



Mayor James Fiorentini, Chairperson called the meeting to order at 7:00 p.m. Present were: Mrs. Maura Ryan-Ciardello (arrived at 7:04 pm); Mrs. Susan Danehy; Mr. Joseph Bevilacqua; Mr. Scott Wood, Vice President; Shaun Toohey, President; Mr. Johnathan Letcher, Director of School Improvement and Accountability; Mrs. Julie Kukenberger, Assistant Superintendent of Schools and Mr. James F. Scully, Superintendent of Schools. Attorney Paul Magliocchetti was recorded absent.

The Pledge of Allegiance was recited.

Public Participation.

Mr. Phil Lahey, Project Manager of Merrimack Valley Prevention and Substance Abuse Project and father of a recovering heroin addict (6 years sober) commended the city and school officials for the initiative in combating drug use; its proactive approach and the formation of a taskforce. He also provided some background on his organization.

Communication and Reports.

Emma Kaloostian presented the Student Advisory Council Report. She indicated that the Student Council had presented five (5) deserving teachers with \$1200 to fund initiatives that could not otherwise be funded; they hoped to be able to fund this teacher innovation fund annually. Emma also related that fun activities were in the planning stages in order to keep Hillie Nation spirit alive.

Superintendent Comments/Reports.

Superintendent Scully introduced Mrs. Beth Kitsos, Principal of Haverhill High School.

Mrs. Kitsos introduced Mr. Steven Tester, Plant Manager and Ms. Angie Martinelli, Human Resources Department from 3M Technologies who have made a \$10,000 donation to the Haverhill High School Robotics Program.

Mr. Tester made some brief remarks about the 3M Company and the company's commitment to education especially in the science and technology fields.

Ms. Martinelli presented gift bags to members of the school committee.

Committee members offered their appreciation to the 3M Company.

Financial Report.

The Superintendent indicated that the deficit has been reduced. He also related that the special needs student population had increased from 1400 to 1700 students this past year.

Mr. Scully introduced John Sullivan from Melanson and Heath who would present a financial report to the School Committee.

Mr. Sullivan related that since the last report the deficit had been reduced to \$392,000. He then related

*He then reviewed the Special Education Analysis Document with the school committee. He highlighted the fact that the **total appropriation increase** (\$2.5 m) for the district was being "eaten up" by*

special education increases (\$2.6 m); therefore, the school system had no flexibility for other expenditures and it created huge pressures for the district.

Haverhill School Department
SPED Analysis
November 20, 2014

Increase in School Committee Appropriation from FY13 to FY14 \$ 2,446,029

Increase in SPED Expenditures from FY13 to FY14	873,608
Less: Increase in Circuit Breaker Offset	(404,121)

Net Increase in SPED Expenditures from FY13 to FY14 \$ 469,487

Increase in School Committee Appropriation from FY14 to FY15 \$ 2,585,873

Increase in SPED Expenditures from FY14 to FY15	2,640,180
Less: Increase in Circuit Breaker Offset	(1,240)

Net Increase in SPED Expenditures from FY14 to FY15 \$ 2,638,940

The large increase in SPED expenditures from FY14 to FY15 includes:

ESP Salaries -

Change in districtwide ESP and sector leaders	419,436
Change in schools' ESP salaries	(57,243)
Net increase in ESP salaries \$	362,193

SPED Tuition -

Change in day program tuitions	118,523
Change in residential tuitions	481,465
Change in collaborative tuitions	398,130
Change in TEACH	294,840
Increase in SPED tuitions \$	1,292,958

SPED Teachers -

Increase in SPED teachers' salaries \$	489,575
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ETF/Case Workers -

Increase in ETF/Case workers' salaries \$	144,047
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SPED Transportation -

Change in SPED in-town transportation	326,431
Rental/lease of vehicles	110,735
Increase in SPED transportation \$	437,166

TOTAL \$ 2,725,939

Mr. Sullivan also stressed the impact of expensive out of district placements (tuitions) that were occurring this year, which resulted in almost a \$1.3 m increase this fiscal year.

Mr. Scully acknowledged the impact of the increase of special education students on regular education costs. He further reported that there were 80 new students or a net of 220 special education students.

Mr. Sullivan noted that this was a statewide problem in the Commonwealth and groups are coming together to lobby for additional help with the special education issues.

Mr. Scully responded to Mr. Bevilacqua's inquiry by noting that Haverhill's affordable housing was driving the increase in students to the district.

In response to Mr. Toohey's question on the accuracy of our financial picture, Mr. Sullivan responded that he was at 80% and recommended coming to the Committee in January 2015 with a further update.

Mr. Sullivan stated that this budget to not having any "cushions" to support unexpected expenses.

Mrs. Danehy reiterated the district was doing all it could to educate all children.

Mr. Sullivan commented that there was a potential for catastrophic assistance if special education costs resulted in over-expenditure at the end of the fiscal year.

Mrs. Ryan-Ciardiello asked how other districts were dealing with this crisis.

Mr. Sullivan responded that some communities are asking for additional assistance from the state.

Mayor Fiorentini acknowledged state cuts known as 9c cuts that allowed the Governor to make emergency cuts in the budget that could not be overridden by the legislator. He related that the \$2.4 m that Representative Dempsey secured for the city was on hold.

The Mayor had asked Mr. O'Connor to provide the impact of these cuts on the school budget.

Mr. O'Connor responded that the impact was \$24,000 in special education circuit breaker and charter school reimbursement.

Mayor Fiorentini indicated his disappointment in the amount of cuts to Haverhill.

Mayor Fiorentini questioned the Budget Adjusting Entry document (page 6 – tutors) in the amount of \$273,955.

*Mr. Sullivan stated that that money was not available and there was no availability in that line item. He recommended **not acting** on these budget adjustments.*

Mr. Scully indicated that the budget had been frozen and hiring was not occurring unless it was a critical hire; there were however, no layoffs.

Haverhill High School.

Mrs. Kitsos introduced the following members of the leadership team:

- *Tricia Fleming, Associate Principal*
- *Matthew Steinberg, Assistant Principal, Grades 11-12*
- *Daniel Faircloth, Assistant Principal, Grade 9*
- *Kevin McLaughlin, Assistant Principal, Grade 10*
- *Thomas O'Brien, Supervisor of Athletics and Wellness*
- *Tracy Encarnacao, Supervisor of Guidance*
- *Thomas Jordan, Dean of Humanities*
- *Deborah Sasso-Flanagan, Dean of Classical Academy and Humanities/Fine Arts (not present)*
- *Carol Quinney, Dean of Humanities - English (not present)*
- *Susan Finn, Dean of Business EBIT (not present)*
- *Kevin Thompson, Dean of STEM/Math (not present)*
- *Edward Roberts, Dean of STEM/Science*

Mrs. Kitsos indicated that the academies would prepare students for careers and higher education. She noted that after reviewing statewide test results, the focus this year would be on writing in all disciplines. Additionally, tutoring is being explored to assist students throughout HHS. Principal Kitsos also referenced reformatting the in-house suspension program to provide continued instruction to students.

Mr. Scully stated a further high school report would be provided at the next meeting.

Mr. Bevilacqua asked for transition reports from elementary to middle and from middle to high school to ensure readiness for each level.

Mrs. Danehy extended her welcome to the high school leadership team.

In response to the Mayor's question about Deans, Mrs. Kitsos responded that they taught 3 classes instead of 5 classes.

Mr. Scully also responded that deans were not administrators.

Mayor Fiorentini asked if the realignment at the high school cost money.

Mrs. Kitsos stated there was a reallocation of resources; there was no addition to the high school budget.

Mayor Fiorentini asked for the amount of money that was reallocated at the high school and also an analysis of the administrative structure at HHS.

Old Business.

Reconsideration of Vote on Cafeteria Contract - Mr. Wood.

Moved by Mr. Wood and seconded by Mr. Toohey to reconsider the approval of the Cafeteria Contract that was voted at the October 23, 2014 meeting.

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

<i>Mrs. Ryan-Ciardello</i>	<i>Yes</i>	<i>Mrs. Danehy</i>	<i>Yes</i>
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<i>Mr. Bevilacqua</i>	<i>Yes</i>	<i>Mr. Wood</i>	<i>Yes</i>
<i>Mr. Toohey</i>	<i>Yes</i>	<i>Mayor Fiorentini</i>	<i>Yes</i>

Moved by Mr. Wood and seconded by Mr. Toohey to table the discussion on the Cafeteria Contract to the December 4, 2014 executive session.

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

<i>Mrs. Ryan-Ciardello</i>	<i>Yes</i>	<i>Mrs. Danehy</i>	<i>Yes</i>
<i>Mr. Bevilacqua</i>	<i>Yes</i>	<i>Mr. Wood</i>	<i>Yes</i>
<i>Mr. Toohey</i>	<i>Yes</i>	<i>Mayor Fiorentini</i>	<i>Yes</i>

Mayor Fiorentini asked if the cafeteria employees would like to speak; they declined.

In reference to the Cafeteria Contact, all issues would be clarified in executive session.

Moved by Mr. Bevilacqua and seconded by Mr. Wood suspend the rules to change the meeting date.

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

<i>Mrs. Ryan-Ciardello</i>	<i>Yes</i>	<i>Mrs. Danehy</i>	<i>Yes</i>
<i>Mr. Bevilacqua</i>	<i>Yes</i>	<i>Mr. Wood</i>	<i>Yes</i>
<i>Mr. Toohey</i>	<i>Yes</i>	<i>Mayor Fiorentini</i>	<i>Yes</i>

Moved by Mr. Bevilacqua and seconded by Mr. Wood to change the school committee meeting date from December 11, 2014 to December 4, 2014.

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

<i>Mrs. Ryan-Ciardello</i>	<i>Yes</i>	<i>Mrs. Danehy</i>	<i>Yes</i>
<i>Mr. Bevilacqua</i>	<i>Yes</i>	<i>Mr. Wood</i>	<i>Yes</i>
<i>Mr. Toohey</i>	<i>Yes</i>	<i>Mayor Fiorentini</i>	<i>Yes</i>

Hunking & Tilton Update.

Mr. Scully stated the district was addressing the issues at four schools - the most critical school issue was Tilton School. The superintendent noted that Johnathan Letcher, Director of School Improvement and Accountability along with a state educational agency (DSAC).

The Superintendent also noted that at the request of the Mayor, the school system was developing a cost proposal for extended time on learning. He also related that a playground for the school was going forward.

Mr. Scully stated in relation to Hunking School Building Project, Ms. Cassano has developed an electronic database that will keep the Hunking abutters and interested parties informed of the building projects activities. He noted that a meeting had been held on November 12 at the school and the number #1 concern was security of the school. The superintendent noted that all was in order with the project and reimbursement was in process. He noted that design meetings were held weekly. Finally, groundbreaking would occur on March 2015 with the school opening in January 2017.

School Committee Communications.

Mr. Wood acknowledged the alarming increase of drug overdoses in Haverhill. He noted that over the course of the past year or so, he had attended wakes of individuals his age that had succumbed to this drug epidemic. Vice President Wood noted the devastation of this epidemic. He believed these actions would hopefully begin to make an impact on the problem.

Mr. Wood stated that Whittier Health had offered their assistance in battling this epidemic by offering the services of a grant writer at no cost. He asked that Mr. Scully and Mrs. Kitsos set up a meeting with this group.

He noted other additional points to his plan included guest speakers – Mr. Wood had spoken with a gentleman who was just an ordinary guy who was affected by drugs.

Mayor Fiorentini asked Mr. Wood to join his taskforce.

All members indicated their support of Mr. Wood's leadership and initiatives in this area.

Moved by Mr. Wood and seconded by Mrs. Danehy to hire a part-time substance abuse counselor for not more than 19 hours per week \$10,000 (grant-funded) job description to be developed by the superintendent and the Haverhill Public Schools with a background working with children and substance abuse treatment.

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

<i>Mrs. Ryan-Ciardello</i>	<i>Yes</i>	<i>Mrs. Danehy</i>	<i>Yes</i>
<i>Mr. Bevilacqua</i>	<i>Yes</i>	<i>Mr. Wood</i>	<i>Yes</i>
<i>Mr. Toohey</i>	<i>Yes</i>	<i>Mayor Fiorentini</i>	<i>Yes</i>

Moved by Mr. Wood and seconded by Mr. Toohey the Superintendent, Assistant Superintendent, Principals and Curriculum Supervisors work to reevaluate health curriculum and modernize the curriculum to do a better job in educating the students and provide recommendations (a priority in the next budget).

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

<i>Mrs. Ryan-Ciardello</i>	<i>Yes</i>	<i>Mrs. Danehy</i>	<i>Yes</i>
<i>Mr. Bevilacqua</i>	<i>Yes</i>	<i>Mr. Wood</i>	<i>Yes</i>
<i>Mr. Toohey</i>	<i>Yes</i>	<i>Mayor Fiorentini</i>	<i>Yes</i>

Moved by Mr. Wood and seconded by Mr. Toohey pending available funds to bring in guest speakers and at least one event for middle schools be mandatory for students.

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

<i>Mrs. Ryan-Ciardello</i>	<i>Yes</i>	<i>Mrs. Danehy</i>	<i>Yes</i>
<i>Mr. Bevilacqua</i>	<i>Yes</i>	<i>Mr. Wood</i>	<i>Yes</i>
<i>Mr. Toohey</i>	<i>Yes</i>	<i>Mayor Fiorentini</i>	<i>Yes</i>

The Superintendent stated a report on the City-wide Drug Taskforce report had been provided to the committee this evening. He acknowledged the work of Dr. Maddox, Ms. Katie Vozeolas and Ms. Cara LaBelle who were working on health issues in the district.

Subcommittee Reports.

Mrs. Danehy and Mr. O'Brien reported on the Wellness Committee and initiatives in the district.

Mrs. Danehy stated that she had attended the MASC Conference in Hyannis and supported all the initiatives on the Haverhill School Committee's behalf.

New Business.

The Superintendent recommends approval of Warrant Number EV20141114 totaling \$414,079.86; Warrant Number EV20141121 totaling \$427,350.60; Warrant Number EV20141121A totaling \$444,174.16 and Warrant Number JE201406 totaling \$9,185.54 as indicated in the agenda material.

Moved by Mr. Wood and seconded by Mr. Toohey to approve Warrant Number EV20141114 totaling \$414,079.86; Warrant Number EV20141121 totaling \$427,350.60; Warrant Number EV20141121A totaling \$444,174.16 and Warrant Number JE201406 totaling \$9,185.54 as indicated in the agenda material.

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

<i>Mrs. Ryan-Ciardello</i>	<i>Yes</i>	<i>Mrs. Danehy</i>	<i>Yes</i>
<i>Mr. Bevilacqua</i>	<i>Abstain</i>	<i>Mr. Wood</i>	<i>Yes</i>
<i>Mr. Toohey</i>	<i>Yes</i>	<i>Mayor Fiorentini</i>	<i>Yes</i>

Items by Consensus.

The Superintendent recommends approval of the minutes of the regular meeting of October 23, 2014 as indicated in the agenda material; the legal bill from Attorney David Grunebaum totaling \$170.00 as indicated in the agenda material and the field trip request(s) as indicated in the agenda material.

Moved by Mr. Toohey and seconded by Mr. Wood to approve the items by consensus as listed.

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

<i>Mrs. Ryan-Ciardello</i>	<i>Yes</i>	<i>Mrs. Danehy</i>	<i>Yes</i>
<i>Mr. Bevilacqua</i>	<i>Yes</i>	<i>Mr. Wood</i>	<i>Yes</i>
<i>Mr. Toohey</i>	<i>Yes</i>	<i>Mayor Fiorentini</i>	<i>Yes</i>

There was no request for Executive Session.

The committee extended to all happy Thanksgiving wishes.

Moved by Mr. Wood and seconded by Mr. Toohey to adjourn the meeting at 9:23 p.m.

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

<i>Mrs. Ryan-Ciardello</i>	<i>Yes</i>	<i>Mrs. Danehy</i>	<i>Yes</i>
<i>Mr. Bevilacqua</i>	<i>Yes</i>	<i>Mr. Wood</i>	<i>Yes</i>
<i>Mr. Toohey</i>	<i>Yes</i>	<i>Mayor Fiorentini</i>	<i>Yes</i>