10 MR. LANDRY: This position was added -- as  
11 Mr. Deso said -- relatively late in the budget  
12 process. What I'd like to know, could you review  
13 again how the Town Manager found funding for this  
14 position? Because he -- I think the instruction  
15 was to stay within the revised budget constraints  
16 that the Board of Selectmen had put on the town.

17 And could you just review again the  
18 numbers that I think were put forward in the Board  
19 of Selectmen's meeting as to where the \$54,000 came  
20 from?

21 MODERATOR DOHERTY: Do you have those?

22 One moment, please.

23 Go ahead.

24 MR. STAPCZYNSKI: Yes, I have that

1 information. This -- the instructions I had -- as  
2 Bob said -- was to revise my recommendation and  
3 cuts and to add this position back. I had  
4 originally -- had recommended a lesser position, a  
5 program assistant, not a program coordinator. The  
6 Selectmen asked me to bump that up to a program  
7 coordinator, and I did so.

8           And the funding for the program  
9 coordinator came from -- we reduced -- or I reduced  
10 the accumulated benefit account by 20,000; I  
11 reduced legal expenses by 15; and then, in  
12 municipal services, there were several accounts  
13 that totaled \$19,418, for a net reduction in those  
14 budgets totaling 54,418; and that 54,418 was added  
15 to the -- the youth services personnel line that  
16 we're discussing tonight.

17           So it was done in a revenue-neutral  
18 manner, which worked out to the advantage of all.

19           MR. LANDRY: Okay. If I could follow-up,  
20 Madam Moderator, on that. The -- so the accounts  
21 you're talking about though -- I'd just like to  
22 distinguish between what these are actually  
23 operating line items or if they're simply cash  
24 accounts that have excess balances in them?



1 Because, you know, if we're going to be funding a  
2 full-time position that's going to be coming on,  
3 we'll own that for as long as we own it.

4 And how much of this is coming out of just  
5 excess cash? Because I'm hearing cumulated benefit  
6 account. Is that just a cash account -- excess  
7 funds in a cash account?

8 MR. STAPCZYNSKI: No. That's an  
9 appropriation that we make every year. Generally  
10 it's 400,000. We do an analysis about this time  
11 every year to see who would be retiring, who might  
12 retire; and we oftentimes adjust it to a more  
13 realistic level.

14 MR. LANDRY: How about the streetlight?  
15 Isn't that municipal service -- some type of  
16 streetlight fund that was over funded?

17 MR. STAPCZYNSKI: No. The streetlights  
18 are -- as a -- that is a line item in the budget;  
19 and depending on the cost of streetlights, what the  
20 tariff is from -- from NGRID -- that fluctuates  
21 every few years. So sometimes we have a surplus;  
22 other years we don't, depending on, again, the cost  
23 for the -- or the tariff for the particular street  
24 light.

1           MR. LANDRY:   Okay.   Thank you very much  
2   for the clarification.

3           MODERATOR DOHERTY:   Yes, sir.   Let's go on  
4   this, and then we'll vote on the amend.

5           MR. COTTON:   I have a question about this.

6           MODERATOR DOHERTY:   I'm sorry.   If you  
7   would...

8           MR. COTTON:   Steve Cotton, Pomeroy Road.

9           MODERATOR DOHERTY:   Thank you.

10          MR. COTTON:   The only thing I've heard so  
11   far about what this position will or won't do is a  
12   summary in the newspaper article about it.   Could  
13   we hear from Mr. Fahey about what this position is  
14   intended to do?

15          MODERATOR DOHERTY:   Go ahead.

16          MR. FAHEY:   Good evening everyone.   My  
17   name is Bill Fahey.   I'm the director of the  
18   Andover Youth Services; and as a lot of the young  
19   people like to say, I'm the founder of the youth  
20   services.   I've been here since day one.

21                 I started here on a grant in 1994.   So  
22   it's hard to believe it's been my 20th year here.  
23   And what it was, was a reaction to something that  
24   was going on in the Andover community -- three

1 young people had committed suicide. And the  
2 situation was a task force was put together, and  
3 they started talking about other ways to  
4 approach --

5 MODERATOR DOHERTY: Mr. Fahey -- excuse  
6 me. I'm going to ask you to just keep your  
7 comments to this amendment, please. No. Mr.  
8 Fahey, just if you could keep your comments to the  
9 amendment.

10 MR. FAHEY: Thank you. Absolutely. The  
11 process is a year-long process. In the fall we  
12 were asked to ask the Town Manager what we would  
13 like to -- for our departments. I requested two  
14 positions. The one that we're talking about this  
15 evening was a program coordinator specifically  
16 focused on support positions for this community.

17 That was -- came from a direct result --  
18 I've asked for a position since 2000 -- for this  
19 position. Usually when I ask for a position the  
20 answer is, You can have the position if you raise  
21 the fees and pay for it.

22 Well, in this particular case, after we've  
23 seen a dramatic increase -- you've read the  
24 newspapers; you've heard the governor of the state

1 talk; you've heard the Merrimack Valley talk loud  
2 and clear. We have rising problems for our young  
3 people in terms of lots of different issues -- one  
4 of them happens to be heroin opiates.

5           It's a small percentage in this community,  
6 but we have other issues that -- mental health  
7 issues, pressure on young people.

8           The community is changing. The family is  
9 changing. We've been -- we are a use development  
10 agency; we've been talking about arrests around the  
11 state in this community -- very effectively; we're  
12 probably the smallest or second smallest budget in  
13 this community. What we do is take your tax  
14 dollars and work very hard on behalf of these young  
15 people; and try to come up with proactive solution.

16           This was a proactive solution. We stepped  
17 forward as a town department and said that we would  
18 like this position that will work young with their  
19 families. What you're going to get for your  
20 taxpayers for 60,000, roughly, is a person with  
21 master's level degree that will come here and work  
22 with your young people in youth development.

23           They're not -- they're going to come here  
24 and they're going to work probably 100 hours a

1 week. And they're going to work with young people  
2 and build partnerships, and they're going to build  
3 programs in the community, at the youth center, and  
4 will work with anybody in this community that wants  
5 to make things happen for the young people.

6 I take great offense to people saying that  
7 the young people are disrespectful in this  
8 community. I think they're the best in the world.  
9 They're a reflection of you.

10 MODERATOR DOHERTY: Mr. Fahey, your  
11 comments --

12 MR. FAHEY: On the telethon they raised  
13 \$150,000 for this community -- over 300 kids stood  
14 up there and volunteered their time to make it  
15 happen. That's who they are.

16 This position went through the budget  
17 process. Yes, it will work on heroin opiate  
18 issues. Yes, we followed the process.

19 The discussion that we can have today is,  
20 are we going to vet it out? We're going to study  
21 it? I disagree with that language. I think we  
22 have a solution. I think we have a proven track  
23 record. I'm asking the taxpayers to please support  
24 this position. You know, this position will make a

1 difference in our community.

2 It will help our families and young  
3 persons and anybody in this community that wants  
4 to -- thank you for listening to me.

5 MODERATOR DOHERTY: Okay. We are going to  
6 vote. We are going to vote on the amendment.

7 The amendment is to amend line item 9 of  
8 the budget to this number: \$1,269,885.

9 All those in favor -- if you could please  
10 be seated if you want to be counted.

11 All those in favor of the amendment,  
12 please raise one hand.

13 Thank you.

14 Those opposed?

15 I think it does not win, but let's take a  
16 vote, please. All those in favor of the amendment  
17 please stand.

18 When they have counted your row, please  
19 sit down.

20 COUNTER: As we're doing our first  
21 standing count, know who your counter...

22 MODERATOR DOHERTY: Once they have counted  
23 your row, please be seated so that the counters can  
24 see who the next row is.

1 Yes, he has, Donald.

2 COUNTER: Okay. Section 1, please.

3 MODERATOR DOHERTY: Would you please turn  
4 up mic 1?

5 COUNTER: Section 1?

6 THE FLOOR: 14.

7 COUNTER: 14 in section 1.

8 Section 2, please.

9 THE FLOOR: Section 2, 26, 2-6.

10 COUNTER: 26.

11 Section 3?

12 THE FLOOR: Section 3, eight.

13 COUNTER: Eight.

14 Section 4?

15 MODERATOR DOHERTY: Are we still counting  
16 in Section 4?

17 COUNTER: I'm sorry, but we are still  
18 counting.

19 MODERATOR DOHERTY: Could we go into  
20 section, please? Could you go into Section 5 while  
21 she's still counting?

22 COUNTER: Section 5.

23 THE FLOOR: Section 5, 29.

24 MODERATOR DOHERTY: Thank you.

1 COUNTER: Section 5 is 29.

2 Let's get Section 4 here.

3 THE FLOOR: Section 4, 73.

4 COUNTER: I'm sorry we rushed you.

5 Section 6.

6 THE FLOOR: Section 6 has 33.

7 COUNTER: 33.

8 Section 7.

9 THE FLOOR: Section 7, 18, 1-8.

10 COUNTER: 18.

11 There should be no voters in 8; is that

12 true?

13 Bob, what have you got?

14 THE FLOOR: Section 8 has one.

15 COUNTER: One.

16 9, 10, 11, and 12 are down in the mess  
17 hall -- down in the mess hall -- down -- cafeteria.

18 I don't think there's anybody down there.

19 MODERATOR DOHERTY: There's nobody there.

20 COUNTER: Is there a vote from the hall,

21 Charlie Heseltine --

22 MODERATOR DOHERTY: All right. All those  
23 in favor --

24 THE FLOOR: Wait a minute. Charlie



1 Hazeltine has the people out there. We're checking  
2 people in, so we need the people in the hall. Is  
3 Charlie around?

4 MODERATOR DOHERTY: I understand.

5 COUNTER: What have you got? Is Charlie  
6 around?

7 THE FLOOR: 11; there's no voters in the  
8 cafeteria.

9 COUNTER: There's no voters in the  
10 cafeteria. But there are people checking people  
11 in. So that's why Charlie's there.

12 You said 11?

13 THE FLOOR: 11.

14 COUNTER: 11. And then we have a stage  
15 count.

16 THE FLOOR: Stage count is three.

17 I have -- are you including me? I have  
18 four.

19 COUNTER: Stage is 4. That should be  
20 everything now.

21 MODERATOR DOHERTY: Okay. All those  
22 opposed to the amendment, please stand.

23 COUNTER: If you can clear that -- do you  
24 want the count? Do you want a full count?

1           Look for your counter and then please sit  
2 down. He has to look through you.

3           MODERATOR DOHERTY: If you are not  
4 standing for a vote, please sit down.

5           COUNTER: Can we do Section 1, please?

6           THE FLOOR: Section 1, 25, 2-5.

7           COUNTER: 25.

8           Section 2.

9           THE FLOOR: Section 2, 599, 59.

10          COUNTER: 59. Section 3?

11          THE FLOOR: Section 3, 15.

12          COUNTER: 1-5. 15.

13          Section 4.

14          THE FLOOR: Section 4, 53, 5-3.

15          COUNTER: 53.

16          Section 5, please?

17          THE FLOOR: Section 5, 62.

18          COUNTER: 62.

19          Section 6.

20          THE FLOOR: Section 6 has 76, 76.

21          COUNTER: 76.

22          Section 7?

23          THE FLOOR: Section 7, 29, 2-9.

24          COUNTER: Section 9. Any voters in 8?

1 THE FLOOR: Section 8, four.

2 COUNTER: Four votes.

3 Charlie in the hall, please?

4 THE FLOOR: Cal, we --

5 COUNTER: I didn't hear a number.

6 THE FLOOR: 10, 1-0.

7 COUNTER: 10.

8 And the stage count is?

9 THE FLOOR: 17, 1-7.

10 COUNTER: 1-7 on the stage. Thank you.

11 MODERATOR DOHERTY: Those voting in the  
12 affirmative are 212. Those in the negative are  
13 350. The amendment is lost.

14 Let's go back to items No. 9 and 10 in the  
15 amount of \$1,813,173.

16 Any further discussion on that?

17 All those in favor, please raise one hand.

18 Thank you.

19 Those opposed?

20 Thank you. The ayes have it, clearly.

21 The motion passes.

22 Line item 11 and 12, Mr. Vispoli.

23 MR. VISPOLI: Yes, Madam Moderator. I  
24 move that lines 11 and 12 unclassify the following

1 amounts: Line item 11, the compensation fund  
2 \$550,000. Line item 12, from the reserve fund,  
3 \$200,000, for a total of \$750,000.

4 MODERATOR DOHERTY: Line item 11 and 12  
5 has been moved and seconded in the amount of  
6 \$750,000.

7 Mr. Vispoli?

8 MR. VISPOLI: Board of Selectmen  
9 recommends approval.

10 MODERATOR DOHERTY: Mr. Stumpf?

11 MR. STUMPF: The Finance Committee  
12 recommends approval.

13 MODERATOR DOHERTY: Any questions?

14 All those in favor, please raise one hand.

15 Thank you.

16 Those opposed?

17 Thank you. The ayes have it. The motion  
18 carries.

19 Line item 13, Mrs. Gilbert.

20 MS. GILBERT: Thank you, Madam Moderator.  
21 I move line item 13, Andover School Department in  
22 the following amount: \$70,904,452.

23 MODERATOR DOHERTY: Line item 13 has been  
24 moved and seconded in the amount of \$70,904,452.

1 MR. POKRESS: Point of order.

2 MODERATOR DOHERTY: Yes, sir.

3 MR. POKRESS: Madam Moderator, Bob  
4 Pokress, 3 Cherrywood Circle. I would like to move  
5 an amendment to this line item.

6 MODERATOR DOHERTY: Go ahead.

7 MR. HOWE: Madam Moderator, I'm sorry.  
8 I -- I withheld my motion.

9 MODERATOR DOHERTY: You did. You did.

10 Mr. Pokress, would you yield to this  
11 gentleman who very kindly -- I'm sorry, Mr. Howe.  
12 Go right ahead.

13 MR. HOWE: I would like to move that the  
14 school department budget line item 13 be laid on  
15 the table until such time as this Town Meeting has  
16 received a complete presentation outlining  
17 collective bargaining settlements and contracts  
18 recently agreed to.

19 MODERATOR DOHERTY: Do you have that  
20 amendment? Oh. It's a motion you're making?

21 MR. HOWE: It's a motion to table.

22 MODERATOR DOHERTY: Your motion to table.  
23 Okay.

24 Is there a second, please?

1           Okay. It's been moved and seconded.

2           Would you like to address that?

3           MR. HOWE: Just briefly.

4           MODERATOR DOHERTY: Go right ahead.

5           MR. HOWE: It is my understanding that the  
6           only time Town Meeting can consider and appropriate  
7           funds for -- the only time that it can adequately  
8           consider a collective bargaining agreement -- a  
9           multiyear collective bargaining agreement is during  
10          the first Town Meeting after that agreement has  
11          been signed.

12          I have -- in my eight or 10 years here,  
13          I've never heard a complete presentation to Town  
14          Meeting on a collective bargaining agreement.

15          But this -- collective bargaining  
16          agreements.

17          THE FLOOR: (Inaudible)

18          MODERATOR DOHERTY: What's your point of  
19          order, sir? If you could get to a mic.

20          If you could just go up to the mic in the  
21          back please, Jim. Could you go up to the mic in  
22          the back?

23          THE FLOOR: (Inaudible) Greenwood Road,  
24          Andover, Mass. I just have a question regarding

1 tabling a motion. Isn't discussion on the tabling  
2 out of order?

3 MODERATOR DOHERTY: No. We're not tabling  
4 the motion. We're -- we're being asked to table  
5 the vote on the budget.

6 THE FLOOR: Excuse me. Isn't the motion  
7 to table -- you're not supposed to discuss a motion  
8 to table. Once a motion to table is presented --  
9 my understanding -- discussion doesn't take place.  
10 A vote takes place to table. That's the point of  
11 tabling the issue.

12 MODERATOR DOHERTY: He's made a motion;  
13 and I think he's entitled to explain why he has  
14 made that motion.

15 THE FLOOR: Okay. So that's going to be  
16 the rule on future issues also, then?

17 I just don't want to get ruled out of  
18 order if somebody wants to table something in the  
19 future and then is told they can't speak on the  
20 issue.

21 MODERATOR DOHERTY: Well, if there -- if  
22 there's a motion before the meeting to table  
23 something, I think it's only fair that the meeting  
24 hear why this gentleman wants it to be tabled.

1           THE FLOOR: Okay. I just don't believe  
2 that's the normal course of business under Robert's  
3 rules. But okay.

4           MODERATOR DOHERTY: We don't run by  
5 Robert's rules. You do know that; okay.

6           MR. HOWE: Thank you. The earlier numbers  
7 that we received from the school department budget  
8 indicated that some 80 percent of that budget is  
9 salaries. It's clear that most of that is driven  
10 either directly or indirectly by collective  
11 bargaining.

12           I believe that Town Meeting should  
13 consider the budget, it's the singlemost important  
14 role that this body has; and that collective  
15 bargaining is a large portion of the town budget.  
16 Therefore, in the interest of transparency, I would  
17 like to see a -- a complete presentation from the  
18 school department on the collective bargaining  
19 agreement that has recently been signed.

20           It seems to me that several years ago we  
21 saw a wonderful presentation on the Bancroft  
22 School. Took about 20, 30 minutes. This agreement  
23 is many times more expensive than the Bancroft  
24 School. And it seems to me that the Town Meeting



1 could at least have the information necessary to  
2 make an informed vote on the school department  
3 budget and to have this information before it does  
4 so.

5 (Applause.)

6 MODERATOR DOHERTY: Mr. Howe, as to  
7 process, do you have -- at what point do you want  
8 this to be reconsidered? We certainly can't go  
9 indefinitely without considering the school budget.

10 MR. HOWE: No. I will -- once such a  
11 presentation has been made -- I hope it would be  
12 the first order of business -- perhaps tomorrow  
13 night -- that such a presentation could be prepared  
14 in the meantime; then a motion to take it off the  
15 table would certainly be in order at that point;  
16 and I would support such a motion.

17 MODERATOR DOHERTY: Okay. Thank you.

18 Mrs. Gilbert?

19 MS. GILBERT: Thank you, Madam Moderator.  
20 We did -- just to clarify -- we have given a  
21 complete presentation to all three boards in a  
22 public meeting. We can, if we can -- I can ask my  
23 colleague, Paula Colby-Clements, who sat on the  
24 negotiating subcommittee to give an overview of

1 that presentation now.

2 MR. HOWE: Madam Moderator, I would be  
3 happy to hear that presentation that was made  
4 before. It seems -- I'm -- I'm surprised that  
5 there was no mention of it made. There's a small  
6 item on page 2 about collective bargaining. It's  
7 about five sentences long. And something of this  
8 significance deserves more information and more  
9 discussion, I believe, with questions and answers.

10 If Mrs. Clements is prepared to make that  
11 presentation this evening with the slides and other  
12 things that she showed at that previous  
13 presentation --

14 MS. GILBERT: We don't have the slides,  
15 but we can go through an overview.

16 MR. HOWE: -- then -- I think the slides  
17 would be helpful. If they were presented to a  
18 tri-board meeting previously --

19 MODERATOR DOHERTY: Well, let's see --

20 MR. HOWE: -- we should have it also.

21 MODERATOR DOHERTY: Let's see what the --  
22 let's see what the temperature of the meeting is as  
23 to accepting this tabling.

24 All those who are in favor of -- all those

1 in favor of tabling line item 13 at this time,  
2 please raise one hand.

3 Thank you.

4 Those opposed?

5 I think that has it. But would you like a  
6 vote?

7 Do you want a standing vote?

8 All those in favor, again, please raise  
9 one hand -- of tabling line item 13.

10 Those opposed?

11 I believe the opposition has it. So  
12 the -- the request is lost.

13 We'll go back to Mr. Pokress and his line  
14 item and amendment.

15 MR. POKRESS: I'd like to ask Ms. Denise  
16 Wall, who has an amendment to this line item --  
17 that I'd like to allow her to make before mine.

18 MODERATOR DOHERTY: Before yours. You're  
19 just pushing yourself so far back the question is  
20 going to be moved, and you won't be able to speak.

21 Go right ahead.

22 MS. WALL: I'm Denise Wall from 2  
23 Blueberry Hill Road. I move to amend Article 4  
24 Town Meeting fiscal year 2015 operating budget line

1 item 13, reducing it by \$50,000 from the budget  
2 request of \$7,904,452 to \$70,854 --

3 MODERATOR DOHERTY: 70,000 -- I'm sorry.  
4 Could you repeat the number again?

5 MS. WALL: 70,854,452.

6 MODERATOR DOHERTY: Okay. Do you have  
7 that in triplicate, please?

8 MS. WALL: I do.

9 MODERATOR DOHERTY: Could you bring that  
10 up to us?

11 Mr. Barry, would you mind?

12 Paul, do you have a -- do you have scanner  
13 there?

14 Go right ahead if you want to explain.

15 MS. WALL: Yes. I have been asked by  
16 parents of children who are on or in need of an IEP  
17 or a 504 plan to present this amendment tonight.  
18 And I was asked to present on their behalf, as they  
19 felt there might be some retaliation to their  
20 family members.

21 So these parents would like to propose a  
22 \$50,000 reduction to the school's legal budget as a  
23 symbolic gesture. This gesture is to shed light on  
24 the recurring situation within our school

1 administration. The school's special education  
2 department has been employing legal tactics against  
3 special ed families to keep them from pursuing the  
4 proper remediation desperately needed for their  
5 children.

6 This legal pressure needs to stop. The  
7 cost to the town and to our families has risen over  
8 the years, while the town's special education  
9 program has left numerous children and families in  
10 emotional and/or fiscal financial crisis.

11 Supporting this point is the latest Eagle Tribune  
12 article regarding laying off instructional  
13 assistants.

14 Most of these families have lived in this  
15 community for many, many years and have yet to meet  
16 the family that wants to hire a lawyer or an  
17 advocate for their child to simply receive the  
18 necessary services these kids so desperately need.

19 People may say Andover parents are  
20 litigation happy, And they are always -- there are  
21 always those parents who want to -- the town to pay  
22 for the children's private education.

23 On a personal note, I can tell you the  
24 people I'm speaking for are not those people. The

1 parents that I'm speaking for are your child's  
2 soccer or baseball coaches, parents who are  
3 involved in the community in many, many ways.

4 They are the ones who actively are  
5 fund-raising for our schools and towns. They have  
6 educated themselves on learning disabilities by  
7 consulting experts, going to workshops and  
8 webinars. They want their children to be educated  
9 in Andover, but they need the proper programming  
10 and the support and understanding of the school's  
11 administration.

12 This spring, the new board of SEPAC  
13 conducted the first ever needs assessment survey,  
14 which ended on April 17th. They received 887  
15 responses from parents.

16 MODERATOR DOHERTY: Is this specifically  
17 to this 50,000 that you're speaking now, please?

18 MS. WALL: Yes.

19 MODERATOR DOHERTY: Specifically to this  
20 50,000?

21 MS. WALL: Yes.

22 MODERATOR DOHERTY: Go right ahead.

23 MS. WALL: Okay. Thank you. SEPAC has  
24 already shared the re -- redacted data to the

1 School Committee and to the school superintendent.  
2 This parent committee is looking forward to working  
3 collaboratively with the School Committee and the  
4 administration, and that positive change for their  
5 learning disability child is on the horizon.

6 In the survey there were numerous mentions  
7 of language-based learning disabilities. These  
8 learning styles -- such as dyslexia, processing  
9 speed, and word retrieval -- are highly hereditary.

10 With the dedication and perseverance of  
11 Andover's families and School Committee, we are  
12 confident that Andover will be on the forefront of  
13 change. By transferring our legal dollars to  
14 creating an exemplary program for special ed  
15 children, by incorporating transparency, research,  
16 and training, Andover will become a town that, with  
17 other towns, will be looked at for guidance and  
18 inspiration instead of a town that uses our tax  
19 dollars to litigate against taxpayers.

20 These parents would like to thank you for  
21 your time and support of this amendment.

22 MODERATOR DOHERTY: Thank you.

23 Are you addressing the amendment?

24 MS. CROMER: Yes.

1           MODERATOR DOHERTY: If you could turn up  
2 mic No. 1, please. Thank you.

3           MS. CROMER: Hi. My name is Cindy Cromer,  
4 3 Island Way; and I'm in favor of this amendment.  
5 I'm also a parent of a child with a learning  
6 disability. I am supporting this amendment on  
7 behalf of all parents with children who need  
8 additional services and are not receiving them.

9           My family's lived in this town for 17  
10 years; and my son was not offered the services he  
11 needed until it was really too late to help him  
12 very much.

13           To get these services, we had to have  
14 external testing done at our own expense; we had to  
15 have an advocate; and we had to pay a  
16 neuropsychologist to come to a meeting. I guess we  
17 were lucky because we didn't need to hire a lawyer,  
18 but that was our next step.

19           Receiving much-needed services for a child  
20 who needs them should not require a battle against  
21 student services department of the school  
22 administration.

23           Additionally, services should be available  
24 to all children, even if their family can't afford



1 the minimum -- roughly \$5,000 price of admission to  
2 the program.

3 This amendment is meant to send a message  
4 to the School Committee and the school  
5 administration. The current process is  
6 unacceptable. Thank you.

7 MODERATOR DOHERTY: Thank you very much.

8 Doctor McGrath. Doctor McGrath.

9 DOCTOR McGRATH: Thank you. With respect  
10 to legal costs and legal hirings of attorneys,  
11 whether there is -- it's a general education issue  
12 or a special education issue, the district retains  
13 an attorney if the parent or the guardian retains  
14 an attorney.

15 This is done to protect both the district  
16 and the town. Legal costs are primarily in the --  
17 are primarily related to personnel issues,  
18 disciplinary issues, advisory to the administration  
19 and to our principals, as well as training  
20 opportunities for all of our staff.

21 MODERATOR DOHERTY: Thank you.

22 Any other questions?

23 We're going to vote just on the amendment.

24 Does Finance Committee have any input on

1 this?

2 No. Okay.

3 Yes, ma'am.

4 MS. HANSON: Randy Hanson, Town Clerk --  
5 excuse me -- Town Clerk -- 15 Pacho Street. I  
6 guess I forgot where I was.

7 Sorry, Larry.

8 I -- it is my understanding that we can  
9 reduce this \$50,000, but in the long scheme of  
10 things, the School Committee doesn't have to put it  
11 to their legal services; am I correct?

12 DOCTOR McGRATH: Yes, that is correct.

13 MS. HANSON: So if we vote for this, it  
14 doesn't mean that it's going to go to legal  
15 services at all -- going to take it out legal  
16 services at all; am I correct?

17 DOCTOR McGRATH: That's correct.

18 MS. HANSON: Thank you.

19 MODERATOR DOHERTY: Okay. There's an  
20 amendment tonight floor here. All those in favor  
21 of the amendment, please -- we're not passing  
22 school budget. We're just -- we're just voting to  
23 accept the 50,000 reduction.

24 All those in favor of accepting the

1 \$50,000 reduction on line item 13, please raise one  
2 hand.

3 Thank you.

4 Those opposed?

5 Clearly it's defeated. Thank you very  
6 much.

7 We're back to the original motion of  
8 \$70,904,452. Mr. Pokress, do you want to give  
9 anyone else cuts?

10 MR. POKRESS: Thank you, Madam Moderator.  
11 Bob Pokress, 3 Cherrywood Circle.

12 Could you please put the amendment up on  
13 the screen to make it easier for people?

14 MODERATOR DOHERTY: Do you have his  
15 amendment? Thank you.

16 Go right ahead, sir.

17 MR. POKRESS: To amend Article 4, Town  
18 Meeting, fiscal year, 2015, operating budget line  
19 item 13: To stipulate to the school department  
20 that, in conjunction with the spending authority,  
21 that the school department will be granted by the  
22 voters if line item 13 is approved, the funding of  
23 noninstructional overhead expenses, such as school  
24 monitors, assistant principals in schools that have

1 three or four assistant principals, and other  
2 noninstructional overhead staff positions is to be  
3 reduced by 255,000 and applied, instead, during FY  
4 2015 -- to accelerating the adoption, improvement,  
5 and teaching of stem courses and curricula and to  
6 other instructional activities that will -- that  
7 measurably improve the educational achievement of  
8 students in the Andover school system.

9 MODERATOR DOHERTY: So if I --

10 MR. POKRESS: To clarify, this amendment  
11 does not increase or decrease the total amount to  
12 be approved in article 13. It provides stipulation  
13 to the school department that a material portion of  
14 that budget is not to be applied to  
15 noninstructional activities, overhead staff  
16 positions, for example, and, instead, to be applied  
17 to educational and instructional activities.

18 MODERATOR DOHERTY: So may I ask a  
19 question of you, sir?

20 Are you then asking this meeting to take a  
21 vote to instruct the school department how to spend  
22 their money?

23 MR. POKRESS: That is correct, Madam  
24 Moderator.

1           MODERATOR DOHERTY: Is that -- go ahead.

2           MR. URBELIS: General Laws Chapter 71,  
3 Section 34 says that Town Meeting, as the  
4 appropriate body, must vote on, quote, "The total  
5 amount of the appropriations requested and may not  
6 allocate appropriations among accounts or place any  
7 restriction on such appropriations," end quote.

8           MR. POKRESS: Madam Moderator, I suggest  
9 that this should be recognized as a rider on the  
10 contract between the taxpayers in Andover and the  
11 school department.

12           And if you will not allow this particular  
13 amendment to go forward, then I have an alternate  
14 version of this amendment that will reduce the  
15 budget overall by \$255,000.

16           MODERATOR DOHERTY: I -- I don't believe I  
17 can allow you, because it is an illegal amendment;  
18 that we cannot, as a Town Meeting, direct the  
19 school department how they will spend the money we  
20 appropriate.

21           MR. POKRESS: Then I would like to present  
22 this alternative version.

23           MODERATOR DOHERTY: I would like you -- if  
24 you would -- please, because I've ruled it out of

1 order -- if you could withdraw this amendment.

2 MR. POKRESS: Madam Moderator, I  
3 withdraw -- with protest -- this particular  
4 amendment, because I believe there is always two  
5 sides to every legal issue, because the legal issue  
6 is always about alternate sides having equally  
7 strong legal opinions -- and in -- in place of  
8 that, I would like to submit the following  
9 amendment.

10 MODERATOR DOHERTY: Okay. So this article  
11 amendment -- this amendment to article -- I mean to  
12 line item 13 is being withdrawn -- I appreciate,  
13 under protest.

14 Go right ahead. What have you got next?  
15 Mr. Barry, maybe -- I'm sorry. Next time -- next  
16 time, don't take that seat.

17 MR. POKRESS: This was not my preferred  
18 amendment to put forward at the meeting, but if  
19 Town Counsel won't allow the preferred amendment to  
20 be put forward, then I would like to move to amend  
21 Article 4, Town Meeting, FY 2015 operating budget  
22 line item 13, reducing it by \$255,000 from the  
23 budget request of \$57,710,706 to \$57,455,706.

24 MODERATOR DOHERTY: You're looking to

1 take -- that's not what it says.

2 MR. POKRESS: I am looking to propose  
3 reducing the budget by the same overhead expenses.  
4 I was proposing previously to shift into  
5 instructional activities in the school department.

6 MODERATOR DOHERTY: So you're looking to  
7 take \$70,904,452 and subtract \$255,000.

8 MR. POKRESS: I was addressing  
9 specifically line item --

10 MODERATOR DOHERTY: 13.

11 MR. POKRESS: -- 13, personal services.

12 MODERATOR DOHERTY: It looks to me like  
13 you're -- you're taking multiple millions out. I  
14 would think you would be looking at 70 million --

15 MR. POKRESS: No, I was -- there is a  
16 figure -- well, in the book that we were given  
17 prior to tonight, there was a figure for line  
18 item -- personal services -- of \$57,710,706. Now  
19 it looks like that has been changed in the handout  
20 we got.

21 MODERATOR DOHERTY: Could you stipulate,  
22 sir, that the figure \$70,904,452 minus \$255,000,  
23 for the total budget would be \$70,000 -- 649,452 --  
24 70 million -- I'm sorry.

1           MR. POKRESS: If the Town Clerk will  
2 confirm that arithmetic, I will affirm too.

3           MODERATOR DOHERTY: Are you okay with  
4 that? Will you stipulate to that amount --

5           MR. POKRESS: Yes.

6           MODERATOR DOHERTY: -- 70,649,452, which  
7 is a decrease \$25,000 to the school budget as  
8 proposed.

9           MR. POKRESS: Yes. Yes. That is correct.

10          MODERATOR DOHERTY: Go right ahead. And  
11 just for your correction, Mr. Urbelis did not not  
12 allow your amendment; I did not. But go right  
13 ahead. I love getting credit where I deserve it.

14          MR. POKRESS: As a 29-year resident of  
15 Andover, the son of two public high school  
16 teachers, the father of two children who attended  
17 Andover schools, and proud grandfather of five who  
18 now inhabit the world of public education, and,  
19 most importantly, I think, as far as my background  
20 for this particular point, as a former School  
21 Committee member when my children were in grade  
22 school, I should point out that I have no financial  
23 interest in this article or the proposed amendment.

24          As I was going to say, the amendment --



1 plain and simple -- was to stipulate that \$255,000  
2 of the approved line item 13 amount was to be  
3 shifted from spending on noninstructional overhead  
4 staffing to spending on actual instructional  
5 activities in order to move the needle  
6 educationally for our children.

7           At this point, since that won't be allowed  
8 as an amendment, I'm going to move the first half  
9 of what that amendment would have done, which is to  
10 at least reduce by \$255,000 the amount being spent  
11 on noninstructional, noneducational expenses on the  
12 personnel side, such as staff positions, such as  
13 school monitors, excessive assistants principals in  
14 it various schools, etcetera.

15           I'll cite just two reasons using data from  
16 our school department and from public sources --  
17 which I've put up in the slide that is on the  
18 screen. As the slide shows, Andover High School  
19 has fallen in the ranks of Massachusetts high  
20 school and is no longer even in the top 60 high  
21 schools in the state.

22           Those schools with whom school department  
23 leadership always likes to prepare Andover are not  
24 only more highly ranked than we are, but they get a

1 lot more bang for their educational buck when they  
2 do, refuting the argument of the educational  
3 establishment that you need to spend more per pupil  
4 to get better academic achievement.

5 We spend the most per pupil in this group  
6 of schools, with whom we like to compare ourselves,  
7 yet get much lower levels of academic achievement,  
8 as you can see from this slide.

9 There are a number of schools up there --  
10 towns whose name everyone will recognize -- who are  
11 more highly ranked than we are at Andover; and  
12 whose annual budgets per pupil are far less than  
13 what we currently spend per pupil.

14 There's nothing more special about the  
15 children of Acton, Belmont, Westford, or  
16 Winchester; that's the reason they have higher  
17 levels of academic achievement. The kids in their  
18 school sytem weren't born smarter. It's not the  
19 amount that they spend per pupil -- in fact they  
20 spend less than we do; and it's certainly not  
21 anything in the water they drink.

22 So the question is, how does the school  
23 system improve its levels of academic achievement  
24 when the usual suspects were blamed for lower

1 levels of achievement are ruled out?

2           Having served on a School Committee, I  
3 learned that one of the most important  
4 responsibilities of a School Committee is  
5 negotiation of the contract with the teachers'  
6 union, since so much of what can and cannot be done  
7 educationally gets locked into contract provisions;  
8 and removing -- as I should point out from personal  
9 experiences -- mediocre teachers and teachers who  
10 are just phoning it in can require the metaphorical  
11 equivalent of dynamite to get them out of the  
12 classroom.

13           I'll skip over some of the other points  
14 that I was going to make to reinforce the  
15 importance of being able to shift the dollars that  
16 we're not being allowed to at this Town Meeting  
17 from noneducational, noninstructional overhead  
18 to -- to education and just point out that a "yes"  
19 vote for this amendment will reduce -- at least  
20 reduce the spending that is noninstructional in  
21 nature and allow the School Committee ideally to  
22 focus its attention on those goals and objectives  
23 that are educational and instructional in nature  
24 and begin to break the back of the wasteful bloated

1 noneducational overhead spending --

2 MODERATOR DOHERTY: Mr. Pokress.

3 MR. POKRESS: -- that's currently in our  
4 school budget. I ask for your approval of this  
5 amendment to line item 13. Thank you.

6 MODERATOR DOHERTY: Any other comments  
7 about line item 13 -- about this amendment?

8 All those in favor -- yes, ma'am.

9 MS. ROBB: Thank you, Madam Moderator. My  
10 name is Mary Robb, 116 Lowell Street; and in the  
11 interest of full disclosure, I'm a social studies  
12 teacher at Andover High School. I'm a 15-year  
13 veteran of this school, but that doesn't matter.  
14 It also doesn't matter how long I've lived in the  
15 town, how many children I have in the system.

16 What does matter is that myself and  
17 several of my colleagues who are in the room this  
18 evening are not teachers who phone it in. And we  
19 provide a very good education in Andover.

20 I do want to --

21 (Applause.)

22 -- speak specifically to this amendment  
23 and thank both Mr. Pokress and the woman who spoke  
24 before him -- and I apologize; I do not remember

1 your name -- for demonstrating our democracy and  
2 media literacy students who are required to come  
3 here as part of a course we developed here unique  
4 to this school and praised by our state government  
5 and any number of national organizations.

6           They come here to see citizens in action,  
7 and you've demonstrated that clearly. You both  
8 have passionate feelings about this, and you  
9 prepared a presentation; and I applaud that; and I  
10 thank you for demonstrating good citizenship.

11           However, I would urge you -- as I have  
12 urged you in the past -- to come into my school and  
13 see what we do. You, sir, are making  
14 recommendations about something you do not have  
15 enough information -- I urge you to do that.

16           I do not know how else to get you to  
17 understand or how else to get the public to  
18 understand what we do every day. You heard from  
19 Bill Fahey about an increase in drug use in our  
20 students. You did not hear about the increase in  
21 anxiety. You did not here about the number of 504  
22 and IEP meetings we go to every single week that  
23 detracts from the time that we can prepare.

24           I agree with you that we need to think

1 very carefully about how we spend our money. But  
2 there are tri-board meetings; there are School  
3 Committee meetings; there are Selectmen meetings  
4 there are Finance Committee meetings year round  
5 where these things can be hammered out before  
6 coming here and trying to hijack this process.

7 Please, sir -- please think about that the  
8 next time you submit an amendment.

9 MODERATOR DOHERTY: Thank you.

10 Mrs. Gilbert, and then we'll take a vote.

11 MS. GILBERT: Thank you, Madam Moderator,  
12 could Mr. Pokress' slide go back up if you have it.

13 THE FLOOR: Excuse me, Madam Moderator,  
14 can I --

15 MODERATOR DOHERTY: We'll hear from School  
16 Committee, and then I'll be happy to recognize you,  
17 sir.

18 Annie, do you have something you want...

19 MS. GILBERT: Yeah. Sorry.

20 While the slide is coming up, I did just  
21 want to point out there is a missing piece of  
22 information; and that is the enrollment numbers of  
23 each of the high schools Mr. Pokress listed.

24 MR. POKRESS: I can vouch for the fact

1 that when I --

2 MS. GILBERT: You know what, I'd like to  
3 finish.

4 MODERATOR DOHERTY: She's got the floor  
5 right now, sir.

6 MR. POKRESS: Okay.

7 MS. GILBERT: So, for instance, Belmont  
8 High School at this moment has 1,183 students.  
9 Yes, they have two assistant principals as compared  
10 to Andover High School's three assistant  
11 principals, but we have over 1,800 students.

12 Arlington, as of October 1st, has 1,185  
13 students. They have one assistant principal and  
14 two house deans, who essentially round out that  
15 same administrative level. So they have the same  
16 number of assistant principals as Andover High, but  
17 roughly 700 fewer students.

18 If you go down the list of many of our  
19 comparable high schools -- for instance,  
20 Lexington -- we all like to compare ourselves to  
21 Lexington -- they have 2000 students, one  
22 principal, and six assistant principals, as  
23 compared, again, to Andover High with three.

24 Brookline has 1,832 students; almost

1 exactly the same as Andover High. They have one  
2 headmaster and seven assistant principals.

3           Newton North, 1,990 students; they have  
4 one principal and five assistant principals.  
5 Newton South, 1,779 students; almost exactly that  
6 of Andover High, one principal and five assistant  
7 principals.

8           The fact is that we are at or below the  
9 average number of assistant principals of the  
10 schools that we like to compare ourselves to. And  
11 I could easily ask Mr. -- Doctor McGrath to go on  
12 at length about the value of those members of our  
13 staff. They may not be instructing in the  
14 classroom, but they are meeting the needs -- the  
15 social and emotional needs, the disciplinary  
16 needs -- of -- in our case, almost 1,800 teenagers  
17 every day.

18           I would ask that you vote against this  
19 amendment.

20           (Appause.)

21           MODERATOR DOHERTY: Okay. I just want you  
22 to -- I just want you to know, we're going to take  
23 one swoop -- there are three people at mics now;  
24 that's all we are going to take; and then a vote.



1           Go right ahead, sir, if you could identify  
2 yourself.

3           MR. HINDIN: My name is Robert Hinden. I  
4 live and Wedgewood Drive.

5           First, I would like to start with a point  
6 of information before speaking on the pro side.  
7 Point of information: My understanding was that  
8 personal attacks against any speaker would not be  
9 allowed.

10           I think that the -- I did not catch the  
11 name -- the teacher from the geography department  
12 certainly registered a -- what I consider a  
13 personal attack against Mr. Pokress. I think it  
14 was very unfair; and I'm surprised that the  
15 Moderator allowed it.

16           To speak --

17           MODERATOR DOHERTY: Point taken. Go right  
18 ahead.

19           MR. HINDIN: I'm sorry?

20           To speak on the pro side in support of  
21 what Mr. Pokress said, my wife and I are long-time  
22 Andover residents. We started a family in Andover,  
23 had three children. Our children went through the  
24 entire Andover school system. So I think that I'm

1 as well qualified as anybody to speak about the  
2 school system and the conditions that my children  
3 faced.

4 I think the first thing that people should  
5 take a look at -- I'd like to go back to the  
6 numbers, if we might, that were shown a moment ago.  
7 I think it's very hard to argue with the numbers.  
8 And I think it really doesn't matter whether we  
9 have 100 children in the school system or 2,000  
10 children in the school system. It's not about the  
11 number of children we're educating. We are among  
12 the highest per-pupil expense -- our spending is  
13 among the highest per-pupil in this state -- as I  
14 think the numbers showed. You haven't gone back to  
15 that slide.

16 MODERATOR DOHERTY: It's right there, sir.

17 MR. HINDIN: I'm sorry?

18 MODERATOR DOHERTY: It's right there.

19 MR. HINDIN: Our cost of educating our  
20 children is among the highest in the state; and our  
21 academic ranging has dropped precipitously. Can't  
22 argue with that. It's not a numbers game.

23 Nobody on the School Committee has talked  
24 to that. They've spoken about the number of

1 students in the school, but they haven't addressed  
2 the quality of education. And quite honestly, the  
3 quality of education that we have seen in Andover  
4 has been pretty poor. There have been seller --  
5 there have been a number of teachers that have been  
6 very supportive of the students; but there have  
7 been a number of teachers that were real slackers.  
8 Thank you.

9 MODERATOR DOHERTY: Thank you, sir.  
10 Speaking of personal comments...

11 Yes, sir. Go right ahead.

12 MR. GUSTAS: Gerry Gustas, Fern Road. I  
13 couldn't read the slides, 'cause my eyesight's  
14 poor, but I don't have any slides of my own again.  
15 I'll need to bring them.

16 I find that the secondary amendment to be  
17 almost -- just, you know, an idea was -- was  
18 hatched about moving the money from one place to  
19 another, and it's -- and it's -- and it's illegal  
20 to Mass. law to do that. So we couldn't get our  
21 way. Let's just take the money away. There  
22 doesn't seem to be any real sense to that or any  
23 real focus to it.

24 I'm also -- I don't -- I don't often admit

1 this, but I'm also a former School Committee  
2 member; and I've also put two children through  
3 Andover public schools: One with special education  
4 and one a typical student.

5           And, you know, I -- my son was  
6 mainstreamed through the -- through the 8th grade;  
7 and then we put him into a more vocational kind of  
8 a setting; and he ran into an MCAS test in the  
9 tenth grade in science, and he hadn't had any  
10 science since the eighth grade in the mainstream  
11 part of it; and he passed the MCAS -- passed it in  
12 English, passed it in math; and he's got his high  
13 school diploma.

14           And my daughter, who's the typical -- I  
15 guess -- type student, 35 people applied to  
16 Springfield College to a dual athletic  
17 training/physical therapy degree program; and she  
18 was one of five who was accepted.

19           So I have to tell you that to use the word  
20 "poor" with Andover schools just rings false to me.  
21 I think it's a -- an outstanding school system. I  
22 think we've got some tremendously talented,  
23 dedicated teachers; and I would recommend not just  
24 taking the money away here, you know, 'cause the

1 first idea didn't pass; and so, you know, and then  
2 let's just stick a finger in someone's eye. I  
3 think that's a poor idea.

4 (Applause.)

5 DOCTOR AXELROD: Madam Moderator, may I  
6 respond?

7 MODERATOR DOHERTY: Yes, ma'am. Again,  
8 thank you.

9 DOCTOR AXELROD: Dr. Jane Axelrod, 8  
10 (inaudible) Ave. 60-year resident of Andover,  
11 Massachusetts.

12 It seems like I'm sort of coming from two  
13 bad towns -- below 60 percent Andover and former  
14 12-year public school teacher in Chelmsford; 15  
15 years in the university training teachers and  
16 visiting many public high schools to watch my  
17 students.

18 As I wrote in the Andover Townsman,  
19 people -- many people, children in this school,  
20 people in this town have very legitimate needs.  
21 Who's to say which one is really more important  
22 than the other? But we have to. But there is not  
23 endless money in this town to meet all those needs.  
24 And if I understand correctly, in 10 -- over a

1 10-year period, the budget -- the taxes rose 58  
2 percent, while the average income earner's money  
3 rose 28 percent.

4 I would like to direct you -- actually,  
5 beforehand, there's no doubt in my mind, having  
6 watched teachers develop, grow in their classrooms  
7 over the past 40 years, I have met few teachers who  
8 aren't strongly dedicated to their work. Many have  
9 spent thankless hours with students. So I would  
10 have a hard time ever saying anything negative  
11 about someone who goes into the profession of  
12 teaching.

13 What I would have to say about the role of  
14 the union in collective bargaining might be quite  
15 different. So I would like to direct you -- so my  
16 hat is off to all public school teachers.

17 I would like to direct you to page 3 at  
18 the top, "Collective bargaining agreements are the  
19 largest single driver of the annual increases in  
20 town and school operating budgets."

21 That very last sentence, it says "The  
22 town's compensation costs are growing at an  
23 unsustainable rate."

24 Thank you for your time.

1           MODERATOR DOHERTY: Thank you.

2           MR. POKRESS: Madam Moderator, I would  
3 like to correct something that the gentleman said  
4 about my intentions.

5           MODERATOR DOHERTY: Just one moment. I'll  
6 give you one minute to rebut, and then we will  
7 vote. Go right ahead, sir.

8           MR. POKRESS: Thank you. I'd like to  
9 correct, for the record -- my intentions, in fact,  
10 were originally put forward in the amendment to  
11 that I've asked people to vote in the affirmative  
12 on, but then I felt -- after giving it a lot of  
13 deliberation -- that, rather than asking the town  
14 to reduce the amount of spending, I would ask the  
15 town to at least direct that amount of money from  
16 noninstructional overhead staffing and into clear  
17 academic instructional and academic growth areas.

18           My intent was to put forward originally  
19 the -- the amendment that's before you now,  
20 primarily because -- as several people have said --  
21 the most recent collective bargaining agreement  
22 that was hurried through by all but one member of  
23 the School Committee has saddled the town with a  
24 \$2.4 million increase in expenses related to

1 teaching --

2 THE FLOOR: (Inaudible.)

3 MR. POKRESS: No, it's not out of order.

4 MODERATOR DOHERTY: One at a time.

5 MR. POKRESS: That was the motivation for  
6 the amendment, sir. The motivation for my  
7 amendment was related to an increase in spending  
8 without any movement of the educational needle in  
9 our school system to improve the quality of  
10 education for our students. It gets to Mr. Howe's  
11 point on the contract.

12 MODERATOR DOHERTY: Thank you, Mr.  
13 Pokress. Thank you.

14 All right. We are going to vote now for  
15 the amendment.

16 All those in favor?

17 We're not voting school budget. We're  
18 voting the total number that it will be revised to  
19 at \$70,649,452, as stipulated.

20 All those in favor of the amendment of  
21 making the change of the budget to that number,  
22 please raise one hand.

23 Thank you.

24 Those opposed?



1           The opposition clearly has it. The  
2 motion -- the amendment is lost.

3           So we're back now to 70,904,452.

4           All those in favor of the school budget  
5 line item 13 as moved, please raise one hand.

6           MR. DOVELAR: Excuse me. Is there any --  
7 can we talk about this?

8           MODERATOR DOHERTY: I'm sorry?

9           MR. DOVELAR: Is there any discussion  
10 before the vote?

11           MODERATOR DOHERTY: I did not see you  
12 there, sir. I'm sorry. I did not see you.

13           Go right ahead.

14           MR. DOVELAR: Thank you. Before we vote  
15 on the largest item in the budget --

16           MODERATOR DOHERTY: Sir, can you identify  
17 yourself, please?

18           MR. DOVELAR: I'm sorry. My name is Roy  
19 Dovelar. I live at 8 Moreland Ave.

20           As Mr. Vispoli said in the beginning, that  
21 I guess he took a look at the proposed budget and  
22 saw that the necessary tax increase was going to be  
23 too much -- that some folks on our council decided  
24 that something needed to be done, because it -- it

1 just couldn't keep going up and up and up all the  
2 time. And I understand -- and I appreciate that;  
3 and I appreciate what he said about limiting the  
4 tax increase by not taxing us an additional million  
5 dollars that you could have.

6           So now our -- our taxes are going to only  
7 go up \$300 and something each instead of maybe  
8 \$400. Well, that's a good start. But I don't -- I  
9 don't think we should go ahead with this vote  
10 without thinking about a couple of things. And I  
11 didn't write these things; they were in the  
12 pamphlet or the booklet that was given to all of  
13 us.

14           And it has to do with some things about  
15 the school budget. Now, it states in here that  
16 2013 and '14, there was basically no increase in  
17 enrollment. And yet, over that period of time, 118  
18 new full-time equivalents have been added to the  
19 school system. And it goes on to talk about how 63  
20 of these were approved in the budget, but there  
21 were an additional 55, which got slipped in somehow  
22 and were not approved in the budget.

23           But -- and he said -- and that someone --  
24 I don't know who wrote this, but I congratulate

1 you -- "compounded contractual increases in  
2 salaries and benefits now and in the future are  
3 unsustainable."

4 Now, that's a very significant statement;  
5 and that didn't come up in the broad presentation  
6 in the beginning of the program here. But we're  
7 looking at some unsustainable financial obligations  
8 in this town. Nobody seems to be talking about  
9 that.

10 My wife mentioned the other one on this  
11 next page. It talks about the town's compensation  
12 costs are growing at an unsustainable rate because  
13 of the collective bargaining agreements -- which we  
14 don't know anything about.

15 So one last thing I'd like to say; and  
16 that is, this was perhaps the more -- even more  
17 disturbing to me. Someone wrote on page 2 that --  
18 regarding transparency -- the Finance Committee has  
19 been unable to acquire timely and accurate  
20 information to support the school's request for  
21 increased spending.

22 What is that? One part of our governing  
23 body is asking the school council for information  
24 and they don't get it on time? I think that's

1 despicable; and whoever's responsible for that, you  
2 should be ashamed of yourself.

3           So I'm not going to propose an amendment,  
4 but I work in the private sector. I'm a  
5 businessman. We don't get automatic increases year  
6 after year, like people in government do. As a  
7 matter of fact, everyone I know in business is  
8 working harder and longer for less money --

9           (Applause.)

10           -- but apparently not here.

11           MODERATOR DOHERTY: Thank you, sir.

12           MR. DOVELAR: One last thing is this --

13           MODERATOR DOHERTY: Very short, please.

14           MR. DOVELAR: -- you're getting a \$2  
15 million increase in your budget, and you don't have  
16 the courtesy to give the Finance Committee an  
17 explanation of why. And I think that's shameful.

18           MODERATOR DOHERTY: Okay. We're going to  
19 vote the budget now.

20           All those in favor of line item 13 at  
21 70,904,452, please raise one hand.

22           THE FLOOR: Can I -- hello?

23           MODERATOR DOHERTY: I'm sorry? We've  
24 already got to the vote, ma'am. I'm sorry.

1 All those in favor, please -- if you could  
2 please have a seat in the auditorium if you would  
3 like to vote.

4 All those in favor, please raise one hand.  
5 Thank you.

6 Those opposed?

7 The ayes clearly have it. The motion for  
8 the line item is carried.

9 Line item 14 and 15, Mr. Kowalski.

10 MR. KOWALSKI: Madam Moderator, I move  
11 line items 14 and 15, sewer, in the following  
12 amounts: 14, personal services, \$301,400; 15,  
13 other expenses, \$2,080,848, for a total of  
14 \$2,382,248.

15 MODERATOR DOHERTY: Line item 14 and 15  
16 have been moved in the amount of \$2,382,248.

17 Mr. Kowalski?

18 MR. KOWALSKI: Board of Selectmen  
19 recommends approval, Madam Moderator.

20 MODERATOR DOHERTY: Thank you.

21 Mr. Stumpf?

22 MR. STUMPF: Finance Committee recommends  
23 approval.

24 MODERATOR DOHERTY: Any questions?

1           If you could please leave immediately and  
2 not talk in the aisles, that would be appreciated.

3           If you could please clear that back aisle,  
4 election officers, I would be grateful so we can  
5 take a vote. Please move people along.

6           Mary, could you and whoever you're talking  
7 with please move along. Thank you. Not to single  
8 people out, but if I know who you are, I'm singling  
9 you out.

10           If you want to vote, please sit down now.  
11 Otherwise, your vote will not count.

12           All those in favor of line item 14 and 15,  
13 please raise one hand.

14           Thank you.

15           Those opposed?

16           The ayes have it. The motion carries.

17           Line items 16 and 17, Mr. Major.

18           MR. MAJOR: Thank you, Madam Moderator. I  
19 move line items 16 and 17, water, in the following  
20 amounts: Line 16, personal services in the amount  
21 of \$1,839,819; line item 17, other expenses, in the  
22 amount of \$2,726,959, for a total appropriation of  
23 \$4,566,778.

24           MODERATOR DOHERTY: Line items 16 and 17

1 have been moved in the amount of \$4,566,778.

2 Mr. Major?

3 MR. MAJOR: The Board of Selectmen  
4 recommends approval.

5 MODERATOR DOHERTY: Mr. Stumpf?

6 MR. STUMPF: Finance Committee recommends  
7 approval.

8 MODERATOR DOHERTY: Thank you.

9 Yes, sir.

10 Could you turn on mic 3, please.

11 MR. LANDRY: Bob Landry, Seminole Circle.

12 I have an amendment to go against this  
13 article or against this motion --

14 MODERATOR DOHERTY: Go right ahead, sir.

15 MR. LANDRY: To amend Article 4, Town  
16 Meeting fiscal year 2015 operating budget, line  
17 item 17, reducing it by \$231,704 from the budget  
18 request of \$2,72 -- 2,7 --

19 MODERATOR DOHERTY: Say that number  
20 slowly, please. 2 million what?

21 MR. LANDRY: 2,726,959 to 2,495,255.

22 MODERATOR DOHERTY: Could we have copies  
23 of that, please?

24 MR. LANDRY: Yes.

1           MODERATOR DOHERTY: Thank you, Mr. Barry.  
2           You're catching on.

3           MR. LANDRY: I have some slides for this,  
4 please.

5           MODERATOR DOHERTY: Hold on one second,  
6 please.

7           MR. LANDRY: Yeah.

8           MODERATOR DOHERTY: You're amending No.  
9 17 --

10          MR. LANDRY: That's right.

11          MODERATOR DOHERTY: -- only.

12          MR. LANDRY: Only.

13          MODERATOR DOHERTY: Okay. Go right ahead.

14          MR. LANDRY: Okay. I -- this actually has  
15 nothing to do with the water and sewer budget per  
16 se. It's simply monies that have been put into the  
17 water and sewer budget that relates to the  
18 amendment that I'd like to make.

19                 So if I could, I have a -- just a few  
20 slides that I want to go through. This is really  
21 to talk about --

22          MODERATOR DOHERTY: Mr. Landry, I'm sorry.  
23 I'm having a very hard time hearing you. Could you  
24 move the mic up? Thank you.



1 MR. LANDRY: Is that better?

2 MODERATOR DOHERTY: It's much better.

3 Thank you.

4 MR. LANDRY: Okay. Thank you.

5 That is the wrong one. That is coming  
6 out.

7 MODERATOR DOHERTY: Stay tuned...

8 MR. LANDRY: Okay. That's good.

9 Any chance -- can we get that up on the  
10 big screen as well just so people can see that?

11 MODERATOR DOHERTY: I think we -- I think  
12 we want to keep you up on the big screen. Thank  
13 you.

14 MR. LANDRY: Okay. All right.

15 Well, first of all, if I -- if I may, just  
16 one personal point of privilege. The only reason  
17 I'm standing here tonight is because of a very nice  
18 man and a good friend, Greg Rigby, who passed away  
19 unexpectedly in February. Greg was a great friend,  
20 a good man, and a great public servant as a former  
21 member of the Finance Committee. And he was a  
22 great -- gave great service to the residents of  
23 Andover. And I just want to recognize his memory.

24 (Applause.)

1           MODERATOR DOHERTY: Go right ahead.

2           MR. LANDRY: Madam Moderator, thank you  
3 very much.

4           MODERATOR DOHERTY: That's okay.

5           MR. LANDRY: This is the water and sewer  
6 budget. And, again, this has nothing to do with  
7 water and sewer. It's just that OPEB -- which has  
8 come up several times tonight -- is actually spread  
9 throughout the -- the evening in these various  
10 articles. And the first time it comes up is right  
11 here.

12           So in the interest of time, I decided to  
13 omit the -- any amendments line -- you know, the  
14 37,000, just focus on the large one, 'cause I think  
15 we can make a point here.

16           But the bottom line is, I just want -- I  
17 think we need to talk about OPEB; and I think  
18 the -- this is all part of a funding plan that I  
19 think is premature; and hopefully I can convince  
20 you of that inside of three minutes.

21           Next slide, please. Okay.

22           We have -- OPEB comes up in this form  
23 quite a bit, but we never really talk about what it  
24 is -- just definition -- other post employment

1 benefits -- which, primarily, is retiree health  
2 insurance.

3           And on the surface that sounds fine. That  
4 sounds like, you know, offering some supplemental  
5 benefits to, perhaps, retirees that have, you know,  
6 put in their 30 years or so with the town; and you  
7 would think that's pretty reasonable.

8           If you go to the next slide you'll see  
9 what the actual benefit is. If you work for the  
10 Town of Andover for as few as 20 hours a week and  
11 an accumulate just 10 years of service, you and  
12 your surviving spouse will receive generous  
13 subsidized health insurance benefits for the rest  
14 of your life beginning at age 55.

15           (Applause.)

16           I guess if you have the job you would be  
17 clapping. For the rest of us, it's not -- we have  
18 to pay for it.

19           This benefit here -- a very generous, I  
20 think, unnecessarily generous benefit -- has been  
21 promised for many, many years, but not paid for.  
22 And only recently were we required to recognize the  
23 size of this liability. Now, you've heard this  
24 number -- \$145 million based on the most recent

1 assessment.

2           You also heard questions very early on  
3 that say that this number is actually probably very  
4 much understated, based upon the assumptions that  
5 are used to come up with that.

6           So we have a \$145 million unfunded  
7 liability. Think about that. A liability well in  
8 excess of things that you typically seek approval  
9 for -- like schools and things of that nature.

10           And how much have we set aside? \$1.5  
11 million, all within the last few years, and all  
12 because we were forced to recognize this liability  
13 and at least start putting a little money towards  
14 it. And so we've got a long way to go this is a  
15 very deep hole that we're in.

16           Because of that deep hole -- that  
17 underfunded liability -- the Board of Selectmen  
18 asked the Town Manager to come up with a plan to  
19 deal with it.

20           So what I'd like to do is just walk you  
21 very quickly through the Town Manager's plan and  
22 tell you why I think we should not approve it.

23           MODERATOR DOHERTY: Mr. Landry, you've got  
24 another 30 seconds --

1 MR. LANDRY: Well, Madam Moderator --

2 MODERATOR DOHERTY: -- on this --

3 MR. LANDRY: This is spread across several  
4 articles. I can keep coming back if I --

5 MODERATOR DOHERTY: Wait a minute. Wait a  
6 minute, please. On this line item you've got  
7 another 30 seconds.

8 MR. LANDRY: And, Madam Moderator --

9 MODERATOR DOHERTY: I need to ask you a  
10 question, if I may.

11 MR. LANDRY: Yes.

12 MODERATOR DOHERTY: What are you thinking  
13 you need?

14 MR. LANDRY: I -- I just need a few  
15 minutes to finish up the rest of these slides. It  
16 won't take long. I promise you.

17 MODERATOR DOHERTY: I will give you  
18 another three minutes. Go right ahead, sir.

19 MR. LANDRY: Madam Moderator, if I may,  
20 may I ask a question?

21 MODERATOR DOHERTY: Sir, you've got  
22 another three minutes. Go right ahead.

23 MR. LANDRY: Citizens of this town are  
24 only given a few minutes at this microphone. Now,

1 I'm trying to save taxpayers a 1.3 million here;  
2 and I only have three minutes to do it. I beg your  
3 indulgence for just a minute.

4 MODERATOR DOHERTY: You have -- you will  
5 have had six minutes. You have another three  
6 minutes based on the vote at this meeting prior to  
7 the start. Go right ahead, sir.

8 MR. LANDRY: Okay. The -- the Town  
9 Manager's plan, as you can see, retired teachers  
10 teachers, we did that. We asked our own retirement  
11 board to adjust service credit for part-time  
12 employees. That, in my understanding, was  
13 rejected. There's a reform bill at the house at  
14 the state level that's facing major opposition --  
15 nothing there in sight; and the other strategy to  
16 work with employees to cut health insurance costs  
17 -- well, wait till you get to health insurance, and  
18 you'll see how well that's going.

19 Next slide. OPEB funding; we already  
20 talked about this. This is what the Town Manager  
21 is recommending 1.6 million. This is about 1.3  
22 million more than what we're doing right now. So,  
23 please, pay attention. This is 1.3 million more  
24 the Town Manager's going to ask you for over the

1 course of the next few articles. Next, please.

2 This is my closing argument; and this  
3 is -- I'll have to come back to it if I can't do  
4 it. This is one of my favorite quotes, and I think  
5 it's appropriate: "If you find yourself in a hole,  
6 you stop digging."

7 Next slide. Our liability's a big number.  
8 It may be understated. There's no foreseeable  
9 changes right now to these eligibility  
10 guidelines -- 20 hours a week, 10 years of service,  
11 benefits beginning at age 55.

12 Next slide. The Town Manager's plan only  
13 calls for Andover taxpayers to fill this hole.  
14 Shouldn't employees contribute to their future  
15 retirement benefit while employed, as they do with  
16 pension benefits? And even in the finance book,  
17 the FINCOM book, it says "Note that even the  
18 proposed funding in the OPEB trust, liability  
19 continued to increase and a substantial liability  
20 will remain 20 to 30 years.

21 Next conclusion: Stop the digging. OPEB  
22 is a national problem. It's going to require a  
23 federal and a state remedy. It makes no sense to  
24 shovel more taxpayer monies into this OPEB hole

1 until the system is significantly reformed.

2 Please vote yes for this amendment.

3 (Applause.)

4 MODERATOR DOHERTY: Let's -- let's start  
5 here and go around as we need to.

6 Thank you. If you could identify  
7 yourself.

8 MR. GUSTAS: Gerry Gustas, Fern Road.

9 The only thing I'd say to this is that I  
10 prefer to see -- you know, the numbers that Bob  
11 puts up are persuasive and thought out, but I'd  
12 prefer to see this not tackled at a Town Meeting  
13 with a six-minute presentation and a two-minute,  
14 you know, con and another 3 minute pro; and then we  
15 all go like this (indicating) or don't go like  
16 that, based on what we really don't know. I think  
17 this is, you know, the Town Manager's and  
18 Selectmen's -- you know, and I think they know it  
19 it's their -- it's job one.

20 And this is a huge hole. And the -- you  
21 know, there is now mandates from the -- from the  
22 state government that, you know, we will dig  
23 ourselves out of this hole. The employees that  
24 we're now looking at to -- to fund the liability



1 have worked for the town, and this -- this benefit  
2 is part of the compensation. They could have done  
3 a number of other things with their lives and made  
4 more money. But they didn't.

5 They worked for the town; and part of the  
6 deal was this was part of the compensation.

7 (Applause.)

8 MR. GUSTAS: And I think it's unfair in a  
9 Town Meeting kind of format -- forum, to just flash  
10 up a quick vote and take this away, without a lot  
11 more discussion at the FINCOM and Selectmen level.

12 Like I say, they talk about it all the  
13 time -- if you read the funny papers. So, you  
14 know, we can all go down to their meetings and --  
15 and be heard there; and that's where I really think  
16 this needs to be -- this needs to be settled.  
17 Thank you.

18 MODERATOR DOHERTY: Thank you, sir.

19 Yes, sir.

20 THE FLOOR: (Inaudible) from Holt Road.  
21 I would like to move the question.

22 MODERATOR DOHERTY: Can we give this  
23 another -- a couple of -- we'd like to get a note  
24 from the -- word from the Selectmen on this and one

1 other individual.

2 THE FLOOR: I'll come back in a couple and  
3 move it in a few -- in a few presentations.

4 MODERATOR DOHERTY: Okay. Thank you. Go  
5 right ahead, sir.

6 MR. ARAI: Hello. My name's Max Arai from  
7 County Road; and I'm speaking out in favor of this  
8 amendment, because I think that this has been an  
9 ongoing problem. So the OPEB liability has been  
10 growing steadily over the last 10 years. And there  
11 really is not very much willingness in the town  
12 government for having a truly balanced budget.

13 So if you look at the graph on page 21 in  
14 the book, you'll see that the current plans call  
15 for allowing this liability to more than double.  
16 It will be somewhere in the 3 to 400 million range  
17 by the end of that graph. And so, as it says on  
18 page 3, this is not a sustainable path.

19 So the importance of this amendment is  
20 less about whether it passes today -- because there  
21 doesn't seem to be much appetite for passing these  
22 amendments -- but to raise awareness of the fact  
23 that our budgets are far from balanced.

24 So if you look at the documents from the

1 accountants with regard to the OPEB, there's  
2 something called an "annual required contribution,"  
3 which, for OPEB, would be a \$11.6 million item,  
4 which -- and if -- and it's spread out in little  
5 dribs and drabs throughout this budget.

6           So it's a little hard for people who  
7 aren't paying a lot of attention to actually add it  
8 all up. But when I you get to the bottom line,  
9 this budget is about \$4 and a half million short of  
10 what it needs to be in order to fully fund these  
11 liabilities.

12           Now, what we don't want is Andover to be  
13 like Detroit, where eventually we have to default  
14 on these things. But, you know, if you have -- if  
15 you're incurring ever-increasing debts or  
16 liabilities, and you have no plan to address it,  
17 eventually that will catch up with you.

18           And, you know, the question is, who's  
19 going to eat it? Is it going to be the town  
20 taxpayers? Or is it going to be the employers? Or  
21 some mix of that?

22           So I -- I think you should consider this  
23 amendment; and more importantly, should pay  
24 attention to the fact that this budget is far from

1 balanced.

2 MODERATOR DOHERTY: Thank you.

3 Mr. Major?

4 MR. MAJOR: Thank you. Thank you, Madam  
5 Moderator. Folks, this is a very important issue,  
6 and this is an issue that we have been talking  
7 about with you over the last five years.

8 As the Town Manager had highlighted  
9 earlier, we had an actuary report done in 2009;  
10 and, indeed, this is an issue across the entire  
11 nation. So every community in Massachusetts and --  
12 and the communities across the nation are dealing  
13 with this.

14 Now, you can either put your head in the  
15 sand and -- and hope that it goes away and that  
16 there's a magic pill that happens in the future, or  
17 we can do something about it.

18 And this Town Meeting over the last five  
19 years has allowed us to start putting money into a  
20 trust fund; and it's called the OPEB trust fund.  
21 So we're putting the money aside. We're not just  
22 spending it haphazardly. And the intent is, this  
23 is a long-term liability. And it's a liability for  
24 the health insurance costs that we will incur for

1 each of our employees over time as they retire,  
2 etcetera.

3 And so just a little bit of history: We  
4 identified what this looked like five years ago;  
5 four years ago we set up the trust fund -- with  
6 your permission -- with your vote -- and we  
7 contributed \$250,000 to it.

8 Now, when you're talking hundreds of  
9 millions of dollars, that's a small amount of  
10 money. But it's a start. And up to this point in  
11 time -- up through last year's Town Meeting, we did  
12 contribute \$1.5 million into this trust fund. And  
13 we told you that the Town Manager was putting  
14 together a long-term plan. He presented that plan  
15 to the boards -- the three boards in the town; and  
16 the Board of Selectmen accepted that plan; and part  
17 of that plan we're driving tonight.

18 We've got \$1.67 million -- so nearly 1.7  
19 million that we're hoping to appropriate to put  
20 into that account. 1 million of it comes from our  
21 cash reserves. We've got 400,000 that came from  
22 Article 4 that we're trying to an appropriate; and  
23 we've got \$260,000 that's coming from water and  
24 sewer; and that's what we're talking about right

1 now.

2 One other point to this: We get rated --  
3 the Town of Andover gets rated by private agencies.  
4 And S&P has taken a look at Andover, and they've  
5 continued to give us Triple A bond rating. That's  
6 the highest rating that you can get from a  
7 financial institution. And this is an independent  
8 financial institution.

9 And one of the things that they call out  
10 in this report that I have in my hands is the  
11 aggressive nature that we're going after to fund  
12 this OPEB liability and to be able to put this  
13 money aside. Again, we're not spending it. We're  
14 taking the money, and we're putting it into this  
15 cash reserve account with the specific purpose that  
16 that will cover our long-term liabilities for years  
17 to come.

18 MODERATOR DOHERTY: Are you ready to vote  
19 on this amendment?

20 THE FLOOR: Yeah.

21 MODERATOR DOHERTY: All right. Let's go.

22 All those in favor of reducing line item  
23 17 -- Mr. Landry make sure I'm saying this correct  
24 for you, please -- line item 17 to the amount of

1 \$2,495,255 -- all those in favor of that amendment,  
2 please raise one hand.

3 Thank you.

4 All those opposed?

5 The opposition clearly has it. The motion  
6 is lost.

7 Line item 16 and 17 have been moved and  
8 seconded in the amount of \$4,555 -- I'm sorry  
9 \$4,566,778.

10 Any question or discussion?

11 All those in favor, please raise one hand.

12 Thank you.

13 Those opposed?

14 The ayes have it. The motion is carried.

15 Is Mr. Lavoie here? Mr. Lavoie, how are  
16 you today? Welcome.

17 MS. CARBONE: Madam Moderator.

18 MODERATOR DOHERTY: Who's calling? Yes,  
19 Mary.

20 MS. CARBONE: I would like to speak.

21 MODERATOR DOHERTY: We've got a motion  
22 coming up.

23 MS. CARBONE: I know what you have. I  
24 would like to speak in general -- presentation.

1           MODERATOR DOHERTY: Is it a point of  
2 order, Mary?

3           MRS. CARBONE: Yes.

4           MODERATOR DOHERTY: What's your point of  
5 order, please?

6           MRS. CARBONE: Excuse me. Is this  
7 microphone on?

8           My name is Mary Carbone, Cyr Circle. I am  
9 clearly offended and taken aback by what I see  
10 transpiring at this Town Meeting. I have given my  
11 time freely --

12          MODERATOR DOHERTY: Mary, what is your  
13 point of order, please?

14          MRS. CARBONE: If you let me speak, I'll  
15 tell what you it is.

16          MODERATOR DOHERTY: I want to hear what  
17 the point of order is.

18          MRS. CARBONE: The point of order is what  
19 I am seeing going on at this Town Meeting. That's  
20 what my point of order is.

21          MODERATOR DOHERTY: Do you feel it's  
22 illegal?

23          MRS. CARBONE: I wouldn't categorize it as  
24 illegal. It's offensive. It's offensive.



1           MODERATOR DOHERTY: All right.

2           MRS. CARBONE: The bottom line is you have  
3 residents of this community who you clearly tell  
4 continually to attend Town Meeting. They come to  
5 Town Meeting, once they get what they want, they're  
6 gone. I have attended meetings in this town since  
7 1979. I know what's going on in this community --  
8 not everybody knows. I do, because I want to be  
9 educated about my government. And that's the  
10 bottom line.

11           People that have problems here should be  
12 allowed to speak, whether you like it or not -- and  
13 this is not to offend you, as a Moderator; it's to  
14 clearly address an issue that's -- you can clearly  
15 see what's going on.

16           Some educated people want to speak. And  
17 they want to educate you on certain things, but you  
18 won't allow it. Thank you.

19           MODERATOR DOHERTY: Thank you, Mary.

20           Mr. Lavoie, go right ahead.

21           MR. LAVOIE: John Lavoie, 30 Foster  
22 Circle, superintendent, director at Greater  
23 Lawrence Technical School.

24           MODERATOR DOHERTY: Welcome.

1           MR. LAVOIE: Thank you. Madam Moderator,  
2 I move line item 18 technical schools in the  
3 following amount: \$528,842, of which \$339,248  
4 would go to Greater Lawrence Technical School; and  
5 \$189,594 to Essex Aggie.

6           MODERATOR DOHERTY: Thank you. Line item  
7 18 has been moved in the amount of \$528,842. Mr.  
8 Salafia, please? If I can get the board reports  
9 first, please.

10           Mr. Salafia?

11           MR. SALAFIA: Board of Selectmen  
12 recommends approval.

13           MODERATOR DOHERTY: I'm sorry. I didn't  
14 hear you.

15           MR. SALAFIA: The Board of Selectmen  
16 recommends approval.

17           MODERATOR DOHERTY: Thank you.

18           Mr. Stumpf.

19           MR. STUMPF: The Finance Committee  
20 recommends approval.

21           MODERATOR DOHERTY: Thank you. Mr.  
22 Birnbach?

23           MR. BIRNBACH: Yeah. Sure. Can -- can  
24 you comment on how many students we currently have

1 from Andover attending both of those programs?  
2 Folks have been asking and we're trying to get the  
3 right numbers.

4 MR. LAVOIE: At Greater Lawrence Technical  
5 School, we have 13 -- excuse me 17; and at Essex  
6 aggie, I'm not sure what their number is.

7 MODERATOR DOHERTY: Nine, I'm being told.  
8 They're nine. Okay.

9 Any other questions?

10 MR. PASQUALE: John Pasquale, 47-B  
11 Whittier Street. The numbers say we're going up  
12 about \$200,000, yet we've only got about 30  
13 students. So I'd like to take a minute to explain  
14 to me what the heck do we have to spend \$200,000  
15 for at the technical school, or is that a mandated  
16 amount that Andover has to pay? Because that's a  
17 staggering increase over the past few years.

18 (Applause.)

19 MODERATOR DOHERTY: Mr. Lavoie, do you  
20 have the answer to that?

21 MR. LAVOIE: Madam Moderator, our budget  
22 from last year went up approximately \$20,000. The  
23 increase you're seeing from last year did not  
24 include Essex Aggie in that number.

1           MODERATOR DOHERTY: Does that clarify it  
2 John?

3           MR. PASQUALE: Well, that only provokes  
4 another question.

5           MODERATOR DOHERTY: Of course it does.

6           MR. PASQUALE: Of the amount, what's the  
7 split going to the technical school; what now are  
8 we taking on with Essex Aggie?

9           MODERATOR DOHERTY: He did give us that  
10 number. 339,248 is going to the technical school.  
11 \$189,594 is going to Essex Aggie. There's a  
12 difference between 17 students at the technical  
13 school and nine students at Essex Aggie.

14           Any other questions?

15           MR. PASQUALE: No. I just drove by Essex  
16 Aggie. They're building this campus over there, so  
17 are we going to get more money coming out of  
18 Andover to fund that building over there?

19           MR. STUMPF: Madam Moderator.

20           MODERATOR DOHERTY: Yes, sir.

21           MR. STUMPF: Buzz, perhaps you can weigh  
22 in on this as well, but Mr. Pasquale, as you know,  
23 the state charges us an assessment for a number of  
24 things. The one we talked about previously was for

1 retired teachers. It's the single largest dollar  
2 amount, and those assessments from the state are  
3 factored into our budget preparation process, but  
4 they're not appropriated at Town Meeting. They  
5 simply are the state giveth and the state taketh  
6 away.

7 Well, this is one -- and Buzz, correct me  
8 if I'm wrong -- but the school that the -- the  
9 aggie school -- used to be part of the state  
10 assessment that was charged.

11 And if you look in the expenditure page on  
12 page 43, you'll see that last year it was \$573,000  
13 for other assessments; and this year it's 413,000.  
14 So the assessment has gone down, and the  
15 appropriation has gone up because it's now included  
16 in Article 4.

17 Is that accurate, Buzz?

18 MR. STAPCZYNSKI: Yes. Mr. Stumpf, that  
19 is accurate.

20 MR. STUMPF: You don't have to elaborate  
21 any more. We've got to get out of here at 10  
22 o'clock.

23 (Applause.)

24 MODERATOR DOHERTY: Okay. Line item 18 in

1 the amount of \$528,842, all those in favor, please  
2 raise one hand? Thank you.

3 Those opposed? The ayes have it the  
4 motion carries.

5 Mr. Salafia?

6 MR. SALAFIA: Yes. Madam Moderator, I  
7 move line items 19 through 24, fixed expenses in  
8 the following amounts. Line item 19, debt service  
9 \$14,998,239; line item 20, general insurance,  
10 \$714,686; line item 21, unemployment compensation  
11 of \$320,000; line item 22, retirement fund,  
12 \$6,412,115; Item 23, health insurance fund:  
13 \$15,670,957; 24 -- line item 24, OPEB fund  
14 \$400,000, for a total of \$38,515,997, which  
15 includes \$336,638 from the cable fund.

16 MODERATOR DOHERTY: Line items 19 through  
17 24 have been moved and seconded in the amount of  
18 \$38,515,997.

19 Mr. Landry?

20 MR. LANDRY: Madam Moderator, Bob Landry,  
21 Seminole Circle. I move to amend line 23, health  
22 insurance. In the interest of time, I gave you my  
23 amendments before I had a chance to read them. So  
24 maybe you can just read it, and I can affirm.

1           MODERATOR DOHERTY:  If you -- go ahead.  
2  Go ahead.

3           MR. LANDRY:  I'm sorry.  Madam Moderator,  
4  I brought you the copies before I could read it to  
5  try to save time.

6           MODERATOR DOHERTY:  Oh, you don't have it?

7           MR. LANDRY:  Yeah.  I don't have a copy.  
8  Could you please read it?

9           MODERATOR DOHERTY:  I'm sorry.  Line item  
10  23, reducing it by \$680,000 from the budget request  
11  of 5 -- 15,670,957 to 14,990,957.  That's on line  
12  item 23 for the health insurance fund.

13          MR. LANDRY:  That's right; and this -- may  
14  I speak to the amendment now?

15          MODERATOR DOHERTY:  You may.

16          MR. LANDRY:  Okay.  Great.  Thank you.

17                 This is going to take less than three  
18  minutes, 'cause I'm going to skip a few slides to  
19  get to the point.  We're here to talk about health  
20  insurance, because if you can see that big red  
21  slice of the pie up there, it's 10 percent of the  
22  entire budget.  We spend more on health insurance  
23  for our employees than we spend on the Mr.  
24  President and the fire department combined.  Go to

1 slide 4 please; we'll skip over a few just get  
2 right to the point.

3 This year -- last year I was really  
4 pushing, because our health insurance -- 10 percent  
5 of the budget hadn't been out to bid for five years  
6 -- between the years of 2008 and 2013, which is  
7 just outrageous and you never see in the private  
8 sector. It finally went out to bid been, and guess  
9 what results we got? Tufts Health Plan -- but an  
10 unbelievable proposal on the table. Tufts Health  
11 Plan -- most of you probably know -- nationally  
12 ranked insurer. They matched or improved the  
13 benefits being offered; they have a very strong  
14 doctor and hospital network.

15 Next slide, please.

16 And what's not to like? A million dollars  
17 in annual savings; 680,000 to Andover taxpayers --  
18 which is the amount of my amendment -- and \$320,000  
19 approximately would have went to town employees.  
20 There was nothing not to like until -- and last  
21 week, when we heard that it was declined by a group  
22 called the public employee committee --  
23 representatives of the town's unions; they rejected  
24 this deal, but it wasn't until the Eagle Tribune



1 released an article over the weekend on Saturday  
2 that we learned a little bit more about what  
3 happened.

4 Please, the next slide.

5 "Led by the teachers, and over the  
6 objections of some town workers, a committee made  
7 up of representatives of 14 municipal employee  
8 unions rejected a health insurance plan this week  
9 that would have saved taxpayers close to a million  
10 dollars."

11 Now, I have additional slides here, but I  
12 think they're being disallowed, because they are  
13 quotes from the article -- and nothing more -- but  
14 I believe because they quote a resident who may not  
15 be here, it's not allowed to be shown; is that  
16 correct?

17 MODERATOR DOHERTY: Correct.

18 If I can, any quotes that are used --  
19 whether video or written -- if this person who is  
20 making a statement -- if the person is not here for  
21 the meeting to either ask questions of or with  
22 their permission, I will disallow it. So -- but go  
23 right ahead with your presentation.

24 MR. LANDRY: And that is fine. For those

1 of you that read the article, you know exactly what  
2 I'm talking about anyways.

3           Okay. If we go to the final slide here,  
4 what this amendment achieves? It shows that we  
5 reject this outcome; that we have an opportunity to  
6 save a million bucks and shared between taxpayers  
7 and the employees, and it gets rejected -- as you  
8 would have read in the article -- by a -- what  
9 appears to be the single vote of a single union  
10 representative or representative of a single body  
11 of union employees.

12           This amendment cuts \$680,000. That's the  
13 taxpayer's share of savings. I don't think we, as  
14 taxpayers, should be collateral damage in these  
15 kind of battles. We should be able to get the  
16 savings that comes out of going to a bid and having  
17 an insurer respond to the RFP specifications.

18           And before we close out -- before I ask  
19 you to vote for this amendment, I'd like to let me  
20 now that I, with permission of the town last week,  
21 I called Tufts Health Plan -- I'm a broker i the  
22 private sector; I do business with them -- and in  
23 full disclosure, I have no financial interest in  
24 the outcome of this amendment -- just to be clear.

1 I spoke with Tufts Health Plan late last  
2 week. They are willing to stand by their offer --  
3 with or without the teachers. I think it is time  
4 to do something in this town.

5 Vote for this amendment. Send the  
6 leadership back to the drawing board and go talk to  
7 whoever voted against this and make this happen.  
8 Please vote for this amendment.

9 (Applause.)

10 MODERATOR DOHERTY: Mr. Urbelis. Mr.  
11 Urbelis, please.

12 MR. URBELIS: Thank you, Madam Moderator.  
13 With regard to this particular line item, in  
14 anticipation of a motion to reduce it -- such as  
15 has been requested here -- we asked the town's  
16 labor counsel, Philip Collins, for an opinion,  
17 which we received today; and I'll go ahead and read  
18 it to you right now. This is from Phil Collins,  
19 town's labor counsel.

20 MODERATOR DOHERTY: They can't hear you,  
21 Tom.

22 THE FLOOR: Can't hear.

23 MODERATOR DOHERTY: People back here are  
24 telling me they can't. Go ahead.

1 MR. URBELIS: Okay.

2 THE FLOOR: No, not here. You have --  
3 "Buzz, you have asked our office --"

4 THE FLOOR: (Inaudible)

5 MODERATOR DOHERTY: The meeting will come  
6 to order, please. Go ahead, Mr. Urbelis.

7 MR. URBELIS: Here's the memo from the --

8 MR. LANDRY: Point of order -- point of  
9 order, Madam Moderator. I think the questions are  
10 coming in -- if we could just clarify -- does this  
11 meet the same criteria? Is this person a resident  
12 of Andover who's not here?

13 MODERATOR DOHERTY: This is the legal  
14 opinion that --

15 MR. URBELIS: This is a person that we pay  
16 a lot of money to.

17 MODERATOR DOHERTY: This is the legal  
18 opinion of --

19 MR. LANDRY: I just want to make sure it's  
20 being consistent. That's what the questions are.  
21 I just want to make sure we answer the question.

22 MODERATOR DOHERTY: This is a legal  
23 opinion that was sought by Town Counsel to advise  
24 the Town Meeting. I will allow it.

1 MR. LANDRY: Fine. Go ahead.

2 MR. URBELIS: Okay.

3 "You have asked our office for a legal  
4 opinion on the matter of whether Town Meeting can  
5 legally adopt a budget which contains insufficient  
6 appropriations for payment of the town's share of  
7 employees' health and related insurance. The  
8 appropriation is being sought to fund the cost  
9 items contained in the third year of a coalition  
10 agreement entered into pursuant to the Health  
11 Insurance Reform Statute of 2011.

12 "Given prior years' funding of those  
13 benefits under that multiyear agreement, those  
14 benefits are enforceable as a matter of law.  
15 Moreover, the matter of funding health insurance  
16 benefits for municipal employees is specifically  
17 governed by a provision of Mass. General Laws  
18 32(b), Section 3 which provides in pertinent part  
19 as follows: 'If a town which has accepted the  
20 provisions of section 10, accepts any other section  
21 of this chapter, but fails to appropriate the funds  
22 necessary to implement said provisions, the  
23 Selectmen shall certify the cost to the town in  
24 carrying out the provisions of this chapter to the

1 board of assessors, who shall include the amount so  
2 certified and the determination of the tax rate of  
3 that year.'" "

4 He continues on: "Obviously the  
5 legislative purpose of this long-standing provision  
6 of law is to discourage any effort to underfund the  
7 town's share of municipal health insurance  
8 benefits. This conclusion is reinforced by the  
9 opinion letter of the division of local services of  
10 the Massachusetts Department of Revenue regarding a  
11 group insurance deficit in the Town of Groveland.  
12 After citing the above-referenced language, the  
13 opinion letter reached the following conclusion:  
14 "Since the town's share of group health insurance  
15 cost must be raised as a tax rate if the  
16 appropriation is inadequate, the town has an  
17 obligation to pay such costs, notwithstanding the  
18 absence of sufficient appropriations," end quote.

19 And he concludes with the following:  
20 "Accordingly, any motion to underfund the town's  
21 request for sufficient appropriations will be of no  
22 force or effect."

23 MR. LANDRY: Madam Moderator, may I  
24 respond to that?

1           MODERATOR DOHERTY: Go right ahead.

2           MR. LANDRY: My first response is a simple  
3 one, which is, why are you even putting it up for a  
4 vote if we can't even approve it or amend it? Why  
5 is it even up for a vote?

6           Maybe we ought to save time and take all  
7 the things out of the budget that are not subject  
8 to a vote and do that. And by the way, I think we  
9 will have enough money, because if this amendment  
10 is approved, it will cut the funds -- if that's one  
11 opinion, there may be others. I think we ought to  
12 cut this budget. You want things to happen in  
13 town?

14           Cut this budget, force them to go back;  
15 Tufts Health Plan is ready to offer the deal, and  
16 do something right for a change, instead of just  
17 following all these laws that are designed to serve  
18 the interest of everyone except the taxpayers.

19           (Applause.)

20           MODERATOR DOHERTY: Town Manager?

21           MR. STAPCZYNSKI: The town entered into a  
22 three-year agreement with the PEC, the public  
23 employees committee. I went to them and asked for  
24 an amendment for the final year -- that's fiscal

1 '15 upcoming that we're voting on tonight.

2 I have a three-year agreement. It started  
3 in fiscal '13, '14, the year we're in now; and I  
4 asked for an amendment for '15 to consider an  
5 alternative to the Blue Cross and Blue Shield  
6 program. That amendment was not approved in  
7 accordance with the rules and regulations of the  
8 PEC agreement.

9 Now, we entered into PEC for a specific  
10 reason. We entered into PEC to change plan design.  
11 When the legislature, in their infinite wisdom,  
12 created insurance reform, I recommended to the  
13 Selectmen that we take advantage of it; and they  
14 did. And we've saved you money over the years.  
15 Don't be misled.

16 MR. LANDRY: That is not true. That is  
17 not true.

18 MR. STAPCZYNSKI: That's true, and I can  
19 prove it. And you know it, Mr. Landry. As an  
20 insurance agent, you know it.

21 MR. LANDRY: I do not agree -- I do not  
22 agree with that statement, and I'd like to respond  
23 to that, if I could.

24 MR. STAPCZYNSKI: I'm not going to let



1 you --

2 MR. LANDRY: This is the kind of debate we  
3 need on this --

4 MODERATOR DOHERTY: Mr. Landry, let him  
5 finish, and I will give you the opportunity to  
6 speak.

7 MR. LANDRY: Fine.

8 MR. STAPCZYNSKI: All right. We are in a  
9 legal contract environment. This is not a renegade  
10 take-Town-Meeting-by-storm --

11 MR. LANDRY: Then why did you put it up  
12 for a vote? Why are you creating the illusion of  
13 democracy?

14 MODERATOR DOHERTY: Mr. Landry. Mr.  
15 Landry, please let him finish.

16 MR. LANDRY: I'm sorry. I'm sorry. I'm  
17 sorry.

18 MR. STAPCZYNSKI: I have a legal  
19 requirement, as the Selectmen, School Committee, if  
20 there's a bill to pay, if there is a contract to  
21 honor -- whether it's for trash, whether it's for  
22 recycling, whether it's for school buses, whether  
23 it's for health insurance -- it has to be  
24 appropriated. That is why we are here. It's an

1 appropriation of the town.

2 MR. LANDRY: Fine.

3 MR. STAPCZYNSKI: But that's not what I  
4 want to address.

5 What I want to address is that we took  
6 advantage of the PEC. We took advantage of the  
7 insurance reform legislation; and we took advantage  
8 because we were able to change plan design to the  
9 benchmark of the GIC program. The legislation said  
10 that we could go to the most popular of the GIC  
11 programs -- which happens to be the Tufts Navigator  
12 plan.

13 MR. LANDRY: We're not -- I'm sorry. I'm  
14 sorry.

15 MR. STAPCZYNSKI: We did that. We  
16 negotiated that plan.

17 MR. LANDRY: Mr. Town Manager, I'm sorry.  
18 We don't need to revisit that history.

19 MR. STAPCZYNSKI: Let me finish, please.  
20 Thank you, sir.

21 We negotiated that, and we saved the town  
22 a million dollars the first year. Don't forget  
23 that. And our increases over the past years have  
24 been very modest -- modest indeed. And we've taken

1 advantage of that, and I have the slide that shows  
2 -- I showed it earlier -- when we brought the  
3 retired teachers back into the plan, the Selectmen  
4 -- my recommendation, was to bring them in July 1.

5 The Selectmen, after hearing from the  
6 entire teachers, decided to do it September 1.  
7 We're still saving \$209,000 this year. I showed  
8 this slide earlier. That is a direct savings to  
9 the taxpayers of this town, sir. Thank you.

10 MR. LANDRY: Thank you, Mr. Town Manager,  
11 but I do need to respond.

12 If you want to bring up the last few  
13 years, but let's go back a little bit further,  
14 because when we weren't going out to bid for five  
15 years, we were blowing money left and right.

16 We were getting increases that we weren't  
17 even challenging by going to the competitive  
18 marketplace like every our company does in the  
19 private sector. So if you want to go back we can  
20 go back as far as you like.

21 Let me just respond in this final way:  
22 The Town Manager has had his say. The teachers  
23 union have clearly had their say. It's time for us  
24 to have our say; and that's what this meeting is

1 for.

2 MODERATOR DOHERTY: Thank you, Mr. Landry.

3 Yes, sir. Right down here.

4 Mic No. 1, please. Mic No. 1.

5 MR. HINDIN: Thank you, Madam Moderator.

6 Am I turned up? Great.

7 My name is Robert Hindin. I have lived in  
8 this town with my wife for 30 years.

9 MODERATOR DOHERTY: Your address -- your  
10 address, please?

11 MR. HINDIN: I'm sorry?

12 MODERATOR DOHERTY: Your address?

13 MR. HINDIN: I'm sorry. Wedgewood Drive.

14 MODERATOR DOHERTY: Thank you.

15 MR. HINDIN: I'm somewhat embarrassed to  
16 say that this is the first time that I have  
17 attended Town Meeting in 30 years. I wrongfully  
18 thought that Andover was a well-run town, raised a  
19 family here. So what -- people might ask --  
20 changed after 30 years?

21 What changed was that last Thursday my  
22 wife handed me the Andover Townsman; and the  
23 Andover Townsman had an interview with Mr. Landry;  
24 Andover Townsman talked a little bit about this

1 Town Meeting. And, frankly, I was pretty shocked  
2 by what I heard.

3 I spent the rest of the weekend  
4 researching the issues, and what I've come to  
5 believe as a result is that this town management is  
6 not representing the interests of the town. They  
7 may be representing their own self interest. They  
8 may be representing other special interest, but  
9 they're not -- but they're not representing the  
10 interests of the town.

11 When we moved in, we had a tax --

12 MODERATOR DOHERTY: Sir, I'm going to ask  
13 you to speak to the amendment that we've got before  
14 us to lower this line item. Please.

15 MR. HINDIN: Yes. Right.

16 MODERATOR DOHERTY: And anyone speaking  
17 behind you, please stay to the item at hand. Thank  
18 you.

19 MR. HINDIN: As Mr. Landry has said -- I'm  
20 sorry, Madam Moderator. I'm trying to give some  
21 background as to why I'm speaking.

22 MODERATOR DOHERTY: I understand. You do  
23 understand the hour, and people are weary. So if  
24 you could stay to the issue on this amendment.

1           MR. HINDIN: Well, certainly I can see  
2 that you're weary. The Town Moderator --

3           MODERATOR DOHERTY: Sir.

4           MR. HINDIN: The Town Moderator, the  
5 Finance Committee, the Selectmen, the School  
6 Committee have done a very nice patting themselves  
7 on the back. We talked about --

8           THE FLOOR: Madam Moderator, point of  
9 order.

10          MODERATOR DOHERTY: Can you please --  
11 please.

12          MR. HINDIN: We've heard how there were  
13 actuarial assessments and how actuarial assessments  
14 make this town look great, how they've lowered the  
15 OPEB.

16                 The way that we have lowered things -- if  
17 you look at the -- the unfunded liability and  
18 trust, we're at \$150 million of unfunded expenses  
19 right now. The motion is intended to cut into  
20 that.

21                 By the plan that the Finance Committee has  
22 presented, in 27 years we'll be at \$350 million of  
23 unfunded assessment. Unless we do something to get  
24 this under control, that is optimistic. We could

1 be as high as 6 or \$700 million of unfunded  
2 assessment. And I think that's what this motion is  
3 trying to address, reducing our exposure. Thank  
4 you.

5 MODERATOR DOHERTY: Thank you, sir.

6 THE FLOOR: Madam Moderator, may I -- may  
7 I move the question?

8 MR. LANDRY: Is that pointing at me, Madam  
9 Moderator?

10 MODERATOR DOHERTY: Well, I've got a  
11 motion to -- I've got a motion to move the  
12 question.

13 MR. LANDRY: Okay.

14 MODERATOR DOHERTY: Let's give two minutes  
15 to two more people.

16 You know, you've all had your say. Let  
17 them. So you've got --

18 THE FLOOR: I'll come back in two.

19 MODERATOR DOHERTY: Two minutes total.  
20 Thank you, sir. Go right ahead.

21 MR. COTICCHIO: Madam Moderator, my name  
22 is --

23 MODERATOR DOHERTY: If you could keep your  
24 comments as brief as possible and to this issue

1 only, or I'm going to stop you.

2 MR. COTICCHIO: Yeah. They'll only be on  
3 this issue.

4 MODERATOR DOHERTY: Go right ahead.

5 MR. COTICCHIO: Madam Moderator, my name  
6 is Jimmy Coticchio. I am -- by way of full  
7 disclosure -- I'm a town employee. I'm chairman of  
8 the retirement board. I was former chairman of the  
9 housing authority. I've been coming to Town  
10 Meeting since I was basically allowed to. I've  
11 lived here my whole life; and my family's been here  
12 for 90 years. I think that's as much disclosure as  
13 I need to give you.

14 The issue Mr. Landry brought forward  
15 relative to the PEC and a disagreement amongst the  
16 employees, there was a disagreement amongst the  
17 employees. We met the -- the committees met; and  
18 they came up with this particular plan.

19 This plan saved the town a great deal of  
20 money. It was at the employees' request that this  
21 be done. They evaluated both plans; and the  
22 firefighters -- of which I am one -- wanted another  
23 plan. We wanted the Tufts plan; and that is -- may  
24 sound like Mr. Landry and I are on the same page.



1 We are not.

2           The PEC decided that they would go with  
3 Blue Cross Blue Shield. There were reasons for  
4 that. One of the reasons was that Blue Cross was  
5 giving a guarantee in the second year. There is no  
6 guarantee in the Tufts plan. And the committee  
7 decided that it wasn't worth the risk. I disagreed  
8 with that. But at the end of the day, both plans  
9 were evaluated, the savings was evaluated; and the  
10 risk was evaluated; and this was the best way to  
11 save the town money.

12           The employees are not trying to just spend  
13 money haphazardly. I live in this town. I work  
14 for this town. And I pay a great deal of taxes in  
15 this town -- just like everybody else here.

16           So I'm trying -- I'm tired of people  
17 trying to suggest that we are just here to reap  
18 these wonderful benefits. I'm here to work for  
19 you, to provide the best possible service that we  
20 can, and to continually improve that service. And  
21 hopefully, in return, I enjoy a good quality of  
22 life.

23           I ask you to vote down this amendment and  
24 let's get this done tonight.

1           MODERATOR DOHERTY: Thank you.

2           (Applause.)

3           MODERATOR DOHERTY: Mic No. 1, please.

4           Mic No. 1.

5           MS. McREAVY: Thank you, Madam Moderator.

6           My name is Susan McReavy, No. 8 Dean Circle. I'm a  
7           third generation of the Middleton family raising my  
8           family here in town. I'm a member of an extensive  
9           family of educators across the Commonwealth; and  
10          with my husband David, the parent of Sanborn  
11          elementary student and avid supporters of our  
12          teachers in the Andover public schools.

13          I am here to express my support for this  
14          amendment, because the recent health insurance  
15          decision appears to me to have been driven by the  
16          teacher union leadership; and it's fiscally  
17          unsound; and one might possibly conclude an act of  
18          retribution.

19          I too was unhappy about the additional  
20          cuts to the school budget, the timing of these  
21          cuts, and the consequences of these cuts to our  
22          teaching staff and, therefore, our children.

23          But as the saying goes, two wrongs don't  
24          make a right. I thank you, Mr. Eric Teichert and

1 the members of the firefighters union, as well as  
2 members of the other town unions who thoughtfully  
3 and collaboratively considered our community as a  
4 whole when evaluating the health insurance options  
5 and made responsible decisions -- as we all must do  
6 within our families where finances are concerned.

7 I call upon our residents to support this  
8 amendment, our town leaders to rectify the  
9 situation, and the teachers union leadership to  
10 walk the walk of the APS vision and mission by  
11 modeling responsible citizenship, engaging in  
12 community partnership, and contributing to the  
13 achievement of fiscal stability with fiscal  
14 responsibility. Thank you.

15 MODERATOR DOHERTY: Thank you. Very  
16 quickly.

17 (Applause.)

18 Two minutes, then we'll vote.

19 MS. SPIEGEL: I'm Betsy Spiegel, 30  
20 Michael Way. I was also part of the PEC committee,  
21 but I asked even though she's not a resident of the  
22 town of Andover, I would like Kerry Costello,  
23 president of the Andover Education Association to  
24 be able to address this. This was a long, hard

1 decision; and I think we need to hear her.

2 Mr. Fahey spoke; and he's not a resident.

3 MODERATOR DOHERTY: Mr. who spoke?

4 MS. SPIEGEL: Mr. Fahey spoke previously  
5 to another issue.

6 MODERATOR DOHERTY: Yes, sir. I've got  
7 a -- before I allow that, I've got a motion to move  
8 the question, which has to be approved by all of  
9 you. If you would like to keep discussion going,  
10 we will.

11 All those in favor of ending discussion  
12 now, please raise one hand.

13 Those opposed?

14 The ayes clearly have it. We will move  
15 the -- we will close the discussion. And we will  
16 move to the question.

17 We are moving on the amendment on line  
18 item 23 to amend that total number to \$14,990,957.  
19 Just that one line item.

20 All those in favor of that amendment,  
21 please raise one hand.

22 Thank you.

23 Those opposed?

24 I'm sorry to do this to you, but I need to

1 take a count. I can't tell.

2 All those in favor of the amendment,  
3 please stand.

4 Once your row has been counted, please sit  
5 down.

6 If you could please stay in your seats and  
7 not leave until after this vote is done, I would be  
8 grateful -- just because of the confusion. We'll  
9 be done this vote in just a few minutes.

10 COUNTER: Section 1, please.

11 THE FLOOR: Section 1, 12.

12 COUNTER: 12.

13 Section 2.

14 THE FLOOR: Section 2, 27, 2-7.

15 COUNTER: 27.

16 Section 3?

17 THE FLOOR: Section 3, four.

18 COUNTER: Four.

19 Section 4?

20 THE FLOOR: Section 4, 53, 5-3.

21 COUNTER: 53.

22 Section 5, please?

23 THE FLOOR: Section 5, 30.

24 COUNTER: 3-0, 30.

1 Section 6?

2 THE FLOOR: Section 6 has 35, 3-5.

3 COUNTER: 35.

4 Section 7?

5 THE FLOOR: Section 7, 10, 1-0.

6 COUNTER: 10.

7 Section 8, any voters?

8 THE FLOOR: Section 8, zero.

9 COUNTER: Zero votes. And the hall? I  
10 used to say Bobby, it's now Charlie.

11 CHARLIE: Three.

12 COUNTER: Three. And the stage, please?

13 THE FLOOR: Four.

14 COUNTER: The stage is four.

15 And there's eight, nine, 10, 11 -- and 12  
16 is the cafeteria, and it's empty.

17 MODERATOR DOHERTY: All right. All those  
18 opposed, please stand.

19 COUNTER: Keep looking for your counters.  
20 Please and sit. It makes it a lot easier for them  
21 and much faster.

22 Look to your left for the counter at  
23 section 4. She's trying to get you to sit down.

24 Well done.

1           Section 1, please?  
2           THE FLOOR: Section 1, 15.  
3           COUNTER: 1-5, 15.  
4           Section 2.  
5           THE FLOOR: Section 2, 40, 4-0.  
6           COUNTER: 4-0.  
7           Section 3.  
8           THE FLOOR: Section 3, 15, 1-5.  
9           COUNTER: 15.  
10          Section 4.  
11          THE FLOOR: Section 4, 29, 2-9.  
12          COUNTER: 29.  
13          Section 5, please.  
14          THE FLOOR: Section 5, 22.  
15          COUNTER: 22.  
16          Section 6.  
17          THE FLOOR: Section 6 has 29, 2-9.  
18          COUNTER: 29.  
19          7?  
20          THE FLOOR: 17.  
21          COUNTER: 7 has seven.  
22          THE FLOOR: Section 7, 17, 1-7.  
23          COUNTER: 17, 1-7.  
24          Okay. Section 8, any voters?

1 THE FLOOR: Section 8, four.

2 COUNTER: Four.

3 And the downstairs hall, Charlie?

4 THE FLOOR: Zero.

5 COUNTER: Zero.

6 On the stage?

7 THE FLOOR: 16.

8 COUNTER: 1-6 on the stage.

9 MODERATOR DOHERTY: Okay. 178 having  
10 voted in the affirmative, 187 voting against. The  
11 motion is lost.

12 Is there a -- so we have a line items 19  
13 through 24 in the amount of \$38,515,997 as moved.

14 All those in favor, please raise one hand.

15 Those opposed?

16 Thank you. The ayes have it. The motion  
17 passes.

18 For information purposes only, we have  
19 passed a budget tonight in Article 4 of  
20 \$152,890,226.

21 I will not start another article at this  
22 point in time.

23 Mr. Urbelis.

24 MR. URBELIS: Madam Moderator, I move to



1 adjourn this Town Meeting till 7 o'clock tomorrow  
2 night, same place.

3 MODERATOR DOHERTY: There's a motion on  
4 the floor to adjourn till tomorrow night at 7.

5 All those in favor?

6 Those opposed?

7 And don't forget to DVR the hockey game so  
8 that you're all right here tomorrow night.

9 Thank you, everyone.

10 (Meeting adjourned.)

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CERTIFICATE

I, Julie M. Lazdins, Shorthand  
Reporter, do hereby certify that the foregoing  
transcript is a true, accurate, and complete  
transcript of the recorded media, to the best of my  
knowledge, skill, and ability.



---

Julie M. Lazdins

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