



**Haverhill Public Schools - School Committee
Regular Meeting Minutes of November 21, 2019
Theodore A. Pelosi, Jr. City Council Chambers – 7:00 pm**

Mr. Sven Amirian, Vice Chair called the meeting to order at 7:00 pm and requested a roll call of members.

Attorney Rosa	Yes	Ms. Sullivan	Yes
Mrs. Ryan-Ciardello	Yes	Attorney Magliocchetti	Yes
Mr. Wood	Yes	Mr. Amirian, Vice Chair	Yes
Mayor Fiorentini	Absent		

Dr. Margaret Marotta Superintendent of Schools and Mr. Michael Pfifferling, Assistant Superintendent for Finance and Operations were also present. Ms. Leah Pearse, Student Advisory Council Member was absent.

The Pledge of Allegiance was recited by the members.

Public Comment – none.

Communication and Reports.

Student Advisory Council Report - Ms. Leah Pearse – No report.

Superintendent Comments/Reports.

Updates on Safety Protocols.

Dr. Marotta distributed documents outlining “Steps to take in an Emergency Situation” and “Everyone is Responsible”.

Budget Update.

Assistant Business Manager Kathleen Smith presented an expenditure update as of 11.13.19. She noted that financial transfers would be brought to the School Committee at the December meeting. Mrs. Smith indicated a small positive budget was projected for end of the year.

Attorney Magliocchetti asked for more specific information on revenues from stadium and pool rentals that overset user fees.

Mr. Wood asked how last year compared to last year.

Mrs. Smith noted that it was similar to last year but reflected differently.

Facilities Update postponed until the arrival of Ms. Forgione.

School Committee Communications.

Attorney Rosa: Vote on Superintendent’s Contractual Bonus Compensation.

Attorney Rosa indicated that when Dr. Marotta was hired, the salary was set at the low range with the premise that the new superintendent would have to earn the compensation; with a contract stating that if the Superintendent meets goals a bonus can be granted between 1-4%. Attorney Rosa stated that Superintendent’s Goals had been established and

approved by the School Committee. Additionally, Dr. Marotta was evaluated in August 2019 on her goals and she met all her 9 goals.

Attorney Rosa noted that Dr. Marotta's evaluations ranged from did not meet, made some progress, made significant progress, met stated goals and exceeded stated goals:

- Goal #1 = 6 members indicated she met or exceeded the goal
- Goal #2 = 7 members indicated she met or exceeded the goal
- Goal #3 = 7 members indicated she met or exceeded the goal
- Goal #4 = 5 members indicated she met or exceeded the goal
- Goal #5 = 5 members indicated she met or exceeded the goal
- Goal #6 = 5 members indicated she met or exceeded the goal
- Goal #7 = 5 members indicated she met or exceeded the goal
- Goal #8 = 5 members indicated she met or exceeded the goal
- Goal #9 = 7 members indicated she met or exceeded the goal

Attorney Rosa continued by noting that Superintendent Marotta received high marks for reducing the rate of chronic student absenteeism, for implementing changes in the business department, for "empowering staff" and for managing the school budget along with making 75 visits to schools and improving data collection in the district. He related that one of the areas where Dr. Marotta was cited for needing improvement was in communicating with the School Committee, with teachers, and with parents.

A motion was made by Attorney Magliocchetti to grant a 4% performance bonus to Superintendent Marotta. Attorney Rosa seconded the motion.

Mr. Wood remarked that his evaluation was public record and he would be opposing any additional compensation since she received a 2% increase per her contract. He commented that her raise was more than teachers and most other employees in the district received.

A roll call vote was held:

Attorney Rosa	Yes	Ms. Sullivan	Yes
Mrs. Ryan-Ciardello	No	Attorney Magliocchetti	Yes
Mr. Wood	No	Mr. Amirian, Vice Chair	Yes

5 members voted in the affirmative

Motion passes

2 members voted in the negative

0 members abstained

Attorney Rosa: Superintendent's 2019-2020 Goals.

Attorney Rosa related that new goals needed to be established for this school year.

Dr. Marotta briefly outlined some initiatives that had been undertaken during her tenure.

Ms. Sullivan commented that one of the improvements needed was improved communication, what does it look like and how do we measure her progress.

Mr. Amirian asked for Ms. Sullivan's involvement in the process.

Mrs. Ryan-Ciardello commented the new school committee should be involved in setting the goals.

Mr. Wood: Update on Alice Training.

Mr. Wood asked for an update on drill schedules in our schools.

Mr. Pfifferling distributed a document to the members [Alice Roll Out Haverhill.pdf](#).

Dr. Marotta reported that videos were available to students along with letters to parents. She noted that Student Information Portions should be completed by end of November and age-appropriate drills will occur during the month of December.

Mr. Wood suggested that law enforcement help lead the drills at our school buildings.

Dr. Marotta commented that law enforcement was involved and was an integral resource for the district.

Facilities Update.

Ms. Forgione gave an update on facilities.

Hunking —several challenges with the heating system. We have been working with two contractors — one who is servicing the mechanical equipment and the other who deals with the electronic controls — and we are making headway and fine tuning the system.

High School — the RFP for the pool roof is posted and bids are due December 4th. We have two new roof leaks — one in the 200s building and one in the gym. Greenwood has already been out to assess the issue and is scheduled to make repairs this Friday or next Monday. We anticipate that we will continue to have small leaks over the winter.

Whittier —continue to make repairs and replace corroded steam lines in the crawlspaces beneath the school. Our plumber Steve Gigliotti and our new mechanic Dave Picanso, have been working diligently and replaced over 200 feet of steam lines so far. As lines are under pressure that have had no steam coming to them for years, we are naturally finding new leaks here and there, but a significant amount of repair and replacement work has been completed.

Greenleaf — Energy Source has completed interior lighting upgrades to LED. We are still waiting on some parts to come in to do the exterior upgrades.

Challenges and upcoming items — we are continuing to chase roof leaks at the high school in particular. The building inspectors and fire department will be coming through doing a quarterly inspection in the schools over winter break. They have increased staff and are now able to visit more frequently. The superintendent has facilitated routine meetings with the inspection team so we can stay on top of issues in a timelier manner than in the past, when everything was handled over the summer. We are coordinating with DPW to meet with our snow plow contractors so we can review the plans for bus stops and parking lots for this winter.

She noted that quarterly inspections were being implemented and regular meetings with Inspectional Services was occurring.

Attorney Magliocchetti asked about the status of Consentino School.

Ms. Forgione reported the building was holding up well and that a recent leak in a skylight had been repaired.

Attorney Magliocchetti asked about asbestos in our buildings.

Ms. Forgione reported that procedures and protocols were in place to deal with asbestos.

Mrs. Ryan-Ciardello asked if there was a school or schools with more asbestos than other schools.

Ms. Forgione responded that it was not determined in that manner.

Mr. Amirian commented there was no immediate danger to our students, due to asbestos.

Ms. Forgione related that Whittier Boiler Work was completed under proper protocols and procedures.

Subcommittee Reports.

Mr. Wood updated on the Diversity Committee’s activities: hiring three Latino teachers, growing your own, retention of through Latino Coalition, and mentoring former students to enter the field of education. He noted that a workshop will be held at Northern Essex Community College on Saturday, November 23, 2019.

Ms. Sullivan commended Dr. Custodia-Lora’s work and indicated it would be an excellent workshop.

Attorney Rosa reported Unified Basketball Team wrapped up its season last night at a banquet and 30 team members participating along with the partners and coaches’ who had a fantastic response with 80 guests.

Mrs. Ryan-Ciardello commented on the success of Whittier’s Thanksgiving Dinner with both Mr. Wood and Mr. Pfifferling being in attendance.

Mr. Pfifferling commended the 20 teachers for attending tonight’s JG Whittier event.

New Business.

The Superintendent recommended approval of the following Warrants [Scans for PaperCut MF/Warrants 11.21.19.pdf](#) as indicated in the agenda material:

- 1) Warrant Number EV20191108 totaling \$733,623.84
- 2) Warrant Number EV20191108B totaling \$225,735.41
- 3) Warrant Number EV20191122 totaling \$693,518.18
- 4) Warrant Number EV20191122A totaling \$41,719.99
- 5) Warrant Number EV20191122B totaling \$578,361.80
- 6) Warrant Number JE20191122 totaling \$22,646.76
- 7) Warrant Number JE20191122B totaling \$5,509.98

Mr. Amirian asked if any warrants needed to be voted separately.

Attorney Magliocchetti responded Warrant #4.

A motion was made by Attorney Magliocchetti to approve Warrants 4 A #1-3 and 5-7 as indicated in the agenda material. Attorney Rosa seconded the motion.

A roll call vote was held:

Attorney Rosa	Yes	Ms. Sullivan	Yes
Mrs. Ryan-Ciardello	Yes	Attorney Magliocchetti	Yes
Mr. Wood	No	Mr. Amirian, Vice Chair	Yes

5 members voted in the affirmative

Motion passes

1 member voted in the negative

0 members abstained

A motion was made by Mr. Wood to approve Warrant 4 A #4 as indicated in the agenda material. Ms. Sullivan seconded the motion.

A roll call vote was held:

Attorney Rosa	Yes	Ms. Sullivan	Yes
Mrs. Ryan-Ciardello	Yes	Attorney Magliocchetti	Abstain
Mr. Wood	Yes	Mr. Amirian, Vice Chair	Yes

5 members voted in the affirmative Motion passes
0 members voted in the negative
1 member abstained

The Superintendent recommended approval of the Items by Consensus as indicated in the agenda material:

- A. Use of Facilities [HSC UOF 111819.pdf](#).
- B. Minutes of October 24, 2019 [Haverhill School Committee Regular Meeting Minutes 10.24.19 Final.pdf](#).

A motion was made by Mr. Wood to approve Items by Consensus as indicated the agenda material. Attorney Magliocchetti seconded the motion.

A roll call vote was held:

Attorney Rosa	Yes	Ms. Sullivan	Yes
Mrs. Ryan-Ciardello	Yes	Attorney Magliocchetti	Yes
Mr. Wood	Yes	Mr. Amirian, Vice Chair	Yes

6 members voted in the affirmative Motion passes
0 members voted in the negative
0 members abstained

A motion was made by Mr. Wood to go into executive session (8:02 pm) for a discussion of a request from a staff member for additional sick leave. The committee may reconvene in open session to confirm any actions taken in the executive session.

A roll call vote was held:

Attorney Rosa	Yes	Ms. Sullivan	Yes
Mrs. Ryan-Ciardello	Yes	Attorney Magliocchetti	Yes
Mr. Wood	Yes	Mr. Amirian, Vice Chair	Yes
Mayor Fiorentini	Yes		

7 members voted in the affirmative Motion passes
0 members voted in the negative
0 members abstained