



## *Haverhill School Committee – Special Meeting & Executive Session of July 15, 2014*

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Mayor James Fiorentini, Chairperson called the meeting to order at 9:00 a.m. Present were: Attorney Paul Magliocchetti; Mrs. Susan Danehy; Mr. Scott Wood, Vice President; Shaun Toohey, President; Mr. Joseph Bevilacqua; Mr. James F. Scully, Superintendent of Schools, and Attorney William Cox, Legal Counsel. Mrs. Maura Ryan-Ciardiello arrived at 9:10 a.m.

Upon Mayor Fiorentini's recommendation, the committee agreed to waive the roll call and the pledge of allegiance.

Moved by Mr. Bevilacqua and seconded by Mr. Wood to suspend the rules in order revise the order of the agenda and to remain in open session to deal with new business items and items by consensus.

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

Mrs. Ryan-Ciardiello	Yes	Attorney Magliocchetti	Yes
Mrs. Danehy	Yes	Mr. Bevilacqua	Yes
Mr. Wood	Yes	Mr. Toohey	Yes
Mayor Fiorentini	Yes		

Motion passes

The Superintendent recommended approval of the following items:

Warrant Number EV20140711 (FY14) totaling \$20,169.60; Warrant Number EV20140711A (FY14) totaling \$55,190.67; Warrant Number EV20140711B (FY14) totaling \$341,813.95; Warrant Number EV20140718 (FY15) totaling \$22,242.80 and Warrant Number EV20140718A (FY15) totaling \$260,521.06 as indicated in the agenda material.

The items be declared surplus and disposed of in accordance with city ordinances as indicated below:

2 Cast Iron Industrial Size (5 ft. x 2 ft.) wood lathes – items very heavy from the Hunking School

Moved by Mr. Wood and seconded by Mr. Toohey to approve Warrant Number EV20140711 (FY14) totaling \$20,169.60; Warrant Number EV20140711A (FY14) totaling \$55,190.67; Warrant Number EV20140711B (FY14) totaling \$341,813.95; Warrant Number EV20140718 (FY15) totaling \$22,242.80 and Warrant Number EV20140718A (FY15) totaling \$260,521.06.

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

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

Motion passes



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*Moved by Mr. Bevilacqua and seconded by Mr. Wood to declare surplus 2 Cast Iron Industrial Size (5 ft. x 2 ft.) wood lathes – items very heavy from the Hunking School and dispose of in accordance with city ordinances.*

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

<i>Attorney Magliocchetti</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>

*Motion passes*

*Moved by Mr. Wood and seconded by Mr. Toohey to approve the items by consensus which included: the minutes of the regular meeting of June 26, 2014 and the field trip request from Haverhill High School (Amy Jones) for Grade 10 to Mystic CT from July 22-26, 2014.*

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

<i>Attorney Magliocchetti</i>	<i>Abstain</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>

*Motion passes*

*The Superintendent recommended the Haverhill High School Designated Parking Proposal as indicated in the agenda material.*

*After a brief discussion, the committee agreed to defer the matter to the August 14<sup>th</sup> meeting.*

*Moved by Mr. Wood and seconded by Mr. Toohey to table the Haverhill High School Designated Parking Proposal.*

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

<i>Mrs. Ryan-Ciardello</i>	<i>Yes</i>	<i>Attorney Magliocchetti</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>		

*Motion passes*

*Moved by Mr. Wood and seconded by Mr. Toohey to go into executive session for the purposes of negotiations.*

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

<i>Mrs. Ryan-Ciardello</i>	<i>Yes</i>	<i>Attorney Magliocchetti</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>		

*Motion passes*



## *Haverhill School Committee – Special Meeting & Executive Session of July 15, 2014*

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*Attorney Cox distributed a brief overview of the proposed Administrators' Collective Bargaining Agreement:*

- *Two 3-year contracts (July 1, 2008 – June 30, 2011 and July 1, 2011 – June 30, 2014);*
- *Health Insurance:*
  - ◆ *July 1, 2012 – Contribution Rate is 77.50%/22.50%*
  - ◆ *July 1, 2013 – Contribution Rate is 75%/25%*
  - ◆ *New employees hired after January 1, 2012 will pay 70%/30%*
  - ◆ *Allowance of Opt Out Plan/Tiered Network Plan*
- *Work Year and Day – Same Changes as Teachers' Contract;*
- *Temporary Leaves of Absence – Sick leave, personal leave, military leave, bereavement leave - Same Changes as Teachers' Contract;*
- *Miscellaneous Provisions – Email Use, Evening/School Functions - Same Changes as Teachers' Contract;*
- *Administrative Assignments - Same Changes as Teachers' Contract;*
- *Administrative and Supervisor Evaluations – Joint Study Committee to negotiate new evaluation instrument and procedure;*
- *Salary Schedule:*

<i>July 1, 2008 – 0%</i>	<i>July 1, 2009 – 0%</i>
<i>July 1, 2010 – 0%</i>	<i>July 1, 2011 – 0%</i>
<i>January 1, 2012 – 1%</i>	<i>January 1, 2013 – 1.5%</i>
<i>July 1, 2013 – 2%</i>	

*Effective at the time of ratification, the Director of Special Education and the Director of Athletics positions shall be removed from the bargaining unit and become non-unit positions. Supervisor of Special Education (K-12) shall be included in this unit.*

### *Comments and Observations about the Agreement:*

<i>Attorney Cox</i>	<i>Cost of agreement is \$228,000; the retro is less than the teachers' contract</i>
<i>Mr. Wood</i>	<i>There will be savings in health care and city charges that will be seen in this year's budget</i>
<i>Mr. Bevilacqua</i>	<i>Contract is reasonable and the committee has an obligation to address the situation</i>
<i>Mayor Fiorentini</i>	<i>4.5% over a six-year period</i>
<i>Attorney Cox</i>	<i>Recommends approval</i>
<i>Mr. Scully</i>	<i>Recommends approval</i>
<i>Mrs. Danehy</i>	<i>Salaries have been brought in line so that there is not such a disadvantage for principals – she supports agreement</i>
<i>Mr. Scully</i>	<i>Associate Principal position will be posted and filled</i>
<i>Attorney Magliocchetti</i>	<i>Associate Principal is a separate issue</i>
<i>Mr. Scully</i>	<i>Assistant Principals @ HHS salaries are approximately \$77,000</i>



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*Moved by Attorney Magliocchetti and seconded by Mrs. Danehy to approve the Administrators' Collective Bargaining Agreement as presented.*

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

<i>Mrs. Ryan-Ciardello</i>	<i>Yes</i>	<i>Attorney Magliocchetti</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>		

*Motion passes*

*Moved by Mr. Bevilacqua and seconded by Attorney Magliocchetti to return to public session.*

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

<i>Mrs. Ryan-Ciardello</i>	<i>Yes</i>	<i>Attorney Magliocchetti</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>		

*Motion passes*

*Moved by Mr. Wood and seconded by Mr. Toohey to approve the Administrators' Collective Bargaining Agreement as presented (six-year agreement with a 4.5% increase).*

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

<i>Mrs. Ryan-Ciardello</i>	<i>Yes</i>	<i>Attorney Magliocchetti</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>		

*Motion passes*

*Mr. Wood noted that recently the City Council had approved an adjustment in compensation. He related that it was important to make public service appealing to young people so that they would run for public office. In addition, the members served on several committees including negotiations that required extensive time and commitment.*

*Mr. Bevilacqua recommended a transfer of \$15,000 from school committee expense to cover an increase in school committee expense amount of \$2,400 (\$850 to \$3250).*

*Attorney Magliocchetti stated that the committee needed to lead by example and that this was not the appropriate time to have an increase.*

*Mr. Bevilacqua responded that Attorney Magliocchetti should not accept his increase if he didn't agree.*



*Attorney Magliocchetti related that the committee did do a lot of work, but that the timing was wrong for this adjustment.*

*Moved by Mr. Bevilacqua and seconded by Mr. Wood to transfer \$15,000 from school committee expense to cover an expense payment of \$3250 over 26-pay periods.*

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

<i>Mrs. Ryan-Ciardello</i>	<i>Yes</i>	<i>Attorney Magliocchetti</i>	<i>No</i>
<i>Mrs. Danehy</i>	<i>No</i>	<i>Mr. Bevilacqua</i>	<i>Yes</i>
<i>Mr. Wood</i>	<i>Yes</i>	<i>Mr. Toohey</i>	<i>No</i>
<i>Mayor Fiorentini</i>	<i>Yes</i>		

*Motion passes*

*Moved by Mr. Wood and seconded by Mr. Bevilacqua to go into executive session for the purpose of negotiations.*

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

<i>Mrs. Ryan-Ciardello</i>	<i>Yes</i>	<i>Attorney Magliocchetti</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>		

*Motion passes*

*The Superintendent outlined a proposal to adjust principals' compensation since Haverhill's salaries were low and he was having difficulty filling vacancies. Mr. Scully recommended a base salary for elementary school principals of \$93,000 and a base salary for middle school principals of \$96,000. He related that annuity and vacation buy-back would be eliminated from principal contracts.*

*The committee discussed the importance of recruitment/retention of principals.*

*There was a consensus that a performance based adjustment of 1.5% for years 2 and 3 would be agreeable.*

*It was determined that in year 1 a baseline (point of comparison for future years) would be established for principals. The superintendent would bring the criteria to the committee prior to contracts being executed.*

*Moved by Mr. Wood and seconded by Mr. Bevilacqua to approve a base salary for elementary school principals of \$93,000 and a base salary for middle school principals of \$96,000 along with the elimination of annuities and vacation buy-back. Additionally a performance-based criterion would be established that would increase salaries in year 2 and year 3 up to 1.5%.*



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

<i>Mrs. Ryan-Ciardello</i>	<i>Yes</i>	<i>Attorney Magliocchetti</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>Present</i>
<i>Mayor Fiorentini</i>	<i>Yes</i>		

*Motion passes*

*At this time, Mr. Scully and Ms. Cassano left the meeting.*

*Discussion was held on the superintendent's contract. No action was taken.*

*Mr. Scully returned to the meeting.*

*Moved by Mr. Wood and seconded by Mr. Bevilacqua to adjourn the meeting.*

*Meeting adjourned at 10:30 a.m.*