

SC APPROVED



**Haverhill Public Schools - School Committee  
Regular Meeting Minutes of December 14, 2017**

Mayor James Fiorentini, Chairperson called the Regular Meeting to order at 7:00 p.m. Present: Mr. Sven Amirian, Attorney Paul Magliocchetti, Mrs. Maura Ryan-Ciardello (arrived 7:07 pm), Mr. Shaun Toohey, Mr. Scott Wood, Vice President, Ms. Gail Sullivan, President and Mr. Jared Fulgoni, Assistant Superintendent. Mr. James Scully, Superintendent of Schools was recorded absent.

This message is read before each meeting: those attending tonight's meeting should be aware that the meeting is being audio and video recorded by HCTV (add any other media outlet/party which tells you they will be recording). Any audience members who wish to record any part of the meeting must inform the Chair who will announce the recording. This is to comply with the Massachusetts wiretap statute.

#### Public Comment

Mr. Peter Yannakoureas, 185 Millvale Road went to the podium. Mayor Fiorentini inquired if Mr. Yannakoureas was aware of the rules. Mr. Yannakoureas asked why he could not speak about evolution and sex education.

Mayor Fiorentini told him that he could not speak about the same (he had repeatedly spoken about) topic for six months, that they were aware of his viewpoint and that he could speak about any other topic. Mr. Yannakoureas asked what the penalty would be if he refused to leave. Mayor Fiorentini noted the Police would remove him.

Mr. Yannakoureas stood a podium for a few moments as the meeting progressed according to the regular order of business.

#### Communication and Reports

##### Student Advisory Council Report – Isabela Yepes

Ms. Yepes provided a brief update on the progress reports, Drama Club presentation of a Christmas Carol, early release on December 22, 2017 for the holiday break and returning to school on January 2, 2018 and semester finals which will held from January 17-22, 2018.

#### School Committee Communications

##### Superintendent Search – Update from Michael Gilbert, MASC Field Representative

Mr. Gilbert noted that almost 500 responses had been received and that the results had been provided to the School Committee this evening [Haverhill Focus Results.pdf](#) / [Haverhill Superintendent Search Data 121417.pdf](#)

There was a discussion between Mr. Gilbert and committee members about the content of the criteria for the new superintendent. Some pertinent comments and statements were the following:

Member	Remarks
Mayor Fiorentini	Balance to approve and ability to improve Not here for 3 years to boost salary, build resume Needs to provide and continue trend of stability in district Conditions or contract that is not beneficial or binds city Ability to work with elected officials
Ms. Sullivan	Career path – teacher – assistant principal – principal – curriculum director – assistant superintendent – superintendent – bouncing from place to place to get the jobs – helps us improve – make conditions

	to stay
Mr. Wood	Start date – correct – 10 years administrative position or central office Commonalities to stay in the district Longevity lack of candidates – recycled candidates Your process – 2-3 candidates in the search firm Typical applicant pool Solid range Normal benefit packages Difference in process Track record of equity vs. equal and how that is evaluated
Mr. Toohey	How long does it take to turn around a district (urban setting) – 5-7 years to make it happen in the district – starting over and over – School Committee and Superintendent build on the district culture – shared vision – build a team – create a climate – aspiring Superintendents group – develop skills – available to do the job
Attorney Magliocchetti	Stability in his/her career Longer term contract Incentives to stay

Mr. Gilbert responded to the following comments/questions:

- The administrative experience will be used to narrow search
- A longer contract is possible but there is a “sweet spot” before moving on; in Massachusetts the average tenure of a Superintendent is 3½ years but many stay in communities longer; however sometime around the 6-8 year mark, an individual typically moves on taking their skill set to another community
- A 5-8 contract is doable
- MASC does not use a file cabinet of candidates for its searches; all searches are based on candidate profile developed by the individual School Committees
- MASC does encourage individuals who meet the criteria and qualifications for particular school communities and school committees to apply
- A typical search will have an applicant pool 35-40
- Haverhill being a border community may result in retired superintendents from neighboring states to apply
- Good quality pool will be achieved based on salary range
- Superintendents are looking for pensionable benefits now
- Candidates need to have the energy to do the job so the way the district site visit is set up is to show the stamina of the candidate
- A contract typically favors the employee but there are ways of trying to ensure if it the work relationship does not work out that remuneration would be provided back to the committee
- Very infrequently do alternative pathway administrators (such as Business Managers or individuals not in the education administrative field) become solid skilled superintendents; there was one Business Manager who mentored under a very competent superintendent for years who became a superintendent
- The issue of equity vs. equity is the understanding of the meaning and how resources based on need

The outcome of this discussion resulted in the following Qualifications and Selection Criteria that would be used in the Haverhill Superintendent Search.

#### QUALIFICATIONS

**The Haverhill School Committee is seeking a 21st century education leader to become its next Superintendent of Schools. The successful candidate will have the vision to guide the district to achieve its best and the commitment and communications skills to inspire others: faculty, students, administrators, parents and the community.**

- Licensed or eligible for licensure as a Superintendent of Schools in Massachusetts;
- Masters degree required, advanced degree preferred;
- Minimum of 10 years in education, including teaching, central of cu and/or administrative experience;
- Experience improving academic achievement; experience with school finances and budget;
- Experience with special education.

#### SELECTION CRITERIA

**A dynamic, motivated leader who:**

- Demonstrates success in improving and maintaining high academic performance;
- Shows experience with development and implementation of curriculum;
- Demonstrates track record of valuing equity in staff, students, and community;
- Shows experience with long term planning and goal setting;
- Demonstrates excellent communication and political skills;
- Demonstrates skills in budget development and implementation;
- Understands and recognizes good teaching;
- Shows successful administrative experience;
- Demonstrates success in community/family engagement;
- Understanding of and experience with Special Education;
- Shows experience with social emotional learning.

Attorney Magliocchetti made a motion to approve the Qualifications and Selection Criteria as revised and listed above.

The chair called for a vote of the members:

Mr. Amirian	Yes	Attorney Magliocchetti	Yes
Mr. Toohey	Yes	Mr. Wood	Yes
Ms. Sullivan	Yes	Mrs. Ryan-Ciardello	Yes
Mayor Fiorentini	Yes		

7 members having voted in the affirmative

0 members having voted in the negative

0 members having abstained

**Superintendent Search - Formation of Search Committee**

Mr. Gilbert outlined a suggested composition of the Superintendent Search Advisory Committee.

Mayor Fiorentini wanted to have other people on the committee besides residents in fact he preferred education experts.

There was a brief discussion on who had authority to select and appoint the Search Committee.

Mayor Fiorentini believed he had the authority and would get an opinion (from City Solicitor) on his authority to make the appointment

Mr. Gilbert commented that it was the body's function to hire the superintendent and therefore it was a committee decision.

Mr. Wood stated that split votes on people and voting against individuals would be hurtful. He noted that there should be no appearance of divisiveness among the school committee.

Ms. Sullivan supported three (3) members of the school committee on the search committee.

Attorney Magliocchetti indicated the crucial need for members to be on the search committee.

Mr. Amirian did not want an extremely large number of search committee members but expressed the need for control over process.

Mr. Wood made a motion to amend the search committee to three (3) parents from each level, three (3) community members and three (3) school committee members nominated by the Mayor and approved by the School Committee. Attorney Magliocchetti seconded the motion.

Attorney Magliocchetti suggested an amendment that each school committee member nominates a parent/community member to the search committee with the Mayor selecting the school committee members.

The members received clarification on their selection choice either parent or community member.

Mr. Gilbert indicated that the Mayor might appoint himself.

Mr. Wood amended the motion to include (each member appoints a member and the Mayor selects three (3) school committee members) along with the original listing. Attorney Magliocchetti seconded the motion.

The chair called for a vote of the members:

Mr. Amirian	Yes	Attorney Magliocchetti	Yes
Mr. Toohey	Yes	Mr. Wood	Yes
Ms. Sullivan	Yes	Mrs. Ryan-Ciardello	Yes
Mayor Fiorentini	Yes		

7 members having voted in the affirmative

0 members having voted in the negative

0 members having abstained

Mr. Wood made a motion to approve the amended Superintendent Search Advisory Committee membership list, which will now include the school committee appointees and three (3) school committee members (subject to getting the letter of opinion from City Solicitor). Attorney Magliocchetti seconded the motion.

The chair called for a vote of the members:

Mr. Amirian	Yes	Attorney Magliocchetti	Yes
Mr. Toohey	Yes	Mr. Wood	Yes
Ms. Sullivan	Yes	Mrs. Ryan-Ciardello	Yes
Mayor Fiorentini	Yes		

7 members having voted in the affirmative

0 members having voted in the negative

0 members having abstained

#### Recognition of Mr. Toohey

The following members offered genuine comments on Mr. Toohey's 14-year tenure on School Committee.

Mr. Wood: enjoy – wish him the best in future endeavors – during the 14 years – laughs and arguments – respect him – never waivered on his core beliefs – brought a business perspective and fiscal conservative perception to the committee – benefitted the district – proud of successful contract negotiations – enjoy family time – friends forever outside the committee and politics – not the last we will see of him

Attorney Magliocchetti: spoke regularly – guidance on committee - little league – mentored me on negotiations – really good partner - assisted with the financial processes of district – great family man – sets a good example in the community – giving back to community – loyalty and friendship

Mrs. Ryan-Ciardello: pleasure you will be missed – thank you for hard work and assistance – positive change – great family man – care about the community – passion for Haverhill – thank you – enjoy

Mr. Amirian: pleasure serving with you – tenacity and drive – dedication to family – respect you greatly – success in whatever pathway – dedication

Ms. Sullivan: appreciated his kindness, friendly disposition, and reasonableness and always a gentleman

Mr. Fulgoni extended his appreciation to Mr. Toohey for his support of the students in Haverhill.

He read a statement from Superintendent Scully.

*Dear Shaun,*

*I am sorry that I am not able to be here this evening particularly as it is your last meeting as member of the Haverhill School Committee. I want to publicly thank you for working with Glenn Koocher from the Massachusetts School Committee Association in establishing the wonderful start I had in assuming the role of Superintendent of Schools in Haverhill. Leading a system of this size is no easy task and some think they may have all the answers, yet you always listened to reason and not the emotion of the moment and always put the children of Haverhill first in your comments and decisions.*

*In addition to advocacy of our public school system you “showed up”. Monthly you could be seen at an athletic event or a student recognition ceremony. Your presence was most appreciated and thus on behalf of the children of Haverhill I want to publicly thank you, Shaun for your kindness and understanding in serving the children of Haverhill.*

*Sincerely,*

*Jim*

*James F. Scully, Superintendent of Schools*

Mayor Fiorentini presented a citation and gift (The Thinker Statue) to Mr. Toohey. The Mayor stated it was a pleasure to work with Mr. Toohey for 14 years; your passion for children and budget sense; your hard work at outside of meetings during negotiations and subcommittee work. He acknowledged Mr. Toohey as being a compassionate father, advocate for children and parents, coaching

Mr. Toohey was speechless. He thanked all for the past 14 years, which seemed like yesterday. He commented there was a common goal to move district in the right direction in seeing my kids doing well and having a positive impact on all children. Mr. Toohey as a father of two, a daughter going onto college who is prepared (so proud of her) and both his wife and myself truly believe that the school committee along with teachers and administrators has provided a tremendous education. He tried to be fair and equitable while being fiscally prudent. Mr. Toohey commented that more decisions were forthcoming in the best interest of children. Mr. Toohey congratulated Rich Rosa. In conclusion, Mr. Toohey thanked everyone for the kind words and stated he would focus more time on businesses and family time.

*Applause*

New Business [HSC Agenda Packet 12.14.17 Warrants.pdf](#).

The Superintendent recommended approval of Warrant Number EV20171215 totaling \$432,677.58 as indicated in the agenda material.

Mr. Wood made a motion to approve Warrant Number EV20171215 totaling \$432,677.58. Ms. Sullivan seconded the motion.

The chair called for a vote of the members:

Mr. Amirian	Yes	Attorney Magliocchetti	Yes
Mr. Toohey	Yes	Mr. Wood	Yes

Ms. Sullivan	Yes	Mrs. Ryan-Ciardello	Yes
Mayor Fiorentini	Yes		

7 members having voted in the affirmative  
0 members having voted in the negative  
0 members having abstained

The Superintendent recommends approval of Warrant Number EV20171215A totaling \$164,671.12 as indicated in the agenda material. SW GS ABSTAIN

Mr. Wood made a motion to approve Warrant Number EV20171215A totaling \$164,671.12. Ms. Sullivan seconded the motion.

The chair called for a vote of the members:

Mr. Amirian	Yes	Attorney Magliocchetti	Abstain
Mr. Toohey	Yes	Mr. Wood	Yes
Ms. Sullivan	Yes	Mrs. Ryan-Ciardello	Yes
Mayor Fiorentini	Yes		

6 members having voted in the affirmative  
0 members having voted in the negative  
1 member having abstained

The Superintendent recommends approval of Warrant Number EV20171215B totaling \$690,833.85 as indicated in the agenda material.

Mr. Wood made a motion to approve Warrant Number EV20171215B totaling \$690,833.85. Attorney Magliocchetti seconded the motion.

The chair called for a vote of the members:

Mr. Amirian	Yes	Attorney Magliocchetti	Yes
Mr. Toohey	Yes	Mr. Wood	Yes
Ms. Sullivan	Yes	Mrs. Ryan-Ciardello	Yes
Mayor Fiorentini	Yes		

7 members having voted in the affirmative  
0 members having voted in the negative  
0 members having abstained

The Superintendent recommends approval of Warrant Number EV20171215C totaling \$132,513.06 as indicated in the agenda material.

Mr. Wood made a motion to approve Warrant Number EV20171215C totaling \$132,513.06. Ms. Sullivan seconded the motion.

The chair called for a vote of the members:

Mr. Amirian	Yes	Attorney Magliocchetti	Yes
Mr. Toohey	Yes	Mr. Wood	Yes
Ms. Sullivan	Yes	Mrs. Ryan-Ciardello	Yes
Mayor Fiorentini	Yes		

7 members having voted in the affirmative  
0 members having voted in the negative  
0 members having abstained

The Superintendent recommends approval of Warrant Number EV20171215D totaling \$455,745.74 as indicated in the agenda material.

Mr. Wood made a motion to approve Warrant Number EV20171215D totaling \$455,745.74. Ms. Sullivan seconded the motion.

The chair called for a vote of the members:

Mr. Amirian	Yes	Attorney Magliocchetti	Yes
Mr. Toohey	Yes	Mr. Wood	Yes
Ms. Sullivan	Yes	Mrs. Ryan-Ciardello	Yes

Mayor Fiorentini	Yes		
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7 members having voted in the affirmative  
0 members having voted in the negative  
0 members having abstained

The Superintendent recommends approval of Warrant Number JE20171215 totaling \$27,182.29 as indicated in the agenda material.

Ms. Sullivan made a motion to approve Warrant Number JE20171215 totaling \$27,182.29. Mrs. Ryan-Ciardiello seconded the motion.

The chair called for a vote of the members:

Mr. Amirian	Yes	Attorney Magliocchetti	Yes
Mr. Toohey	Yes	Mr. Wood	No
Ms. Sullivan	Yes	Mrs. Ryan-Ciardiello	Yes
Mayor Fiorentini	Yes		

6 members having voted in the affirmative  
1 member having voted in the negative  
0 members having abstained

The Superintendent recommends approval of Warrant Number JE20171215A totaling \$7,291.35 as indicated in the agenda material.

Ms. Sullivan made a motion to approve Warrant Number JE20171215A totaling \$7,291. Mrs. Ryan-Ciardiello seconded the motion.

The chair called for a vote of the members:

Mr. Amirian	Yes	Attorney Magliocchetti	Yes
Mr. Toohey	Yes	Mr. Wood	No
Ms. Sullivan	Yes	Mrs. Ryan-Ciardiello	Yes
Mayor Fiorentini	Yes		

6 members having voted in the affirmative  
1 member having voted in the negative  
0 members having abstained

The Superintendent recommends approval of Warrant Number EV20171215E totaling \$631,360.75 as indicated in the agenda material.

Mr. Wood made a motion to approve Warrant Number EV20171215E totaling \$631,360.75. Ms. Sullivan seconded the motion.

The chair called for a vote of the members:

Mr. Amirian	Yes	Attorney Magliocchetti	Yes
Mr. Toohey	Yes	Mr. Wood	Yes
Ms. Sullivan	Yes	Mrs. Ryan-Ciardiello	Yes
Mayor Fiorentini	Yes		

7 members having voted in the affirmative  
0 members having voted in the negative  
0 members having abstained

Mr. Wood made a motion for a Suspension of the Rules to consider a request from Business Manager Brian O'Connell to have the December warrants approved by the School Committee Vice President (per the Committee's policy). Attorney Magliocchetti seconded the motion.

The chair called for a vote of the members:

Mr. Amirian	Yes	Attorney Magliocchetti	Yes
Mr. Toohey	Yes	Mr. Wood	Yes
Ms. Sullivan	Yes	Mrs. Ryan-Ciardiello	Yes
Mayor Fiorentini	Yes		

7 members having voted in the affirmative  
0 members having voted in the negative  
0 members having abstained

Mr. Toohey made a motion to approve the Vice President (Mr. Wood) approving the December warrants.  
Mrs. Ryan-Ciardello seconded the motion.

The chair called for a vote of the members:

Mr. Amirian	Yes	Attorney Magliocchetti	Yes
Mr. Toohey	Yes	Mr. Wood	Yes
Ms. Sullivan	Yes	Mrs. Ryan-Ciardello	Yes
Mayor Fiorentini	Yes		

7 members having voted in the affirmative  
0 members having voted in the negative  
0 members having abstained

#### Items by Consensus

The Superintendent recommends approval of the field trip requests (2); the professional educational conference/workshop forms (1); the use of facilities and the minutes of the regular meeting of November 16, 2017 as indicated in the agenda material.

[SC Agenda 12.14.17 Field Trip 5A .pdf](#)  
[SC Agenda 12.14.17 Field Trip 5 A \(2\).pdf](#)  
[SC Agenda 12.14.17 PEC 5 B.pdf](#)  
[SC Agenda 12.14.17 UOF 5 C.pdf](#)  
[SC Agenda 12.14.17 Minutes 5 D .pdf](#)

Mr. Wood made a motion to approve the Items by Consensus. Ms. Sullivan seconded the motion.

The chair called for a vote of the members:

Mr. Amirian	Yes	Attorney Magliocchetti	Yes
Mr. Toohey	Yes	Mr. Wood	Yes
Ms. Sullivan	Yes	Mrs. Ryan-Ciardello	Yes
Mayor Fiorentini	Yes		

7 members having voted in the affirmative  
0 members having voted in the negative  
0 members having abstained

#### Executive Session/Adjournment

Mr. Wood made a motion to go into executive session (8:31pm) for the purpose ratification of an agreement with the Custodial Unit. The committee will also discuss strategy related to the collective bargaining with all employee groups (administrators, cafeteria, secretaries, educational support personnel, nurses, transportation, teachers) and non-unit personnel and the committee will reconvene in open session solely for the purposes of ratifying any actions voted in executive session. Ms. Sullivan seconded the motion.

*List of Documents included as part of packet: Agenda, Warrants, Field Trip Requests, Professional Educational Conference/Workshop Form, Use of Facilities, Minutes*