



**Haverhill Public Schools - School Committee  
Regular Meeting Minutes of August 16, 2018**

Attorney Paul Magliocchetti, Vice Chairperson called the meeting to order at 7:00 p.m.

The following members were present:

Attorney Richard Rosa	Ms. Gail Sullivan
Mrs. Maura Ryan-Ciardello	Mr. Scott Wood
Ms. Margaret Marotta, Superintendent	

Absent from the meeting;

Mayor James Fiorentini	Mr. Sven Amirian
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The members and audience recited the Pledge of Allegiance.

Public Comment.

Ms. Joanna Dix and Dr. Thomas Grannemann both from the Haverhill Education Coalition spoke in support of settling the teachers' contract. Dr. Grannemann offered several points regarding the contract including competitive salaries, design pay scale to maintain teachers throughout their careers and keeping up with inflation.

Communication and Reports. Student Advisory Council Report – Alexander Papanikolaou.

Mr. Papanikolaou welcomed Ms. Marotta and Mr. Burns.

Superintendent Comments/Reports.

Superintendent Marotta had several of the new leaders [Leadership Highlights - August 8, 2018.pdf](#) and [New Hires 2018-2019.pdf](#) give a brief biographical sketch of their careers.

High School Principal Introduction – Mr. Glenn Burns

Mr. Burns provided a brief started his career in Fall River, Massachusetts. He had experience in turning around schools as a Design Coach and was familiar with strategies and tools to make significant changes. Mr. Burns became principal at a middle school in Salem, Massachusetts. He noted that this school during his tenure had increased by double digits in percentile rankings. Principal Burns related that the level of engagement of students had increased as did the implementation of extended day 7:30 am – 3:35 pm. Mr. Burns' former school was a distinguished STEM school which assisted students to move on to college and career. He concluded that there was a great foundation at HHS with a variety of career tech programs. Mr. Burns hoped to implement Project Lead the Way which had a ceremony similar to athletic ones and several more programs which provided college credit. The incoming interim principal hoped to leverage new ideas and collaborations to make improvements at the high school.

Mr. Wood welcomed Mr. Burns and wanted to sit down and discuss his plans for the high school.

Attorney Rosa asked if career technical education grants would be a possibility for Haverhill High School.

Mr. Burns indicated definitely and that the present state government supported this initiative.

Attorney Magliocchetti related that there are special teachers that the new principal could develop collaboration opportunities. He asked Mr. Burns to remember the importance of a liberal arts education.

Ms. Sullivan asked about the role of professional development in Mr. Burn's plans.

Mrs. Ryan-Ciardello welcomed Mr. Burns to Haverhill and looked forward to working with him

TEACH Principal Introduction – Ms. Lyn Snow

Ms. Snow was four days in and found everyone from the technology staff and other colleagues were very welcoming. She has met with John DePolo to contribute to the growth of the program.

Ms. Marotta stated that Ms. Snow was an incredibly gifted and knowledgeable educator in the field of autism.

Teaching and Learning Retreat

Ms. Marotta noted that it was a very successful day and the district leadership realized that there were buckets of work that the district will need to address.

Ms. Sullivan asked if the leaders were interested in professional development on evaluation.

Ms. Marotta replied that most of the administrators did sign up for more professional development on this topic.

Report on Summer School

Ms. Heidi Perez, the new ELE Supervisor related that the Summer Program [ELL Summer School Brochure.pdf](#) was very successful and many students make significant gains.

Ms. Erin MacKay, Assistant Principal and Title I Summer Program Coordinator provided some statistics on the program:

- 240 students
- 16 days x 3 hours per day
- 30 staff members
- 3 content coaches
- K-8 cross grade collaboration
- professional development from coaches two days before the beginning of summer school
- 90% gains

Ms. Denise Johnson, Program Director for Discovery Club and Access 21 provided a detailed report to the Committee. She distributed a PowerPoint presentation for each member [Discovery Club & Access 21 Summer Program 2018.pdf](#).

Ms. Pamela MacDonald, Director of Special Education gave a complete description of the Summer Special Education and stated the main purpose of the program was to prevent regression.

Attorney Magliocchetti commented the substantive learning that took place during these summer programs.

Ms. Marotta related that MASBO had on-site in the district where they would be completing a review/audit of our business and operations. She noted the report would be returned in six weeks.

Attorney Rosa noted that the Committee had been informed of the audit by the Superintendent but a public vote should take place and asked the cost of the audit/review.

A motion was made by Attorney Rosa to authorize the Superintendent to contract MASBO (Massachusetts Association of School Business Officials) for a Financial/Operations Audit and Review in the amount of \$7,500. Ms. Sullivan seconded the motion.

The chair called for a vote of the members:

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

5 members voted in the affirmative

Motion passes

0 members voted in the negative

0 members abstained

In relation to the Crowell School and the Disability Law Center case (which was prior to Ms. McDonald's tenure as Director of Special Education) that was highlighted this past spring. The Superintendent reported that both she and Ms. MacDonald along with legal counsel had implemented changes to resolve the matters addressed in the report [Crowell Closing Letter 7-31-18 copy.pdf](#).

Attorney Rosa thanked Ms. MacDonald for resolving the situation in collaboration with Ms. Marotta. He noted that the issue happened in spring of 2017 and the School Committee did not learn of the issues until February 2018.

Ms. MacDonald hired behavioral staff. She noted that professional development was centered around how to approach discipline with children. Ms. MacDonald needed to get data on behavior so that supports and professional development for staff. She stated Lyons and Rogers LLC was doing the professional development.

Superintendent Marotta provided to the Committee her entry plan [Marotta Entry Plan 8.15.2018.pdf](#).

Ms. Marotta stated that her entry plan involved listening, learning and gathering information and data.

Several members appreciated the Superintendent's extensive work on the entry plan and welcomed its implementation.

School Committee Communications.

Budget Update – Ms. Sullivan

Ms. Sullivan thanked the Business Manager for a budget report [HPS FY19 Expenditures as of 8-10-2018.pdf](#).

Ms. Sullivan asked where the additional \$200,000 was designated in the budget.

Mr. O'Connell replied that amount was still in the Mayor's custody.

Ms. Sullivan asked when the \$330,000 amount was received for vocational programming.

Mr. O'Connell stated that amount is included in the state aid received and will be deposited in the city treasury.

Ms. Sullivan asked if the stabilization money needed to be requested by the Superintendent.

Mr. O'Connell agreed with that statement.

Ms. Sullivan asked about the deficits in the following accounts:

• Teachers – Sped	\$71,368.51	Page 8
• Teachers – Instructional	\$36,827.49	Page 11
• Nurse, Sped Classroom	\$44,373.00	Page 11
• Teachers – ELL	\$51,080.00	Page 20
• Asst. Principal – HHS	\$50,436.90	Page 25
• Teachers – Phys Ed	\$43,201.57	Page 25
• Specialist – Technology	\$23,676.00	Page 31

Mr. O'Connell provided possible explanations on each of the items including changes in personnel.

Ms. Sullivan was concerned about the deficits in these accounts before the beginning of the school year and asked for more detailed report. She stated one of the gray areas was using any monies left in accounts to make advanced purchases.

Mr. O'Connell stated a report would be forthcoming. The Business Manager noted that with ending funds advanced purchases were made for FY19.

Mr. Wood related that assistant principals' salaries are all in deficit and could it be that the new contract salaries did not get incorporated in the budget.

Mr. Wood asked for all stipends paid for members in the administrators' group since those stipends should have been eliminated.

Mr. O'Connell stated that the contract had not been finalized and that may explain the discrepancies.

Mr. O'Connell noted that Assistant Principal/HS Ryan Brown had been paid out of the Associate Principal account and that the line items for assistant principal accounts were not budgeted correctly.

Mr. Wood noted that titles needed to be updated to reflect the correct title so that the budget reflected the proper positions.

Mrs. Ryan-Ciardello asked about eliminating the paper copy of the packet for the meeting and asked how much each packet cost to print.





