



Haverhill School Committee – Special Meeting & Executive Session of July 24, 2014

Mayor James Fiorentini, Chairperson called the meeting to order at 7:40 a.m. Present were: Mrs. Maura Ryan-Ciardello; 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.

The Superintendent recommended approval of the warrants as specified: Warrant Number EV20140801A totaling \$299,600.91 and Warrant Number EV20140801 totaling \$65,090.21.

Moved by Mr. Wood and seconded by Mr. Toohey to approve Warrant Number EV20140801A totaling \$299,600.91 and Warrant Number EV20140801 totaling \$65,090.21.

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>Abstain</i>
<i>Mr. Wood</i>	<i>Yes</i>	<i>Mr. Toohey</i>	<i>Yes</i>
<i>Mayor Fiorentini</i>	<i>Yes</i>		

Motion passes (6-0)

Moved by Mr. Wood and seconded by Attorney Magliocchetti to approve the principals' compensation as outlined 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%.

It was noted that the compensation adjustment was needed to remain competitive since the market was driving salaries and also to assist in the retention and recruitment of principals.

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 (7-0)

Moved by Mr. Wood and seconded by Mr. Toohey to go into executive session for the purposes of discussing the Superintendent's Contract.

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 (7-0)

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



The members discussed the terms of the superintendent's contract.

Moved by Mr. Wood and seconded by Mrs. Ryan-Ciardello to approve a new contract with the Superintendent. The terms to include a three-year contract for the period commencing July 1, 2014 and ending June 30, 2017, the Superintendent shall receive an annual salary of one hundred ninety-eight thousand dollars (\$198,000.00). The Superintendent shall receive a three percent (3%) increase in his annual salary effective July 1, 2015 provided he receives a favorable performance evaluation by the Committee based on the standards included in the DESE rubric. The Superintendent shall receive a one percent (1%) increase in his annual salary effective July 1, 2016 provided he receives a favorable performance evaluation by the Committee based on the standards included in the DESE rubric.

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>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>No</i>		

Motion passes (5-2)

Mr. Scully returned to the meeting.

The Superintendent recommended increased compensation for the Director of Special Education of \$105,000 (total compensation).

Moved by Mrs. Danehy and seconded by Mrs. Ryan-Ciardello to approve the compensation for the Director of Special Education of \$105,000 (total compensation including CAGS minus travel).

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>No</i>	<i>Mr. Toohey</i>	<i>No</i>
<i>Mayor Fiorentini</i>	<i>Yes</i>		

Motion passes (5-2)

Moved by Mr. Wood and seconded by Mrs. Ryan-Ciardello to return to open 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 (7-0)

Mayor Fiorentini stated that an error was made in executive session and that the Special Education Director's compensation should have been addressed in open session.



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Moved by Mrs. Danehy and seconded by Mr. Bevilacqua to approve the Special Education Director's compensation up to \$105,000 all inclusive – total package.

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>No</i>	<i>Mr. Toohey</i>	<i>No</i>
<i>Mayor Fiorentini</i>	<i>Yes</i>		

Motion passes (5-2)

In reference to the Superintendent's contract, Mayor Fiorentini stated that Mr. Scully was one of the best superintendents that had led the Haverhill Public Schools, however, he would not be voting in favor of this contract.

Moved by Mr. Wood and seconded by Mr. Bevilacqua to approve a new contract with the Superintendent. The terms to include a three-year contract for the period commencing July 1, 2014 and ending June 30, 2017, the Superintendent shall receive an annual salary of one hundred ninety-eight thousand dollars (\$198,000.00). The Superintendent shall receive a three percent (3%) increase in his annual salary effective July 1, 2015 provided he receives a favorable performance evaluation by the Committee based on the standards included in the DESE rubric. The Superintendent shall receive a one percent (1%) increase in his annual salary effective July 1, 2016 provided he receives a favorable performance evaluation by the Committee based on the standards included in the DESE rubric.

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>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>No</i>		

Motion passes (5-2)

Mr. Scully thanked the committee for their support and endorsement of his contract.

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:

<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>		

Meeting adjourned at 10:30 a.m.