

## SC APPROVED



### Haverhill Public Schools - School Committee Regular Meeting Minutes of November 16, 2017

Ms. Gail Sullivan, President called the Regular Meeting to order at 7:00 p.m. Present: Mr. Sven Amirian, Attorney Paul Magliocchetti, Mrs. Maura Ryan-Ciardello (arrived 7:07 pm), Mr. Shaun Toohey, Mr. Scott Wood, Vice President, , Mr. Jared Fulgoni, Assistant Superintendent, and Mr. James Scully, Superintendent of Schools. Mayor James Fiorentini, Chairperson was recorded absent.

This message is read before each meeting: those attending tonight's meeting should be aware that the meeting is being audio and video recorded by HCTV (add any other media outlet/party which tells you they will be recording). Any audience members who wish to record any part of the meeting must inform the Chair who will announce the recording. This is to comply with the Massachusetts wiretap statute.

Ms. Sullivan welcomed the teachers, students and parents to the meeting.

The Pledge of Allegiance led by kindergarten students from Ms. Sanchez & Ms. Hughes at Walnut Square School followed by a Thanksgiving Song entitled and a poem entitled.

Public Comment.

Noel Morin, 5 Karen Way wanted clarification if the sibling preference at Silver Hill would be honored.

Mr. Scully indicated that sibling preference would be respected and he apologized that this information had not been communicated to parents.

Peter Yannakoureas, 185 Millvale Road asked for clarification regarding speaking on his topic.

Ms. Sullivan responded that the topic could not be spoken about for six (6) months. She recommended Mr. Yannakoureas meet with Superintendent Scully to discuss his curriculum concerns. Mr. Scully agreed to meet with him.

Mr. Yannakoureas tried to speak about the topic again violating the School Committee's policy and was ruled out of order by President Sullivan. She asked him to respect the Committee's rules.

Communication and Reports

Mr. Scully stated beginning in January, he would be presenting recommendations on priorities for the school district.

Student Advisory Council Report – Isabela Yepes was not in attendance.

School Committee Communications

Superintendent Search – Ms. Sullivan

Ms. Sullivan outlined a proposed Haverhill Superintendent Search Timeline:

November 28-December 8, 2017

MASC conducts focus group meetings and makes survey available to community

December 13, 2017

MASC meets with the School Committee to review focus group information and school committee approval of selection criteria, community profile and brochure

November 30, 2017

Advertising: MASC website

January 8, 2018	Deadline for submitting applications to MASC
January 9, 2018	MASC screens completed applications. Screening process identifies requested number of (8-10) candidates.
January 11, 2018	MASC presents semifinalists to search committee
January 11, 2018	School Committee defines role and charges search committee
January 11, 2018	MASC conducts training session with screening committee and reviews interview schedule
January 16-19, 2018	Candidate Interviews All interviews will be held in the evening beginning at 6:00 pm and end no later than 9:30 pm. Interviews will last for 1 hour with a 15-minute break between interviews.
January 19, 2018	The Screening Committee nominates finalists. The school committee requests no less than <b>3 finalists</b> and no more than <b>5 finalists</b>
January 25, 2018	The Screening Committee presents a list of finalists to the School Committee. Screening committee is discharged.
January 25, 2018	MASC reviews site visit information with school committee. Site visit schedule is developed.
Week of February 5-9, 2018	Site visits for School Committee
February 12, 2018	School Committee meets with consultant to discuss site visits and organize final interview questions
February 13-16, 2018	Site visits for candidates and final interviews beginning at 7pm. Interviews will be 60-75 minutes long.
February 16, 2018	School Committee votes to appoint Superintendent
July 1, 2017 or as soon as possible	Superintendent begins

PLEASE NOTE: The School Committee must determine whether or not any special consideration will be given to local applicants, or are all applicants expected to meet the same standards?

Also, prior to the screening for semi-finalists the School Committee must vote on whether or not finalists will be reimbursed for expenses. Most committees do reimburse finalists for expenses since they have already paid their own expenses as a semi-finalist.

Ms. Sullivan related that the school committee members who would serve on the Search Committee would be Mayor Fiorentini, Mr. Wood and herself.

Mr. Wood suggested a range of salary be listed on the advertisement, the areas for advertisement and the criteria for posting the position. Vice President Wood commented that the Business Manager hiring process worked very well and resulted in an outstanding candidate. He recommended the process be

open and transparent for all members of the School Committee. Mr. Wood also had concerns about the timeline.

Ms. Sullivan was perfectly open to having discussion this evening on those points.

Attorney Magliocchetti agreed the Business Manager hiring process worked well and also did have questions on the timeline.

Ms. Sullivan related Mr. Gilbert developed timeline.

Mrs. Ryan-Ciardiello questioned waiting for the new committee.

Ms. Sullivan responded decision-making would be postponed until the new committee was formed. In reference to the search committee names of potential members should be sent to the Mayor.

Regarding the salary range, President Sullivan recommended a salary range from \$205,000-\$215,000.

Mr. Wood stated that the salary range had to be stipulated including salary and other compensation package including annuities, housing, relocation expenses. Vice President Wood wanted to clarify the total compensation offered and additionally, the qualifications of the candidates and the posting timeline.

Mr. Wood recommended the following:

- \$215,000 and under for total compensation;
- Central Office experience preferred (not a training ground and district experience);
- Posting timeframe January 2, 2018 for 30-40 days

Mr. Toohey suggested:

- Open to the timeframe for posting – would ask for guidance on advertising;
- Strong special education background;
- Management style similar to Mr. Scully;
- Micromanager – finger on the pulse of the district
- \$185,000 starting salary

Mr. Scully recommended starting at \$190,000 with incremental increases based on longevity in the district. He noted that in his previous district the benefit package was \$40,000. The Superintendent noted people were looking for new positions so after the start of the new year would be a good time.

- Ms. Sullivan noted that the internet was the place job seekers looked to find job openings.

Attorney Magliocchetti supported:

- Starting at \$190,000 salary because the other compensation items were not known;
- Experience was important but there were some rare instances of phenomenal principals who would be outstanding superintendents

Ms. Sullivan was concerned about competition in the search process and that job seekers were on the internet looking for positions.

Attorney Magliocchetti did not see a negative side to moving forward now and having the job close by mid-January.

Mr. Amirian commented:

- Advertising opening sooner rather than later;
- What do we have to offer in Haverhill that would entice candidates to come to Haverhill;
- Competitive salary to excellent talent – incentivize longevity and hold to high standards;

- Develop a compelling reason to work in Haverhill – luxury of a seasoned superintendent who made a long-term commitment

Ms. Sullivan presented her personal perspective that as a candidate the salary range and requirements and if offered position the negotiations would begin.

President Sullivan recommended \$190,000 - \$215,000.

Mr. Scully related the positive geographical attributes of the city along with the many positives in the school system.

Mr. Wood recommended advertising with the NSBA (National School Boards Association) to reach a broader audience. He supported the deadline to be moved to January 19, 2018.

The consensus for salary range was \$190,000-\$215,000 with Mr. Wood still reserving judgment on the range.

The Committee then moved on to discussion of qualifications.

Mr. Wood advocated for district-level experience and felt it was crucial.

Attorney Magliocchetti did not want to narrow the pool and would recommend the phrasing “Superintendent or Assistant Superintendent experience preferred”.

Mrs. Ryan-Ciardiello wanted to ensure a long-term superintendent.

Mr. Amirian did not want to discount the service or talent of current staff in our district or to lose a superstar urban high school principal. He was open to keeping it broader.

Ms. Sullivan noted that Mr. Gilbert had recommended not limiting it to Central Office experience 10 years administrative experience, certified as a superintendent and a proven success rate in student achievement.

Mr. Wood stated that district-level experience was important.

Ms. Sullivan did an informal poll of district-wide experience (DW) vs. wider range experience (WR):

Mr. Amirian	WR	Mrs. Ryan-Ciardiello	DW
Attorney Magliocchetti	WR	Mr. Toohey	DW
Mr. Wood	DW	Ms. Sullivan	WR

Consensus was also reached on moving deadline to January 19, 2018 and advertising with NSBA.

The committee agreed to discuss the results of the focus groups and survey results with Mr. Gilbert at the next meeting (December 14, 2017).

The Tilton School Presentation requested by Ms. Sullivan has been postponed until the first meeting in January.

There were no Subcommittee Reports.

New Business – Warrant Approval [Warrants 11.16.17 5 A-F .pdf](#)

The Superintendent recommended approval of Warrant Number EV20171117 totaling \$469,118.29 as indicated in the agenda material.

A motion was made by Mr. Amirian to approve Warrant Number EV20171117 totaling \$469,118.29 as indicated in the agenda material. Mrs. Ryan-Ciardello seconded the motion.

The chair called for a vote of the members:

Mr. Amirian	Yes	Mrs. Ryan-Ciardello	Yes
Attorney Magliocchetti	Yes	Mr. Toohey	Yes
Mr. Wood	Yes	Ms. Sullivan	Yes

- 6 members having voted in the affirmative
- 0 members having voted in the negative
- 0 members having abstained

The Superintendent recommended approval of Warrant Number EV20171117A totaling \$196,094.80 as indicated in the agenda material.

A motion was made by Mr. Wood to approve Warrant Number EV20171117A totaling \$196,094.80 as indicated in the agenda material. Mrs. Ryan-Ciardello seconded the motion.

The chair called for a vote of the members:

Mr. Amirian	Yes	Mrs. Ryan-Ciardello	Yes
Attorney Magliocchetti	Abstain	Mr. Toohey	Yes
Mr. Wood	Yes	Ms. Sullivan	Yes

- 5 members having voted in the affirmative
- 0 members having voted in the negative
- 1 member having abstained

The Superintendent recommended approval of Warrant Number EV20171117B totaling \$225,580.65 as indicated in the agenda material.

A motion was made by Mr. Wood to approve Warrant Number EV20171117B totaling \$225,580.65 as indicated in the agenda material. Mr. Toohey seconded the motion.

The chair called for a vote of the members:

Mr. Amirian	Yes	Mrs. Ryan-Ciardello	Yes
Attorney Magliocchetti	Yes	Mr. Toohey	Yes
Mr. Wood	Yes	Ms. Sullivan	Yes

- 6 members having voted in the affirmative
- 0 members having voted in the negative
- 0 members having abstained

The Superintendent recommended approval of Warrant Number EV20171117C totaling \$680,711.64 as indicated in the agenda material.

A motion was made by Mr. Wood to approve Warrant Number EV20171117C totaling \$680,711.64 as indicated in the agenda material. Mr. Toohey seconded the motion.

The chair called for a vote of the members:

Mr. Amirian	Yes	Mrs. Ryan-Ciardello	Yes
Attorney Magliocchetti	Yes	Mr. Toohey	Yes
Mr. Wood	Yes	Ms. Sullivan	Yes

- 6 members having voted in the affirmative
- 0 members having voted in the negative
- 0 members having abstained

The Superintendent recommended approval of Warrant Number JE20171117 totaling \$19,889.97 as indicated in the agenda material.

A motion was made by Mr. Wood to approve Warrant Number JE20171117 totaling \$19,889.97 as indicated in the agenda material. Mr. Toohey seconded the motion.

The chair called for a vote of the members:

Mr. Amirian	Yes	Mrs. Ryan-Ciardiello	Yes
Attorney Magliocchetti	Yes	Mr. Toohey	Yes
Mr. Wood	No	Ms. Sullivan	Yes

- 5 members having voted in the affirmative
- 1 member having voted in the negative
- 0 members having abstained

The Superintendent recommended approval of Warrant Number JE20171117A totaling \$16,542.24 as indicated in the agenda material.

A motion was made by Attorney Magliocchetti to approve Warrant Number JE20171117A totaling \$16,542.24 as indicated in the agenda material. Mrs. Ryan-Ciardiello seconded the motion.

The chair called for a vote of the members:

Mr. Amirian	Yes	Mrs. Ryan-Ciardiello	Yes
Attorney Magliocchetti	Yes	Mr. Toohey	Yes
Mr. Wood	No	Ms. Sullivan	Yes

- 5 members having voted in the affirmative
- 1 member having voted in the negative
- 0 members having abstained

#### Items by Consensus

The Superintendent recommends approval of the professional educational conference/workshop forms (1) [SC Agenda 11.16.17 6 A Professional Educational Conference.pdf](#) as indicated in the agenda material.

The Superintendent recommends approval of the use of facilities [SC - Use Of Facilities 11.16.17.pdf](#) as indicated in the agenda material.

The Superintendent recommends approval of the minutes of the regular meetings of October 12, 2017 [HSC Regular Meeting Minutes of 10.12.17 Minutes Final & Approved .pdf](#) and October 26, 2017 [HSC Regular Meeting Minutes of 10.26.17 Minutes Final & Approved .pdf](#) as indicated in the agenda material.

The chair called for a vote of the members:

Mr. Amirian	Yes	Mrs. Ryan-Ciardiello	Yes
Attorney Magliocchetti	Yes	Mr. Toohey	Yes
Mr. Wood	Yes	Ms. Sullivan	Yes

- 7 members having voted in the affirmative
- 0 members having voted in the negative
- 0 members having abstained

A motion was made by Mr. Wood to go into executive session (8:27 pm) for the purpose of hearing a Level III grievance filed by the Haverhill Education Association on behalf of a teacher alleging violations of the collective bargaining agreement (CBA), specifically the evaluation assessment agreement improper mentioned member's evaluation was not completed in a fair and just manner; and to also discuss strategy related to the collective bargaining with administrators, nurses, custodians and non-unit personnel. Attorney Magliocchetti seconded the motion.