

HAVERHILL SCHOOL COMMITTEE
Regular Meeting of November 18, 2010

This meeting was being recorded

Mr. Shaun Toohey, President called the meeting to order at 7:00 p.m. Present were: Attorney Paul Magliocchetti; Mr. Raymond Sierpina; Mr. Scott Wood; Mrs. Susan Danehy; Mr. Joseph Bevilacqua, Vice President; Mr. James Scully, Superintendent of Schools; Mrs. Mary Malone Assistant Superintendent for Curriculum & Instruction and Ms. Kara Kosmes, Assistant Superintendent for Finance. Mayor James Fiorentini, Chairperson arrived at 7:25 p.m.

School Committee member Scott Wood led the Pledge of Allegiance.

Public Participation.

Brendon Burke, Lexington Avenue thanked the school administration for restoring the wrestling program and in its selection of Peter Shanahan to fill in as Interim Athletic Director. Mr. Burke also expressed his appreciation to Mr. DeRosa for his assistance along with that of Kevin Bradley, WRVTHS Athletic Director for giving students an opportunity to participate in wrestling.

Communication and Reports.

Student Advisory Council Report from Timothy Danehy.

Tim Danehy noted the following highlights in his report:

- Cross Country Girls advancing to the state's for fifth straight year;
- PTSA sign up parents;
- next week is Dodge ball;
- every class is working on float for Santa Parade on Sunday

Superintendent's Comments/Reports.

Mr. Scully announced that a Midsummer Night's Dream under the direction of Joseph Gori – Christmas Carol would be held on December 9-11, 2010 @Haverhill High School.

In reference to vocational education, Mr. Scully related that the school administration was working on offering vocational type programs that are not offered at WRVTHS. He stated alternative programs for middle school and high school students were also being explored. In addition, the Haverhill Public Schools is working collaboratively with WRVTHS on a letter from principal to re-apply to the vocational school. Mr. Scully stated that both Mrs. Malone from the Haverhill Public Schools and Mrs. Lynch from Whittier Regional have been collaborating on this project.

Mr. Scully introduced Mr. William DeRosa, Superintendent-Director from Whittier Regional Vocational Technical High School.

The committee welcomed Mr. DeRosa.

Mr. DeRosa related he had met with Mr. Scully on July 9, 2010 and that they speak frequently on many educational issues. He announced that a MIAA meeting will be held tomorrow to allow 4 students to wrestle. Mr. DeRosa commented that Whittier was not building a powerhouse wrestling team. In addition to the athletic joint venture, he reported that both Haverhill Public Schools and Whittier Regional had been collaborating on curriculum issues with the Assistant Superintendent Malone as an avenue for students to excel.

It was the consensus of the committee that the relationship between both educational agencies had significantly improved over the past few months with the leadership of both superintendents. The members also indicated that they had asked for this type of collaboration for years and that in a very short time initiatives were being developed that would benefit students in both school districts. The members' expressed their appreciation to both Mr. DeRosa and Mr. Scully.

Superintendent's Recommendations.

Prior to asking for authorization to implement the recommendations contained in the Level 3 District Review from the Department of Elementary and Secondary Education as it pertains to matters of Curriculum & Instruction; Mr. Scully noted some of the issues identified in the report:

- High student mobility rate (in 2009, 17.3 percent for Haverhill as opposed to a statewide rate of 10.3 percent);
- Eliminated or consolidated many curriculum leadership positions;
- An established process for the regular and timely review and revision of curricula;
- Haverhill has limited capacity for improving teaching and learning under current conditions;
- Student attendance and behavior problems;
- The principals are too busy to provide consistent assistance. All of the teachers agreed that the district needs to provide more and better supervision;
- Classroom climate characterized by respectful behaviors, routines, tone, and discourse;
- Only 55 percent of the high school classes observed;
- In one middle school class, however, the teacher's instruction was constantly interrupted by students entering and leaving the room, fragmenting the learning activity. In another, the teacher played a video of a drama and sat at her desk without monitoring students' attention or stopping the tape periodically to pose questions and promote discussion. Many students appeared not to be watching the screen. Some quietly engaged in other activities, such as doing homework for another class. In one high school class, the teacher lectured the entire time, rendering the students passive rather than active in the learning process.
- Most classes were teacher-centered, and when students engaged in small-group learning, the tasks and materials were usually undifferentiated.
- Solid evidence of instruction including a range of techniques in only 32 percent of the middle school, 18 percent of the high school, and 13 percent of the elementary classes observed.
- In one elementary class, the teacher asked students to predict what a character in the story might do next, and the choices he might have made instead, but this approach was rare. In most of the observed classes, teachers posed comprehension questions at a literal level.
- In most classes, however, there was little opportunity for students to explain their thinking or hear what other students thought.
- Few teachers at any level checked for student understanding during instruction.
- There was solid evidence of teachers checking for student understanding in only 9 percent of the middle school classes, 7 percent of the elementary school classes and 5 percent of the high school classes observed.
- Haverhill has been unable to provide active supervision to help teachers improve their instruction because the district's supervisors are serving in multiple roles. As a result, the quality of instruction in classes observed by the review team was weak, especially in promoting student engagement and fostering higher-order thinking. Teachers also taught presumptively and did not check regularly for student understanding. The quality of instruction must improve in order for Haverhill students to make expected and necessary gains in proficiency.

The Superintendent requested permission to implement the changes in addressed in the Level 3 Report and noted that they would be cost neutral.

Mr. Bevilacqua commented that there was finally an Action Plan of the Haverhill Public Schools to address student achievement; he thanked the superintendent for responding so quickly.

Attorney Magliocchetti was impressed with speed of addressing the issues and greatly appreciated the efforts.

Mr. Sierpina indicated he would support the recommendation.

Mr. Scully reported that there would be a meeting with Administrators' Group to revamp K-5 and 6-12 structure.

Moved by Mr. Wood and seconded by Attorney Magliocchetti to grant authorization to the Superintendent to implement the recommendations contained in the Level 3 District Review from the Department of Elementary and Secondary Education as it pertains to matters of Curriculum & Instruction.

A roll call vote was held and the results were the following:

Attorney Magliocchetti	Yes	Mr. Sierpina	Yes
Mrs. Danehy	Yes	Mr. Wood	Yes
Mr. Bevilacqua	Yes	Mr. Toohey	Yes
Mayor Fiorentini	Yes		

Mr. Scully announced that all of our schools had been invited to participate in the MSBA Green Repair Program.

Mr. Wood noted that this was great news and that this initiative would yield \$2 million in improvements. He thanked Mr. Bevilacqua for his advocating for this particular project.

Mayor Fiorentini related that there was a deficit on city side and asked "how are we going to pay for this project" will there be "layoffs in order to accomplish these projects?"

Mr. Bevilacqua noted that the city's share would be 28% for a total cost \$2 million. He noted that it was much needed repairs and would have the ability to bond short term; – it would not increase the burden on taxpayers.

Subcommittee Reports.

Attorney Magliocchetti stated that the Stadium Commission held a meeting last night. He related that stands will be renovated and that fees will be charged to outside parties for use of our stadium fields so that income is generated. Attorney Magliocchetti stated that it was the Stadium Commission responsibility to manage the facility.

School Committee Communications.

Mr. Toohey read the resignation letter from Christopher Kelley, Whittier Regional Vocational Technical High School:

Dear Mayor Fiorentini and the members of the Haverhill School Committee:

Please be advised that due to family commitments, I will no longer be able to serve as Haverhill's representative on the Whittier Vocational Technical High School's School Committee.

I would like to thank the residents of Haverhill for the opportunity to have voted as their voice in the education of Haverhill students. It pleases me to no end that Whittier is an exceptional school, as a result of the high standards it sets for its population.

This resignation will be effective immediately.

Sincerely,



Christopher C. Kelley

Moved by Mayor Fiorentini and seconded by Mr. Bevilacqua to send a accept Mr. Kelley's resignation and send a letter of appreciation to him.

A voice vote was held and the results were the following:

Attorney Magliocchetti	Yes	Mr. Sierpina	Yes
Mrs. Danehy	Yes	Mr. Wood	Yes
Mr. Bevilacqua	Yes	Mr. Toohey	Yes
Mayor Fiorentini	Yes		

Motion passes.

Moved by Mr. Toohey and seconded by Mr. Bevilacqua to suspend the rules to discuss the WRVTHS school board vacancy.

A roll vote was held and the results were the following:

Attorney Magliocchetti	Yes	Mr. Sierpina	Yes
Mrs. Danehy	Yes	Mr. Wood	Yes
Mr. Bevilacqua	Yes	Mr. Toohey	Yes
Mayor Fiorentini	Yes		

Motion passes.

Moved by Attorney Magliocchetti and seconded by Mr. Sierpina to appoint Shaun Toohey to be the interim Haverhill representative on the Whittier Regional Vocational Technical High School Board.

A roll call vote was held and the results were the following:

Attorney Magliocchetti	Yes	Mr. Sierpina	Yes
Mrs. Danehy	Yes	Mr. Wood	Yes
Mr. Bevilacqua	Yes	Mr. Toohey	Yes
Mayor Fiorentini	Yes		

Motion passes.

Moved by Mr. Bevilacqua and seconded by Mr. Toohey to advertise the position.

A voice vote was held and the results were the following:

Approved 03.10.11

Attorney Magliocchetti	Yes	Mr. Sierpina	Yes
Mrs. Danehy	Yes	Mr. Wood	Yes
Mr. Bevilacqua	Yes	Mr. Toohey	Yes
Mayor Fiorentini	Yes		

Motion passes.

Maintenance Protocol & School Maintenance (Mr. Sierpina & Attorney Magliocchetti).

These issues were put on the agenda by Mr. Sierpina and Attorney Magliocchetti.

The committee members offered the following comments and concerns regarding the maintenance department:

Work not addressed in timely manner and the aging report (Mr. Sierpina);

Maintenance is a joint department;

His job (maintenance supervisor) depends on the superintendent;

Work orders are put in; there is no response; work is not getting done; priorities need to be established and a resolution is needed from the Superintendent; these issues must be addressed;

The committee requested that Mr. Scully review the aging report with Mr. Dill;

Why can't maintenance issues be handled by the custodial staff instead of maintenance staff; simple projects have been made more complicated (Mr. Wood)

Spoke with custodial staff they are frustrated; this issue needs to be examined and an evaluation by superintendent of the Maintenance Supervisor (Mr. Sierpina);

Principals added to the list to view these reports; viewing rights to all work orders; consolidate the work orders; they make no sense to him (Attorney Magliocchetti);

Safety concerns are identified in this report; additional utility costs because the filters have not been changed (Mrs. Danehy);

More authority for custodial staff; committee's thoughts and recommendations there appear to be 6/7 school committee members are not happy with the operation of the maintenance department (Mr. Wood);

Safety issues must be addressed immediately (Mr. Bevilacqua);

It is a management issue; asks that the superintendent deal with this issue (Mr. Toohey);

The Supervisor has been managing the high school project, all city buildings and has 5 people in the department; there is room for improvement; 17,000 work orders have been completed (Mayor Fiorentini);

This area needs serious scrutiny; – one consolidation that has failed and failed miserably (Attorney Magliocchetti);

The previous maintenance department did do this work and get things done – didn't support consolidation because they did not give money that was promised to the schools as part of the consolidation (Mr. Bevilacqua);

In conclusion the Superintendent was asked to evaluate the situation in this department.

MCAS Remediation Plan – Mr. Sierpina.

Mr. Sierpina noted that this was one of the issues addressed in district review.

Mr. Scully stated that multiple issues were being addressed in reference to MCAS. He noted that attendance was a key factor and that notifications of student absences were being conducted along with more walk through(s) by administrators to evaluate instruction.

The Superintendent related that Mrs. Malone had sent out the following email regarding instruction in our building principals and curriculum supervisors:

- Writing with Colors is being implemented in all ELA classrooms.

- All writing should be assessed using the Long Comp rubric.
- The learning standard(s) are posted in every classroom.
- In mathematics, students should frequently write and or explain how they get an answer. This will also help teachers to identify misconceptions and weaknesses that need to be remediated or re-taught.
- Mathematics teachers should have folders for each student collecting student work that provides evidence of the student's ability to communicate their understanding of mathematical concepts.
- Students should be frequently engaged in discussion articulating their thinking.
- Teachers need to be providing intervention, re-teaching, and remediation for identified students in ELA and mathematics.
- Identify your effective teachers and have those who need to improve observe those teachers.
- Student work must be evident of higher order thinking skills.

Mr. Sierpina indicated that parent involvement was the key. He further noted that we had a migrant and needy population and getting into the home partnering with parents to emphasize the value of education.

Mr. Scully reported that an MCAS Night was being held at Whittier Middle School by Mrs. Donais to help teach the parents on how to help students. Also a person has been recruited to assist the high school.

Mr. Sierpina stated that he was impressed with the high school especially the cleanliness of the building.

Attorney Magliocchetti commented that there needed to be an environment that would keep the students engaged in learning.

Mr. Scully noted that it was the beginning of the process to establish a positive environment that would entice students and keep them engaged in the educational process. He related that study halls did not engage students and that the high school was in the process of making some changes. The superintendent further stated that both Mr. Nangle and Mrs. Kitsos were working on these issues; middle school issues were being addressed but not with the same intensity.

Superintendent Scully noted that connections had been established with Chancellor Meehan on linkages between the high school and UMASS/Lowell. He declared that at the high school a house system could be implemented; he had held conversations with both former school committee member Robert Gilman and with Principal Nangle.

Final Payment for the "New Schools – Mr. Sierpina.

Mr. Scully provided the following information on the final payments for school bonds:

- Golden Hill and Silver Hill Schools will be completed in 2012;
- Pentucket Lake and Bradford Elementary Schools in 2017;
- Nettle Middle School in 2019

Status Report on Open Positions in the Haverhill Public Schools

OPEN POSITIONS 11/17/10

Crisis Intervention – St. James	Posted FT and PT – Trying to fill as 2 Part Time Positions
Crisis Intervention P.T. – St. James	Posted FT and PT – Trying to fill as 2 Part Time Positions
Drop out prevention specialist – HHS Grant	New Grant – Posting Closed – in Process
School Adjustment Counselor – HHS Grant	New Grant – Posting Closed – in Process
Sped Teacher – HHS Grant	New Grant – Posting Closed – in Process
Technology Teacher – HHS Grant	New Grant – Posting Closed – in Process
Science Teacher H.S. – HHS Grant	New Grant – Posting Closed – in Process
HS Math Teacher– HHS Grant	New Grant – Posting Closed – in Process
Athletic Director	Posting Closed – In Process
ELA Coach Middle School – 19 Hours a Week	Posting Closed – In Process
Math Coach Middle School – 19 Hours a Week	Posting Closed – In Process
FT ESP District – Open Posting	Open Posting
PT ESP District – Open Posting	Open Posting
Cafeteria Workers 2 Positions	Posting Closed – In Process
.5 Custodian	Posting Closed
Lead Teacher Sped Summer School Programs (Stipend)	Posting Closed – Per Maury – On Hold
Lead Teacher for Out of District Programs (Stipend)	Posting Closed – Per Maury – On Hold
Lead Teacher Multiple and Life Skills Programs, Elm, Mid, and HHS (Stipend)	Posting Closed – Per Maury – On Hold
Lead Teacher Developmental Programs Elm, Middle, and HS (Stipend)	Posting Closed – Per Maury – On Hold
Lead Teacher Autistic Programs (Stipend)	Posting Closed – Per Maury – On Hold
Lead Teacher For Learning Disabilities, Elm, Middle, and High School (Stipend)	Posting Closed – Per Maury – On Hold
Lead Teacher Behavior Programs, Elm, Middle, and High School (Stipend)	Posting Closed – Per Maury – On Hold
Lead Teacher Preschool (Stipend)	Posting Closed – Per Maury – On Hold
Lead Teacher for Therapy Services (Stipend)	Posting Closed – Per Maury – On Hold
Lead ETF for Compliance (Stipend)	Posting Closed – Per Maury – On Hold
JV Girls Basketball	New – Candidate Resigned

Mr. Scully announced that interviews would be held next week for School Nurse Leader position.

Budget Process – Attorney Magliocchetti.

Attorney Magliocchetti had this item placed on the agenda to begin the discussion on the budget process.

Mr. Scully related that the budget process would be significantly different this year and that the budget would be developed on a building by building basis.

Use of Buildings as Alternative Schools – Attorney Magliocchetti.

A brief discussion was held on the potential use of some of our smaller buildings for use for all day kindergartens or for use by other educational agencies i.e. Bradford Christian Academy. It was noted that this item should remain “on the table” so that disposition/use of these facilities is determined and fits into our long range facility plan. The superintendent indicated that he continues to evaluate the use of our buildings and would be making a recommendation in the future.

Old Business.

The Athletic Department Budget will remain on the table.

New Business.

The Superintendent recommended approval of Warrant Number EV20101119 totaling \$1,128,013.04 and Warrant Number EV20101124 totaling \$279,690.30.

Moved by Mr. Wood and seconded by Attorney Magliocchetti to approve Warrant Number EV20101119 totaling \$1,128,013.04 and Warrant Number EV20101124 totaling \$279,690.30.

A roll call vote was held and the results were the following:

Attorney Magliocchetti	Yes	Mr. Sierpina	Yes
Mrs. Danehy	Yes	Mr. Wood	Yes
Mr. Bevilacqua	Abstain	Mr. Toohey	Yes
Mayor Fiorentini	Yes		

Motion passes.

Items by Consensus.

The Superintendent recommended approval of the following:

The legal bills from Attorney David Grunebaum totaling \$2,251.01 and Attorney William Cox totaling \$6,249.99 (second quarter billing);

The use of facilities

Request by Vincent Ouellette of the Haverhill Recreation Department for the use of the Consentino School Gym on Saturday, January 29, 2011 from 9:00 a.m. to 4:00 p.m. for the 2nd Annual Youth Wrestling Tournament:

Process Fee	\$10.00
Utility Fee	Waived (student program)
Custodial Fee	\$45.00 (weekend rate) per hour
Rental Fee	Waived

Request by Ramon Garcia of the Haverhill Youth Basketball for the use of the Nettle School on Tuesdays and Wednesday Evenings from 6:00 p.m. to 9:00 p.m. from November 20, 2010 thru March 30, 2010 for Youth Basketball

Process Fee	\$10.00
Utility Fee	Waived (student program)
Custodial Fee	\$30.00 (weekend rate) per hour
Rental Fee	Waived

Request by Matthew Chmielewski of the Haverhill YMCA for the use of the Pentucket Lake School from November 20 thru February 5, 2011 on Saturday from 1:00 p.m. to 3:00 p.m.

Process Fee	\$10.00
Utility Fee	Waived (student program)
Custodial Fee	\$45.00 (weekend rate) per hour
Rental Fee	Waived

The minutes of the regular meeting of October 28, 2010;

The financial transfers

TRANSFERS 10-31-2010

HS Art Teachers	1010000.2.2305.6100.55.110.87.11	14471
HS Math Teachers	1010000.2.2305.6100.55.190.87.00	-14471
Attrition overage in Art offset by attrition savings in Math		
HS ELL Teachers		25000
HS Math Teachers		-10000
HS Guidance Director		-15000
New HS position approved by SC partially offset by attrition savings in HS Math and Guidance Director		
Sped HS Teachers	1010000.2.2305.6100.55.280.87.12	50000
Curr Syst Elem Teachers	1010000.2.2310.6210.53.135.87.11	-50000
Sped Elem ESP	1010000.2.2330.6300.53.280.27.12	40000
Elem Instr ESP	1010000.2.2330.6300.53.700.27.11	-40000
Overages in Sped salary accounts offset by savings in Curriculum Literacy teacher line and Elementary ESP line		
HS Library Copier	1010000.2.2415.6613.55.172.00.11	3800
HS Audio Visual Supplies	1010000.2.2430.6510.55.507.11.00	-3800
Overage in HS copier line offset by savings in HS Audio Visual supply line		
Art Teachers HS	1010000.2.2305.6100.55.110.87.11	1855
Curr Syst Elem Teachers	1010000.2.2310.6210.53.135.87.11	3709
ELL Elem Teachers	1010000.2.2305.6100.53.145.87.13	5562
Language Arts Supervisor	1010000.2.2220.6100.55.165.85.00	8656
Language Arts HS Teachers	1010000.2.2305.6100.55.165.87.00	5204
Math Teachers HS	1010000.2.2305.6100.55.190.87.00	5556
Phys Ed Elem Teachers	1010000.2.2305.6100.53.210.87.00	1855
Science HS Teachers	1010000.2.2305.6100.55.250.87.00	1850
Social Studies HS Teachers	1010000.2.2305.6100.55.277.87.00	7419
Sped Pre Teachers	1010000.2.2305.6100.51.280.87.12	3706
Sped Elem Teachers	1010000.2.2305.6100.53.280.87.12	17934
Sped HS Teachers	1010000.2.2305.6100.55.280.87.12	3709
Sped Speech Elem Teachers	1010000.2.2320.6100.53.280.87.12	3706
Sped School Adj Counselor	1010000.2.2710.6100.54.280.72.12	1855
Sped Beh Mgmt Elem Tchra	1010000.2.2800.6100.53.280.87.12	2626
Sped ESP Elem	1010000.2.2330.6300.53.280.27.13	1494
Sped ESP HS	1010000.2.2330.6300.55.280.27.12	675
Kindergarten Teachers	1010000.2.2305.6100.52.700.87.11	3687
Elementary Teachers	1010000.2.2305.6100.53.700.87.11	60338
Professional Improvement	1010000.2.2358.6100.00.225.87.00	-141396

Salary changes due to educational credits (through mid October)

Moved by Mr. Wood and seconded by Mr. Toohey to approve items by consensus (6 A-D) as outlined.

A roll call vote was held and the results were the following:

Attorney Magliocchetti	Yes	Mr. Sierpina	Yes
Mrs. Danehy	Yes	Mr. Wood	Yes
Mr. Bevilacqua	Yes	Mr. Toohey	Yes
Mayor Fiorentini	Yes		

Motion passes.

The Superintendent indicated there was no reason for executive session.

Adjournment.

Moved by Mr. Bevilacqua and seconded by Mr. Toohey to adjourn the meeting.

A roll call vote was held and the results were the following:

Attorney Magliocchetti	Yes	Mr. Sierpina	Yes
Mrs. Danehy	Yes	Mr. Wood	Yes
Mr. Bevilacqua	Yes	Mr. Toohey	Yes
Mayor Fiorentini	Yes		

Meeting adjourned at 9:15 p.m.

List of Documents:

School Committee Agenda; Composition of WRVTHS School Committee; Resignation Letter from Christopher Kelley; Emails from Ray Sierpina regarding agenda items; Memo from Paul Magliocchetti regarding agenda items; email from Paul Magliocchetti regarding Old Business Item; Paul Magliocchetti memo with Athletic Department item; Warrant payable 111910; Legal Bills from Attorneys Grunebaum and Cox; Use of Facilities; Minutes from October 28, 2010; Financial Transfers