Family Weekend Activities

Concerts

Family Weekend is always a particularly special time at Phillips Academy and the music department endeavors to make the weekend even more memorable. Performances, which take place all weekend, include orchestras, bands, and choruses. All concerts are free and open to the public.

The Symphony and Chamber orchestras and the Concert Bands perform on Friday, October 18 in Cochran Chapel at 7:30 p.m. The Amadeus Chamber Orchestra directed by Elizabeth Aureden will perform the first movement of Mendelssohn’s *String Symphony in D Major*. The fourth movement of Dvorak’s *Symphony VIII* will be performed by The Symphony Orchestra, directed by Christina Landolt. Derek Jacoby will lead the Chamber Orchestra in Handel’s *Concerto Grosso in F Major*. The Concert Bands, directed by Peter Cirelli, and Vincent Monaco, will perform *Alamo March* by Karl L. King and Del Borgo’s *Music for Winds and Percussion*.

On Saturday, October 19 at 6:30 p.m. in Cochran Chapel, Abbey Siegfried will lead the Academy Chorus and Fidelio Society in a concert entitled, “Words Matter.” All the music to be performed has been composed by living composers.

—Wendy Heckman
Department of Music

Grasshopper Shows

*Grasshopper* 2019—“The Future” is a talent and entertainment show directed and performed by students. Tickets were distributed to students on a first-come, first-served basis. The performance will be simulcast in Kemper Auditorium. Four shows will be performed during Family Weekend:

- Friday, October 18 at 6 and 9 p.m.
- Saturday, October 19 at 8 and 9:30 p.m.
THE SCENE

Community and Extracurricular Activities

Friday, October 18
7:30 p.m.—Concerts
Symphony and Chamber orchestras and the Concert Bands perform.
Cochran Chapel.

6 and 9 p.m.—Grasshopper Show
Student talent and entertainment show.
Tang Theatre.

Saturday, October 19
9–11:30 a.m.—LITW Open House
Discussions will focus on Learning in the World opportunities.
Tang Institute, OWHL.

6:30 p.m.—Concert, "Words Matter"
Abbey Siegfried will lead the Academy Chorus and Fidelio Society in concert.
Cochran Chapel.

8 and 9:30 p.m.—Grasshopper Show
Student talent and entertainment show.
Tang Theatre.

Wednesday, October 23
1–2 p.m.—Tang Lunch & Discussion
Clara Isaza-Bishop and members of the Spanish Department will discuss innovation in its practices.
Mural Room, Paresky Commons.

Religious Scene

Friday, October 18
12:15 p.m.—Muslim Student Association (MSA) Prayers
Advisor: Noureddine El Alam. Weekly Prayer Meetings sponsored by the MSA. All are welcome.
Meditation Room, Lower Level, Cochran Chapel.

6 p.m.—Muslim Student Association (MSA) Dinner
Advisor: Noureddine El Alam. MSA will sponsor a club dinner every Friday.
Everyone is welcome.
Ada’s Room, Paresky Commons.

Note: The Jewish Student Union will not meet this evening.

Sunday, October 20
5:50–6:30 p.m.—Catholic Confirmation Class
Led by Mary Kantor, Catholic chaplain.
Open to all grades. To sign up or for more information, please contact mkantor@andover.edu.
Room 16, Cochran Chapel.

6 p.m.—Protestant Compline Service
Led by the Reverend Anne Gardner, Protestant chaplain and director of spiritual and religious life.
Cochran Chapel.

6:45–7:30 p.m.—Roman Catholic Mass
Overseen by Mary Kantor, Catholic chaplain, with priests of the Archdiocese of Boston presiding.
Special music by Valerie Barczak of the Music Department. Reception will follow.
Kemper Chapel, Cochran Chapel.

Monday, October 21
No Classes or Faith Group Meetings

Tuesday, October 22
5:15 p.m.—Catholic Student Fellowship (CSF)
Advisor: Mary Kantor, Catholic chaplain.
Paul’s Room, Paresky Commons.

Wednesday, October 23
5:30–6:30 p.m.—Gospel Choir
Note: Watch for possible venue change.

Note:
Hindu Student Union (HSU)
Led by the Reverend Anne Gardner, Protestant chaplain and director of spiritual and religious life. Meeting dates and times for the Hindu Student Union will be announced in future issues of the Gazette.

Gazette submissions are due at gazette@andover.edu by 3 p.m. on Wednesday.
New Mobile App for Family Weekend

We are excited for Family Weekend 2019. Through the hard work, dedication, and assignment of resources, we have launched a PA Families and Campus Community mobile app for Family Weekend this year.

The schedule for Family Weekend can be found on the new Andover Events Guide App, available through both app stores. To download the guide and view the preliminary schedule:

2. Open the Andover Events Guide App and tap Find Guides (the magnifying glass in the bottom right corner of the app).
3. Tap the Have a Passphrase? button.
4. Type the passphrase Andover1778 to find the PA Families and Campus Community guide for the latest information and schedule for Family Weekend. Be sure to accept notifications so that you will receive notice of any venue or schedule changes.

We invite you to customize your weekend visit using the My Schedule option within the guide—and hope you will attend as many events as possible!

Big thanks go to everyone for their tireless efforts to get this up and running. As always, big thanks also to the Family Weekend working group who met throughout the summer and fall term to iron out so many details.

—Clyfe Beckwith  
Assistant Head of School for Teaching and Learning

Afternoon Art Break at the Addison

For October’s Afternoon Art Break tour—one Friday, October 25, from 3:30 to 4 p.m.—join the Addison’s Head of Education Jamie Kaplowitz Gibbons to explore The Art of Ambition in the Colonial Northeast.

Every month brings a new opportunity to swap your coffee break for an art break, with a 30-minute tour through a new exhibition. All staff and faculty are welcome, whether you come to the Addison regularly or have been meaning to find a time to do so.

The works in this permanent collection exhibition speak to the complexity and ambiguity of artistic identity in the British colonies of northeastern North America during the 18th century and to the difficulty of defining the boundaries of American art.

Meet at 3:30 p.m. in the rotunda at the Addison Gallery of American Art.

Questions? Email jgibbons@andover.edu.

—Jamie Kaplowitz Gibbons  
Addison Gallery of American Art

Sunday Funday Yoga

Sunday Funday, a community engagement program that brings together faculty and staff members, student volunteers, and the children of faculty and staff members, is back. Scheduled for Sunday, November 3 is Yoga with Lilia Cai-Hurteau.

Children three years old through 5th grade will meet from 10:30 to 11:30 a.m. (Parents are required to be present for children 3 years old through kindergarten.)

We will meet in the Snyder Center, Class of 1992 Room (one of the yoga rooms upstairs).

Please sign up your child(ren) before Friday, November 1, at noon by using the link: https://forms.gle/HJnJA36wexDV51A97.

Please contact Emilie Cliquet Hughes (ecliquethughes@andover.edu) with any questions.

—Emilie Cliquet Hughes
The Community Engagement Office

Children’s Halloween Party

All children of faculty, staff, and administrators are invited to Phillips Academy’s annual Halloween party on Thursday, October 31 at Susie’s! Come in costume for pizza, drinks, treats, and crafts. The party starts at 4 p.m. this year to accommodate town-wide trick-or-treating, and will be followed by the ever-spooktacular Halloween parade around Paresky Commons at 5 p.m.! This should give the older kids enough time for some quality trick-or-treating afterward.

No need to RSVP, but if you have questions, please contact Cat Faulk (catherine.faulk@gmail.com).

A special thank you to the Head of School’s office who generously sponsors this event each year!

Thanks so much!

—Cat Faulk, Christa Zufelt, and the Office of Community Engagement

Campus Closet Hours

<table>
<thead>
<tr>
<th>Date</th>
<th>Hours</th>
<th>Category</th>
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<tbody>
<tr>
<td>October 18</td>
<td>11 a.m. to 5 p.m.</td>
<td>Family Weekend</td>
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<tr>
<td>October 19</td>
<td>Noon to 5 p.m.</td>
<td>Family Weekend</td>
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<tr>
<td>October 20</td>
<td>10 a.m. to 3 p.m.</td>
<td>Family Weekend</td>
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<tr>
<td>November 8</td>
<td>Noon to 4 p.m.</td>
<td>Trustees/Student Hours</td>
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<tr>
<td>November 13</td>
<td>11 a.m. to 4 p.m.</td>
<td>Student Hours</td>
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<tr>
<td>November 22</td>
<td>11 a.m. to 4 p.m.</td>
<td>Student Hours (Thanksgiving Recess)</td>
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<tr>
<td>December 6</td>
<td>11 a.m. to 4 p.m.</td>
<td>Student Hours</td>
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<tr>
<td>December 18</td>
<td>11 a.m. to 4 p.m.</td>
<td>Holiday Sale</td>
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<tr>
<td>December 19</td>
<td>11 a.m. to 4 p.m.</td>
<td>Holiday Sale (Christmas Recess)</td>
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George Washington Hall, Lower Level.

Or, you can order items online at https://squareup.com/market/pspa and pick them up at GW Hall Monday through Friday from 8 a.m. to 4:30 p.m.
Faculty Plans and Sabbatical Proposals

Though it’s only October, early preparations for the 2020–2021 school year are already underway. In order to anticipate such things as open teaching positions and housing needs, we ask that faculty apprise us of relevant plans for the next school year, even those plans that are still tentative.

Retirements:
We hope that faculty who plan to retire in June of 2020 enrolled in the Retirement Transition Plan in November of 2018; however, if you missed the deadline for the plan but do intend to retire in June of 2020, please email Jeff Domina by Monday, November 4.

If you plan to retire in June of 2021 and would like to participate in the Retirement Transition Plan, please make an appointment to meet with Domina before the plan deadline of December 1.

Leaves of Absence:
Any faculty member who intends to request a leave of absence for the 2020–2021 school year should make an appointment to meet with Domina or before Monday, November 4. Such leaves include those that would accommodate teaching through School Year Abroad (SYA) or a similarly approved program.

Prior to requesting a leave of absence, please read section 4.9 of the Faculty and Administrator Supplement to the General Policies Handbook. Leaves of absence will only be granted if “such a leave is in the best interest of both the employee and the school.” Before approving any leave, the dean of faculty will consult with the assistant head of school for teaching and learning, the dean of studies, the dean of students, the appropriate department chair, the athletic director, the associate head of school for equity and inclusion, and the director of human resources.

Sabbaticals:
The school’s ability to fund sabbatical requests depends largely on the number of proposals we received in a particular year. While classroom, residential, coaching, and other school needs, along with the applicant’s length of service at the Academy, are all important factors in making final decisions, we may also prioritize requests that foster significant professional development and/or allow faculty to make an impact on students and educators beyond Andover. The school policy governing sabbaticals may be found in the Faculty and Administrator Supplement to the General Policies Handbook. Please familiarize yourself with these policies before applying for a sabbatical.

Faculty who are contemplating a sabbatical should draft a proposal and then seek approval from the department chair. A final copy of the proposal, signed by the faculty member and the department chair, should be submitted to the Dean of Faculty Office on or before Monday, November 4. In the first paragraph of the proposal, please be sure to note the following: years of service at Phillips Academy, any previous sabbaticals awarded, and any sabbatical applications that were not approved.

In consultation with the department chair, the dean of faculty and assistant head of school for teaching and learning will review and assess each proposal and then make recommendations to the interim head of school and the Board of Trustees. Sabbaticals are approved for one year at a time and are announced following the February Trustee meeting.

—Clyfe Beckwith, Dean of Studies Office
—Jeff Domina, Dean of Faculty Office

Community Photo Gallery

If you are near the Elson Art Building, be sure to stop by the Polk-Lillard Center (PLC) and check out the new series of photographs in the PA Community Photo Gallery. Members of the community, including staff, students, and faculty share their thoughtful and colorful photographs to help liven up the main lab in the PLC. Come view creative photos from worldwide travels to our own backyard. Thanks to all of our participants for sharing their love of photography.

—Paula Driscoll
Manager, Polk-Lillard Center
Diversity, Equity, and Inclusion

SEED and AWARE Meetings Begin in October

The SEED Project @PA (Seeking Education Equity and Diversity) is designed to create conversational communities to drive personal, organizational, and societal change toward greater equity and inclusion. To prepare for the first meeting of SEED@PA this week, participants watched MacArthur Fellow Chimamanda Ngozi Adiche’s TED Talk “The Danger of a Single Story.” We invite community members to watch or listen to Adiche’s talk and consider the following:

- When a culture is represented by a single story, stereotypes result. These stereotypes are an incomplete representation; they make one story the only story. A single story robs people of their dignity.
- How stories are told, who tells them, when they are told, how many are told—all depend on power. Power can be used to make one story the definitive story of a people. Consider how a story changes when the perspective of the storyteller is shifted from those in power.

—Deb Olander
Instructor in Mathematics, Statistics, and Computer Science

Thank You, Volunteers

Thank you to all the colleagues who volunteered to facilitate discussions of The Mask You Live In with our juniors this week. This program has an enormous impact on our young students, and its positive ramifications extend throughout the rest of their time here and beyond. Thank you also to Jim Ventre for introducing the film and setting up the tone of the conversations for them. We know that giving up a full morning on a rare (and precious) day off is a big ask, and we are very grateful to those who were able to participate. This year, we were able to hold both mixed-gender and same-gender discussions, as well as, for the first time, a group for queer/nonbinary students.

—Flavia M. Vidal, PhD (she, her, hers)
Director, Brace Center for Gender Studies

Upcoming Tang Events

Lunch & Discussion

Join us on Wednesday, October 23, at 1 p.m. in the Mural Room for a Lunch & Discussion led by Clara Isaza-Bishop and members of the Spanish Department. In recent years, the department has created a program focused on the interests and needs of students while also preparing them to interact with real people, in real situations, using the Spanish language. Members of the department will share insight into the redesign of the Spanish 100-, 200-, and 300-level courses, including the emphasis on proficiency, use of authentic resources, and innovation in instructional practices.

The event will take place from 1 to 2 p.m. in the Mural Room. RSVP to tanginstitute@andover.edu—and please share this invitation widely!

Calling 2020–2021 Fellowship Proposals

The Tang Institute is calling for 2020–2021 fellowship proposals. The deadline is Monday, November 11, at 5 p.m. Faculty members may submit proposals as interdisciplinary teams or as individuals with plans to collaborate on a common project. The application is available here: https://forms.gle/Qy2JShqruXKsQqB2A.

If you have questions about submitting a proposal, please contact tanginstitute@andover.edu.

2019–20 Mindfulness Speaker Series

We are excited to share that the Mindfulness Speaker Series will continue in 2019–2020! We look forward to welcoming back mindfulness instructors Alexis Santos, Matthew Hepburn, and Sebene Selassie and hope you will join us for conversations about finding freedom and calm in everyday life.

Alexis Santos will kick off this year’s series with a visit to campus on Friday, November 1 and Saturday, November 2:

- November 1, “Mindfulness in the Age of Anxiety” (7 p.m., Kemper Auditorium): mindfulnessintheageofanxiety.eventbrite.com
- November 2, “Finding Balance amidst Uncertainty” (daylong workshop, Davis Hall): emotionalbalanceamidstuncertainty.eventbrite.com

Visit the Tang Institute during Family Weekend

We hope you’ll join us for “The Rainbow at PA,” a session led by Marisela Ramos for LGBTQ families and all others interested in Andover’s ongoing efforts to create a more inclusive and supportive community. The session will take place in the Tang Institute on Friday, October 18, from 4:30 to 6 p.m. Students and families welcome!

—The Head of School and Tang Institute teams

Faculty Meeting Schedule

Monday 10/21: No Meeting

Monday 10/28 (NEASC groups only): NEASC Standards groups meet

Monday 11/4 (plenary): Update from Assessment/Grading Working Group and Academic Council

Monday 11/11 (plenary): Faculty Workload Committee/Point System review

Gazette submissions are due at gazette@andover.edu by 3 p.m. on Wednesday.
Learn the Sport of Curling!

Come join us on the ice to learn the sport of curling! Limited spots are open for our semi-private class on Saturday, October 19, at 8:30 p.m.

Preregistration and full details can be found on Andover Curling’s website.

If interested, please join our curling email list by sending us an email at rinks@andover.edu.

—Thomas Brunton
Program Director/Curling Director
Recycling Outdated Directories

With delivery of the new directory, it may be time to recycle those from past years. Please remove the spiral binding before putting directories (and other bound items) into the single-stream recycling. Alternatively, you can send or bring your directories to Central Services to be recycled. If you go to GW Hall, please drop off the directories in the collection bin near the mail services window.

Education for Sustainability Meeting Minutes
Tuesday, October 15

In attendance: Nancy Alpert, Sarah Bakinosky, Mike Barker, Michael Blake, Allison Guerette, Joel Jacob, Chris Joel, Cath Kemp, Aggie Kip, Brendan Mackinson, Christine Marshall, Keith Robinson, Casey Russo, Eric Roland, Andrew Wall, Nick Zufelt

The group reviewed the broadly accepted definition of sustainability/sustainable development as established in “Our Common Future,” the Brundtland Commission report to the United Nations in 1987. Sustainable development is when the environmental, economic, and social needs of a society are met in the present without compromising the ability of future generations to meet their needs.

Small groups began cataloging coursework, EBI, cocurricular, and residential life programming using the “Big Ideas” of education for sustainability, a framework generated by the Sustainable Schools Project and Children’s Environmental Literacy Foundation. The “Big Ideas” are: (1) Community; (2) Systems; (3) Diversity; (4) Interdependence; (5) Cycles; (6) Changeover time; (7) Limits; (8) Fairness/Equity; (9) Place; (10) Ability to make a difference; (11) Long-term effects; and (12) Equilibrium. In future meetings, the group will explore other frameworks that break apart education for sustainability as a series of topics and skills. The goal of this exercise is to assess what we are already doing and identify gaps.

Our next meeting is Tuesday, October 29, from 9:50 to 10:40 a.m. (during Full Team meeting) in the Tang classroom in the OWHL. All campus adults are welcomed.

—Allison Guerette
Sustainability Coordinator

Abbot Grant Proposal Deadline

Do you have a dream for Andover? Apply for an Abbot Grant. The deadline is Monday, October 21. Link to the application and information: Abbot Grants.

Questions: Contact Liz George at egeorge@andover.edu or Erin Strong at estrong@andover.edu.

—Liz George
Assistant to the Abbot Academy Fund

2020 AP Exam Registration Information

The College Board has changed the way it manages AP exam registration. Registration is now divided into two time periods:

Early registration runs until November 8. The cost of the AP exams is $94 per exam plus a $10.00 non-refundable administrative charge.

Late registration runs February 3–February 28. The cost of the AP exams is $134 per exam plus a $10.00 non-refundable administrative charge.

The exams are given from May 4 to 15. Phillips Academy students will be sent an email from the Phillips Academy Standardized Testing Office (Dcolombo@andover.edu) with registration instructions. They will register online with their College Board account information.

For specific information on registration and exam dates and fees, go to: https://www.andover.edu/community/standardized-testing.

For questions regarding the AP registration process, please contact Debra Colombo at dcolombo@andover.edu.

Online Sports Schedule

Hoping to enjoy a little healthy competition this week? Visit the Andover Athletics website at https://athletics.andover.edu to see a schedule of this week’s events, then come out and cheer on our Big Blue athletes!
Learning in the World Update: 2020 Programs and Open House

We invite the PA community—and especially parents and students—to find out more about Learning in the World (LITW) during Family Weekend. Our LITW Open House will take place on Saturday, October 19, from 9 to 11:30 a.m at the Tang Institute (OWHL). Faculty members, global ambassadors (former student participants), and representatives from affiliate programs will be available to answer questions and discuss how these opportunities connect with and inform on-campus learning. Encourage your students to join us to learn more about LITW programming!

This year’s deadlines for Learning in the World applications are:

- Saturday, December 7, for spring break programs
- Saturday, January 11, 2020 for summer programs

Students can apply through our online application portal in Compass. We remain committed to offering need-based financial aid for any Andover student who is selected. Assistance will be available—on a per-program basis—and will be determined based on the individual program tuition and the level of grant support awarded to students during the Financial Aid application process. Cumulative financial assistance for participation in LITW programs has been set at $9,000 per student, throughout their Andover career. As always, students on financial aid interested in participating in a particular Learning in the World should reach out to the financial aid office (Andrea Prescott Gerakaris at agerakaris@andover.edu) if they have questions about what percent of their program is covered. For more information, please visit us during Family Weekend to pick up a brochure and contact cmunozfernandez@andover.edu with questions.

2019-2020 Learning in the World Programs (28 programs this year):

Faculty-Led Programs

**Spring Break 2020**
- Dominican Republic—Global Goals: Dominican Republic
- Mexico—The Maya Cosmos
- Bali—Niswarth Earth—NEW!

**Summer 2020**
- Argentina—¡Relindo! Language and Culture Immersion in Buenos Aires
- Barcelona—BarcaPA—NEW!
- Brazil—Brazil PLACES
- France—Piette Program
- Germany—Berlin: History, Culture, and Language

**Performing in the World, August 2020**
- England-Edinburgh—American High School Theatre Festival

Affiliate Programs

**Summer 2020**
- China—School Year Abroad (SYA)
- France—School Year Abroad (SYA)
- Germany—American Association of Teachers of German
- Germany—Inlingua
- Greece—Paideia Institute, Athens: Living Greek in Greece—NEW!
- Italy—School Year Abroad (SYA)
- Italy—Calder Classics-Rome, Florence, or Tuscany—NEW!
- Japan—TIES/TOIN Program
- South Africa—African Leadership Academy
- Spain—INESLE, Madrid
- Spain—School Year Abroad (SYA)
- USA—Hurricane Island Outward Bound School
- USA (several locations)—National Outdoor Leadership School (NOLS)
- USA—NuVu Studio Summer Program, Cambridge, MA

**Yearlong Programs 2020–2021**
- China, France, Italy, and Spain—School Year Abroad (SYA)

—Carmen Muñoz-Fernández
Director, Learning in the World
TIAA Financial Counseling
The Academy provides individual confidential financial counseling sessions
with TIAA at no additional cost. In these sessions, you can discuss your personal
financial situation with an experienced TIAA financial consultant and learn
how to achieve your goals by investing in solutions such as mutual funds,
brokerages, life insurance, and annuities.
These sessions will provide you with a personalized actionable plan based on,
among other things, your goals, time horizon, and individual risk tolerance.
TIAA sessions will occur in GW Hall in the 2nd floor conference room on the
following dates:
• Tuesday, November 5
• Tuesday, December 12
Appointments are available from 9 a.m. to 4:30 p.m. Call TIAA at 866-843-5640
between 9 a.m. and 8 p.m.

Holiday Calendars
The 2020 holiday calendars for staff and administrators are posted on the Human
Resources page on PAnet.

Flu Shot Clinics for Employees
Cold weather is just around the corner, and along with it comes the flu season.
To help protect you from the flu, Phillips Academy will be offering two convenient
flu shot clinics for campus adults again this year, run by the professional nursing
staff of Maxim Health Care. The first clinic will be Friday, October 25 from 11
a.m. to 3 p.m. in Kemper Auditorium.
The second clinic will be Thursday, November 7 from 4 to 7 p.m. in Paul’s
Room, Paresky Commons. Employees, spouses, and dependents over the age of
18 can participate. You will be required to show your health insurance card at
the time of your flu shot. Maxim will bill your current insurance plan, so no fee
will apply. For more information about influenza and the flu shot, please visit
the Centers for Disease Control (CDC) website: www.cdc.gov/flu/.

Short-Term Disability Enrollment Period October 28–November 1
Benefit-eligible colleagues (.50 FTE or greater) will have an opportunity to enroll
in short-term disability for an effective date of December 1. Eligible employees
interested in enrolling in short-term disability insurance may do so Monday,
October 28 through Friday, November 1 for an insurance effective date of
December 1.

What is Short-Term Disability?
Short-term disability can bridge the gap between your sick leave bank and
long-term disability insurance by paying you a percentage of your gross monthly
salary if you become ill or injured. You determine the amount of monthly benefit
to purchase (from $400 to $5,000, not to exceed 60 percent of your monthly salary)
based on your own situation, including the amount of sick leave you have banked
and your personal income needs. You pay for the insurance via payroll deduction.
Unum is our insurance carrier.
If you work .50 FTE or more, you are eligible to purchase benefits that will
pay you in the event of a disability or illness for up to six months. You can
choose when your benefits will begin to be paid—either 7, 14, or 30 days after
you become disabled. Rates are locked in at your age of purchase; they will not
change.

How much does Short-Term Disability Cost?
Rates and additional information are available on PAnet. Personalized
rates will be calculated for you on the enrollment website based on census
information we sent to Unum. Premiums are deducted from your paycheck on an
after-tax basis.
During this enrollment period, employees who were hired from May 12, 2019, to the
present may enroll up to the maximum benefit without medical underwriting.
Employees hired prior to that date can still enroll, but they will be required to
complete a medical questionnaire. You will own this policy, so you can keep
it even if you leave Phillips Academy or retire. While you are enrolled, the
Academy will deduct your after-tax premium from your paycheck and remit
it to Unum each pay period.

How to Enroll in Short-Term Disability
There are two ways to complete your short-term disability enrollment: 1) Contact
Unum via a special dedicated phone number or 2) Log on to a
dedicated web portal. The phone number is 1-888-735-2115 and will be
available beginning on the first day of the enrollment period. It will be staffed
from 8 a.m. to 8 p.m. Monday–Friday
with enrollment professionals who can help you create a personalized benefit.
You may also log on to the dedicated portal https://www.plane.biz/Logons/
Important Note: There is no obligation to purchase insurance if you speak with
an enrollment specialist or create a web portal. If you have any questions, please
contact Stephanie Donovan at x4106 or
sdonovan@andover.edu.

HR at Your Service
Because understanding your benefits is an important part of your employment
experience at Phillips Academy, the human resources team would like to
provide you with an opportunity to learn more about each employee benefit in a
way that is meaningful to you. As such, we offer a monthly series called HR at
Your Service. In conjunction with the Short-Term Disability enrollment period,
a member of the human resources team will be available in the Upper Left of
Paresky Commons during lunchtime on Wednesday, October 30 from 11 a.m. to
1:30 p.m. for you to stop by and learn

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Employment and Benefits News

more about your short- and long-term disability benefits.

Long-Term Disability
Did you know that all benefit-eligible employees are automatically enrolled in the Academy’s long-term disability benefit on the first of the month after one year of continuous service? The Academy pays Unum, the disability vendor, monthly premiums based on employees’ gross earnings.

What is Long-Term Disability (LTD)?
You never expect a serious illness or accident to happen, but when it does, it can interrupt your ability to work for months—even years. Long Term-Disability Insurance can give you the financial support you need to manage your disability and your household.

How does LTD work?
After a 180-day elimination period, the monthly benefit amount for eligible employees is a percentage of monthly earnings to a maximum benefit of $8,000 per month. Please note that payment may be reduced by deductible sources of income and disability earnings.

Who Pays for LTD? Employees pay employment taxes on school-paid premiums as though the premium was income so that, in the event of an eligible employee’s disability, the employee will receive the benefit tax-free. Unum pays monthly benefits directly to the employee. For more information or a copy of the summary plan description for the faculty or staff policy, please visit the human resources office or the Human Resources Section of PA.net.

—Leeann Bennett
Director of Human Resources

Submit Summer Grant Reimbursement Requests
All faculty who were awarded course development, faculty development, or Kenan grants but have not yet requested payment should do so by Wednesday, October 30.

Faculty who need to extend the deadline due to ongoing work or other circumstances should contact Yasmine Allen at ext. 4008 or yallen@andover.edu.

• For stipend payments: Please complete the stipend request form and submit it to the Dean of Faculty Office.

• For expense reimbursement: Please complete an expense report in Chrome River and submit it for approval to the Dean of Faculty Office.

We appreciate your help in awarding allocated funding. It helps us identify unspent funds that can be reallocated for additional important work this year!

—Yasmine Allen
Associate Dean of Faculty

Science Club for Girls
Winter term registration for Science Club for Girls is open until Friday, November 1, at 5 p.m. for girls in grades 3-6. The program will run from 1:30 to 3 p.m. on Sundays, January 1, January 26, and February 9. Please be conscious of the dates and your scientist-in-trainings’ availability before signing-up.

Due to poor and sporadic attendance in recent years by scientists-in-training, Science Club for Girls is tentative for the winter of 2020 and dependent upon how many scientists-in-training sign up. A decision will be made about the continuation of the program after the registration deadline.

Please click on this link to register by Friday, November 1 at 5 p.m.: https://forms.gle/aCoMBgMSZxep2sEV6. If you have any questions please contact me, Mahalia Bazile at mbazile@andover.edu.

—Mahalia Bazile
Office of Community Engagement

Gazette submissions are due at gazette@andover.edu by 3 p.m. on Wednesday.