

WARRANT
THE COMMONWEALTH OF MASSACHUSETTS
ESSEX, SS.

To Either of the Constables of the Town of Andover

Greeting:

In the name of the Commonwealth you are hereby required to notify and warn the Inhabitants of said Town who are qualified to vote in Town Affairs to meet and assemble at the Richard J. Collins Field House, Andover High School, 80 Shawsheen Road, in said Andover, on

TUESDAY, THE SEVENTEENTH DAY OF MAY, 2022

At forty past seven o'clock P.M. to act upon the following articles:

ARTICLE 1	COVID-19 STIPEND FOR EDUCATIONAL SUPPORT PROFESSIONALS
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To see if the Town will adopt the following:

Authorize a one-time pandemic stipend and retention premium for educational support professionals (instructional assistants, food service workers, administrative assistants, custodians, and any other hourly education support professional) providing in-person essential work since March 20, 2020, in the flat sum of \$800 per person. The Pay shall be distributed pursuant to Federal Coronavirus State and Local Fiscal Recovery Funds Final Guidelines for “eligible workers”,

If the above eligible workers are deemed ineligible for the receipt of the above funding for any reason, then the Town shall transfer \$300,000 from the most recent certification of free cash to a reserve to be distributed by the School Committee subject to collective bargaining and in accordance with the above Federal Guidelines.

The Final Rule provides that “Premium pay” must be entirely additive to a worker’s regular rate of wages and compensation and may not be used to reduce or substitute for a worker’s normal earnings.

On petition of Michael Meyers and others

ARTICLE 2	IMPLEMENTING A PERFORMANCE MANAGEMENT BLUEPRINT FOR THE TOWN MANAGER AND SUPERINTENDENT OF SCHOOLS
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To see if the Town will adopt the following:

The Select Board shall annually contract with an independent Employee Appraisal Firm chosen by the Finance Committee to conduct an anonymous municipal wide review of performance of the Town Manager.

The Finance Committee shall annually choose an independent-industry leading HR/Employee Appraisal/Performance Management firm who will introduce, conduct, administer and oversee the

Performance Assessment in accordance with Best Management Practices (BMP's). The review shall focus on the leadership competencies, performance and team development goals used throughout corporate industry and public service.

The summary report shall be a public document annually posted on the Town's website under a separate link entitled "Town Manager Review".

The School Committee is also directed to adopt the same blueprint for the performance evaluation of the Superintendent of Schools by all school employees.

On petition of Michael Meyers and others

ARTICLE 3	PROHIBITING USE OF NON-DISCLOSURE AGREEMENTS (NDA'S)
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To see if the Town will adopt the following (per the Massachusetts Senate – 2021):

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

On petition of Michael Meyers and others

ARTICLE 4	MENTAL HEALTH & WELL-BEING SPECIAL ARTICLES GENERAL FUND
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To see if the Town with vote to create a special articles general fund for mental health and wellbeing services.

Upon approval by the Special Town Meeting, the Select Board shall approve and transfer from Free Cash a sum of money in the amount of \$1 million dollars from the most recent certified Free Cash balance into this account. The purpose of these dedicated funds shall be for purchasing, hiring or enhancing services and resources such as added mental health clinicians, substance abuse program coordinators and social care workers to support Andover families, seniors, veterans and our children, or take any other action relative thereto.

On petition of Michael Meyers and others

ARTICLE 5	ANNUAL PUBLIC POSTING OF EVERY NO-BID CONTRACT OR AGREEMENT
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To see if the Town will adopt the following:

The Town Manager shall annually and prominently post on the official Andover public website a page entitled "No Bid Contracts" prior to the commencement of the annual Town Meeting.

The page shall contain the name of all parties and the entire executed contracts or agreements of any kind in excess of \$10,000 for every vendor or entity under agreement without participating in a posted competitive bid process.

On petition of Michael Meyers and others

ARTICLE 6	COVID-19 PUBLIC HEALTH EMERGENCY FUNDS
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To see if the Town will adopt the following:

To authorize the Select Board to void the Town Managers’ \$10.9 million plan approved by the Select Board on March 3, 2022 and commence a new transparent community planning process for Covid-19 Funds

The Select Board shall oversee a new inclusive process with direct in-person broad community input, based upon feedback from local residents, independent behavioral health professionals, Town and School employees and Andover small businesses.

The new process shall adhere to the following Federal guidelines:

“Treasury urges local governments to engage their constituents and communities in developing plans to use these payments. Transparency and public accountability for award funds and use of such funds are critical to upholding program integrity and trust.”

Provided, however, that the Select Board shall establish a \$2.0 million reserve from the \$10.9 million for unexpected Covid-19 related conditions and disruptions. The reserve shall be re-allocated in FY 2024 per recommendations from local behavioral health providers and Andover School and Town employees per federal State and Local Fiscal Recovery Funds (January 27, 2022 Final Guidelines).

Provided, further, per Federal Guidelines, Covid-19 Funds shall not be used to offset any reductions in local government revenue or fees (including liquor stores, bars and restaurants annual licensing fees).

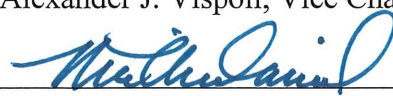
On petition of Michael Meyers and others

And you are directed to serve this Warrant by posting attested copies and publication thereof, fourteen days, at least, before the time and place of said meeting as directed by the Bylaws of the Town.

Hereof fail not, and make return of this Warrant with your doings thereon, at the time and place of said meeting.

Given our hands this 21st day of April 2022.


 _____)
 Christian C. Huntress, Chair)

 _____)
 Alexander J. Vispoli, Vice Chair)

 _____)
 Melissa Danisch, Selectwoman)
 _____)
 Ann W. Gilbert, Selectwoman)

 _____)
 Laura M. Gregory, Selectwoman)

SELECT BOARD
OF
ANDOVER

A true copy

A T T E S T

Ronald Bertheim, Constable

Andover, Massachusetts, _____, 2022

Pursuant to the foregoing Warrant, I, the subscriber, one of the Constables of the Town of Andover, have notified the Inhabitants of said Town to meet at the time and place and for the purposes stated in said Warrant, by posting a true and attested copy of the same on the Town Hall, on each school house, and in no less than five other public places where bills and notices are usually posted and by publication in the *Eagle Tribune*. Said warrants have been posted and published fourteen days.

Ronald Bertheim, Constable