



Haverhill School Committee Meeting - Thursday, June 25, 2015

Mayor James J. Fiorentini (left at 10:46 p.m.) called the meeting to order at 7:06 p.m. Present were: Mr. Shaun Toohey, Attorney Paul Magliocchetti, Mr. Scott Wood, Mrs. Susan Danehy, Mr. James F. Scully, Superintendent of Schools, and Mrs. Julie R. Kukenberger, Assistant Superintendent. Mr. Joseph Bevilacqua and Mrs. Maura Ryan-Ciardello (arrived at 7:10 p.m.) were recorded as absent.

Mayor Fiorentini led the Pledge of Allegiance.

Public Participation

None at this time.

Communication and Reports

Student Advisory Council Report – Benjamin Roy.

Ben indicated school ended this past Wednesday with no incidents reported. He stated the video on substance abuse presented at the high school made an impact on students.

Superintendent Comments/Reports

Substance Abuse Overview & Review of HPS Programming – Mr. Thomas O'Brien, Ms. Katherine Vozeolas and Ms. Laura Mayer

Mr. O'Brien introduced his team overseeing the substance abuse program for the district. The team gave a joint PowerPoint presentation relative to:

- *Addiction and Recovery Counseling – Service Overview & Student Data*
- *Referral Process*
- *Clinical Services*
- *Evidenced Based Clinical Tools*
- *Finding your ACE Score*
- *DAST-10*
- *CRAFFT*
- *Addiction Counseling Pilot Program Barriers to Treatment*
- *Addiction & Recovery Student Data*
- *HHS 9-12 grades Alcohol Use*
- *HHS 9-12 grades Illegal Drug Use*
- *Lifetime Illegal Drug Use HHS*
- *Addiction and the Adolescent Brain*
- *Addiction is a Developmental Pediatric Disease*
- *Implications of Incomplete Brain Development*
- *In order to reduce opioid deaths, the Commonwealth must use all the tools in its toolkits: Prevention, Treatment, Intervention, Recovery Support*
- *HPS Substance Use Programming*
- *What we are doing...Health Education, Other initiatives*
- *What we plan to do*
- *Other possibilities*

Mrs. Danehy asked to bring up the item on the wellness award.

Middle School Wellness Award – Mrs. Danehy

Mr. O'Brien referencing a press release decided to initiate a wellness competition to encourage and celebrate the compliance with the district wellness policy. Areas included meals programs, fundraising compliance, physical education, health education, staff wellness, physical activity and overall wellness promotion. Nettle Middle School was named the winner receiving \$1,000 and Whittier middle came in second receiving \$500 to be used for a wellness initiative. Prizes were given by an anonymous donor.

Mr. Wood asked to move up the item for the business manager.

School Business Manager Interviews – Mr. Wood & Committee

Mr. Wood reviewed the process for interviewing candidates for the Business Manager's position. The last round produced three candidates who were interviewed with one withdrawing. The two candidates were asked to present a mock presentation of a budget. Tonight's process for the remaining two candidates is to ask questions to individual candidates, at the end of this period will discuss the candidates amongst the members, and then recommend one to enter into negotiations with. The two candidates are Glenn Fratto and Brian O'Connell.

Mr. Fratto's resume was distributed to members. He gave an overview of his resume and then presented a mock FY18 budget. At the end of his presentations, members questioned:

- Reason for leaving Methuen and which Mayors he served under
- How he would address an increase of 8% in the health care premium in the budget
- How would he address the salary portion of the budget with staff coming in and some leaving
- Review of his previous position within schools and as town managers
- Who prepared the budgets
- How often he updates the superintendent and school committee members
- What financial programs has he used in preparing budgets
- Reason for leaving his last position
- Special education funding and costs
- Experience in transportation and cost saving measures to take
- Experience in Methuen and collaboration with area school districts and his flexibility on work hours
- Dealing with an unexpected financial matter and handling line item transfers
- Challenges to doing a multi-year financial plan
- The overseeing of grant and reimbursement programs
- Experience in negotiations
- Why Haverhill
- Thoughts on having a reserve policy

The meeting recessed at 9:15 p.m. and resumed at 9:26 p.m.

Attorney O'Connell's resume was distributed to members. He gave an overview of his resume and then presented his mock budget. At the end of his presentations, members questioned:

- Developing of a six year high school program as a Worcester school committee member
- Partnership programs at area colleges
- Overseeing of grants and special education funding
- Understanding the budget and how it is presented to school committee members
- The role in Worcester versus Killingly
- The budget process and when it begins
- Experience with transportation
- His legal background a valuable asset in his current position
- Why Haverhill
- Challenges on a multi-year plan
- How to calculate an 8% premium increase in the budget
- The use of BudgetSense and the learning of a new program
- His involvement in developing a budget and with the administration
- Involvement in entering the budget figures
- Policy on reserves
- Reporting to the school committee
- His role in this district

Both candidates were informed a decision will be made this evening and would be notified tomorrow as to the outcome.

Moved by Mr. Wood and seconded by Mr. Toohey to enter into contract negotiations with Attorney O'Connell.

Mr. Wood asked members to offer comments on the candidates. Mrs. Danehy felt Mr. Fratto was the better fit for the district due to his familiarity with it and the Merrimack Valley. Mayor Fiorentini recommended Mr. Fratto and received a positive response from the Methuen Mayor and indicated he has more experience as a business manager. Attorney Magliocchetti, Mr. Toohey, Mrs. Ryan-Ciardello stated Attorney O'Connell was better suited for the position. Mayor Fiorentini stated he would like to check Mr. Fratto's references. Attorney Magliocchetti questioned Mr. Fratto's lack of discussion as to the reason of leaving Methuen and Lincoln-Sudbury. Mr. Wood

indicated the interviewing committee was unanimous on Attorney O'Connell and not Mr. Fratto and asked the Superintendent for his input. Mr. Scully has met with both candidates and felt Attorney O'Connell understands the financial constraints the city faces and also his experiences dealing with other cities. He indicated all references for both candidates were checked. Attorney O'Connell would be able to assist in legal discussion versus calling on the city solicitor. The Superintendent felt this was an asset to the position.

A roll call vote was held with the results as follows:

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

Motion passes.

Moved by Mrs. Danehy and seconded by Mr. Wood for reconsideration of the previous vote to make it unanimous. A roll call vote was held with the results as follows:

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

Motion passes

General Updates including Hunking School Update & Summer Programs 2015

The Superintendent indicated the Hunking School is moving along well. The driveway from Route 125 is being ripped up and the installation of footings is moving. There is one glitch which is in front of the fire station where cables appeared and they are working with Verizon and the fire alarm system. They are trying to resolve this quickly and the neighbors have been notified.

He indicated all summer programs are in place with some starting today but the majority beginning July 6th including a coffee shop at the high school.

Haverhill High School Internship Program

Mr. Scully indicated this is the fifth year students have participated in the internship program. Eighty businesses are currently involved with students which is a tremendous accomplishment.

Acceptance of Donations for the Haverhill Public Schools' Friends of Whittier MSSP Classroom in the amount of \$820 by Amy Jones & Concerned Parents (\$400); Teresa Glynn; & Concerned Parents (\$400) and Ted Dubinski (\$20)

Acceptance of a Donation to the Haverhill Public Schools of a Beststand Assist Power Lifter (valued in the amount of \$4,024) by Allan and Patricia Paduano in memory of Pauline Marie Pare

Moved by Mr. Wood and seconded by Mr. Toohey to accept all donations as presented. A verbal vote indicated all in favor.

Motion passes.

Postings

The Superintendent indicated Terry Scenio is leaving and they have posted for an interim director. There is an issue with the overseeing of grants beginning July 1 and recommended appointing Jean Kelly for three months. Mr. Wood asked to fund the position for two months from July 1 to September 1st.

Mayor Fiorentini left at 10:46 p.m.

Members discussed the Acting position where the Interim position will be posted. Mr. Wood felt that two months would be sufficient time to have candidates apply and if at that time can extend the contract if there are no suitable candidates. Mr. Toohey discussed with MASC staff who offered to assist in the posting and finding an interim or someone they can reach out to. Mr. Toohey recommended we join the association and accept the assistance.

Moved by Attorney Magliocchetti and seconded by Mrs. Danehy to appoint Jean Kelley as Acting Director from July 1 to September 1st. A roll call vote was held with the results as follows:

<i>Attorney Magliocchetti</i>	<i>Yes</i>	<i>Mrs. Danehy</i>	<i>Yes</i>
<i>Mr. Toohey</i>	<i>Yes</i>	<i>Mrs. Ryan-Ciardello</i>	<i>Yes</i>
<i>Mr. Wood</i>	<i>Yes</i>		

Motion passes

The Superintendent referenced the resignation letter from Jonathan Letcher and the posting of his position. Members discussed the need for the position and its importance and the salary \$125,000 as indicated in the posting. Mr. Scully indicated the importance of the position, the myriad of programs requiring extensive report, the numerous meetings, etc. and the inability to incorporate these duties into his or Mrs. Kukenberger's position. The Superintendent indicated they can look at this position the next fiscal year but now supports the key position. Mr. Toohey did not support this posting at this juncture. Mr. Wood did not support the salary but supported a salary range of \$110-\$125,000. He supports the position but would rather see a range in order to negotiate the salary.

Moved by Mrs. Danehy and seconded by Mrs. Ryan Ciardiello to authorize the Superintendent to go forward with a salary range of \$110-\$125,000. A roll call vote was held with the results as follows:

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

Motion passes

Mr. Scully referenced the packet document on consolidation of kindergarten. They are going from nine to six schools. Parents shall be notified by July 15th as to the assigned school for their student. This gives them full utilization of the Bartlett and Crowell Schools.

School Committee Communications

Subcommittee Reports

None at this time.

New Business

Moved by Mrs. Danehy and seconded by Mr. Toohey to approve Warrant Number EV20150626 totaling \$1,182,819.21 and Warrant Number JE20150626 totaling \$9,689.67. A roll call vote was held with the results as follows:

<i>Attorney Magliocchetti</i>	<i>Abstained</i>	<i>Mrs. Danehy</i>	<i>Yes</i>
<i>Mr. Toohey</i>	<i>Yes</i>	<i>Mrs. Ryan-Ciardello</i>	<i>Yes</i>
<i>Mr. Wood</i>	<i>Yes</i>		

Motion passes.

Revised School Committee Policies: Student Records – Mr. Wood

Moved by Attorney Magliocchetti and seconded by Mr. Toohey to approve the Policy as approved by Attorney Cox. A roll call vote was held with the results as follows:

<i>Attorney Magliocchetti</i>	<i>Yes</i>	<i>Mrs. Danehy</i>	<i>Yes</i>
<i>Mr. Toohey</i>	<i>Yes</i>	<i>Mrs. Ryan-Ciardello</i>	<i>Yes</i>
<i>Mr. Wood</i>	<i>Yes</i>		

Motion passes.

Items by Consensus

approval of the minutes of June 11, 2015 (regular meeting)

approval of the field trip request(s):

- T. Kempinski, J. Craven, A. Laws, HHS, Grades 10-12, April 13-24, 2016, London, Paris, Vienna, \$3,912*
- J. Levine, HHS, Grade 11, July 7-13, 2015, New Mexico, <\$500*

Moved by Mrs. Danehy and seconded by Attorney Magliocchetti to approve the Items by Consensus. A verbal vote indicated all in favor.

Motion passes.

Moved by Mrs. Danehy and seconded by Mr. Toohey to suspend the rules to discuss a rain date for Taking Haverhill Back at the high school. A roll call vote was held with the results as follows:

<i>Attorney Magliocchetti</i>	<i>Yes</i>	<i>Mrs. Danehy</i>	<i>Yes</i>
<i>Mr. Toohey</i>	<i>Yes</i>	<i>Mrs. Ryan-Ciardello</i>	<i>Yes</i>
<i>Mr. Wood</i>	<i>Yes</i>		

Motion passes.

Moved by Mrs. Danehy and seconded by Mrs. Ryan Ciardiello to have July 12th as a rain date for the event Taking Haverhill Back. A roll call vote was held with the results as follows:

<i>Attorney Magliocchetti</i>	<i>Yes</i>	<i>Mrs. Danehy</i>	<i>Yes</i>
<i>Mr. Toohey</i>	<i>Yes</i>	<i>Mrs. Ryan-Ciardello</i>	<i>Yes</i>
<i>Mr. Wood</i>	<i>Yes</i>		

Motion passes.

Executive Session/Adjournment

Moved by Attorney Magliocchetti and seconded by Mr. Toohey to adjourn the meeting at 11:16 p.m... A verbal vote indicated all in favor.

List of Documents included as part of packet: School Committee Agenda; Summer Programs 2015; HHS Internship Program; Revised Policies; Warrants; Minutes; Field Tri Requests